



Minutes of CUPE 951

General Meeting

June 29th, 2022

12-1:30 p.m.

Held using a hybrid of in-person and the Zoom video-conferencing platform

Welcome to the CUPE 951 general meeting for June 29, 2022 – Clearihue Building Room C110 and via zoom. We look forward to seeing everyone.

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for July, August and September is included at the end of the minutes – Laurie read out some of the dates

2. Roll Call of Officers & Stewards – LSW

9 members of the Executive, Stewards, Trustees, & Sergeant-At-Arms participated in the meeting

3. Recognition of the Territory – KM

Kirk read the local's Draft revised Recognition of the Territories where the University stands – a copy is included at the end of the minutes. The Recognition of the Territories continues to be under revision in order to ensure it is meaningful, transformative and culturally appropriate.

Kirk read #18 and 19 of the Calls to Action from the Truth & Reconciliation Commission (TRC) and encouraged members to read all the TRC's Calls to Action:

http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf

4. Equality Statement – Shared

Various member each read a paragraph of the CUPE National Equality Statement:

<https://cupe.ca/equality-statement>, to allow for a diversity of voices.

Laurie read: The Times We Are In – Addition to the CUPE National Equality Statement

We are living in times where it is more important than ever to uphold our CUPE National Equality Statement and not condone nor tolerate behavior that undermines the dignity or self-esteem of any individual. We are seeing increasing visibility of white supremacist groups and anti-Black racism. Open expressions of hate of all kinds are becoming more common. CUPE's Code of Conduct and Equality Statement clearly state that behaviours that are racist and discriminatory are not acceptable in our Union spaces. The space of our General Meeting is no exception.

5. Health & Safety – Emergency Preparedness – AI

Amy encouraged members to go to the University's OHSE website: COVID-19 Health and Safety: <https://www.uvic.ca/ohse/covid-19/index.php> for information on COVID updates. Please ensure you know where the emergency exits and muster areas are both when working remotely and when working on campus. Amy had Kirk indicated where the emergency exits were from the meeting room for those attending the general meeting in-person.

For any questions about Health & Safety please contact: Amy Issel – Co-Chair of the Joint CUPE 951/University OH&S Committee at: arowe@uvic.ca

6. Green Statement – PDW

Page read the local's Green Statement – a copy is included at the end of the minutes

7. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Catherine reported that 21 members were signed into the Zoom video-conference meeting at 12:19 p.m. and there were 10 members attending the meeting in-person for a total of 31 members in attendance and no guests.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 14 new membership applications

List of new members:

Meaghan Bate

Peter Konczarek

Natalie Leangen

Olivia Thoen

Danielle Ryzuk

Keri Kingsley

Nico De Marco

Jamie Matibag

Holden Bellamy

Paty Tavares Montano

Jack Pawlyna

Manuel Alvarez

Jenna Dobson

Cameron Calland

As per procedure, Kirk asked if there were any objections to these 14 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed all 14 new members into CUPE 951.

8. Approval of the Agenda

a. Additions

None

b. Changes

None

Motion: That the agenda be approved as circulated – MSCarried

9. Approval of the Minutes from Previous Meeting

a. The minutes were posted on the CUPE 951 website and were also circulated with the notice of this meeting and agenda

b. Errors/Omissions

None

Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: lwhyte@uvic.ca and she will make sure the minutes are corrected. Any more substantive errors need to be brought up at the next General meeting under the agenda item #9
Approval of the Minutes from the Previous Meeting.

Motion: That the minutes from the May general meeting be approved – MSCarried

10. Matters Arising from the Minutes

a. None

11. Treasurer's Report – MR

The financial statements were shared on screen and Michael went through the figures for the members.

For any questions about the Treasurer's report please contact Michael Rheault at: mrheault@uvic.ca

Motion: That the Treasurer's report be approved – MSCarried

12. Executive Board Report – MR for PS

Michael Rheault gave the Executive Board Report as Pat is on vacation

Signing authority Head Steward: Congratulations to Barbara Gordon on being elected as Head Steward for the ensuring 2-year term. We will be making arrangements to have Barbara added as a signing authority at Community Savings to replace the former Head Steward, Ted Godwin as a signing authority for the local.

Vacant Member at Large: we will call a bi-election at the June General meeting to fill the vacancy.

Bargaining update, we have updated Human Resources with the current Negotiating Committee and Alternate members:

Kirk Mercer, President, Barbara Gordon, Head Steward, Laurie Whyte, Library, Sean Adams, Chemistry, Teresa Dixon, Child Care, Page DeWolfe, Library, Amy Issel, Electrical and Computer Engineering, Michael Rheault, Law Library

Alternates: Pat Shade, Campus Security, Stephen Leckie, School of Child & Youth Care

Discussions were held on the online parking petition and United Way period promise event on June 25th

Under education requests, the executive passed these motions,

- **Motion:** That CUPE 951 register Laurie Whyte for the Labour Law Online Accommodation Update 2022 (on demand). – **MSCarried.**
- **Motion:** That CUPE 951 purchase the Lancaster House Sorting Shades of Grey: When do management actions constitute discipline. MP3 and Video – **MSCarried.**

In Solidarity, Pat Shade, 1st VP CUPE 951

For any questions about this report, please contact Pat Shade at: pshade@uvic.ca

Motion: That the Executive Board report be approved – MSCarried

13. President's Report – KM

Welcome friends,

June has been busy so far. The negotiation committee meet June 6th to work on finalizing our proposals and a benefits sub committee met with Local 917 on June 23rd to discuss joint benefit improvements to table. We are also working with the First Peoples House Cultural Protocol Liaison to revise our collective agreement preamble so it will include the indigenous land acknowledgement in the next collective agreement. We will also be able to use this as the Territorial Acknowledgement that we read at all our CUPE 951 meetings.

As some of you might have noticed we have an online petition about the 50% parking increase for next September: <https://www.change.org/p/uvic-reduce-the-proposed-50-parking> —up to 1,339 have already signed.

This caught the attention of CTV. On June 13th I did an interview to express our members' concerns. I talked about the lack of affordable housing, members with family and mobility issues all while cost of living is at 6.8%. It can be read at this [uvic-workers-upset-with-50-percent-parking-fee-increase](#)

On June 30th we have a date to meet with the Labour Relations Board for a settlement hearing about our grievance on alleging interference in the administration of a trade union. The employer has implemented a new policy of restricting bargaining unit employees on a graduated return to work from engaging in Union duties. Our National Rep and CUPE Legal have been working with us to prepare for this case.

We did have rooms booked to start negotiations with the employer around July 1st, but those room are now under renovation. So, based on that and summer vacations it might very well be September before we hit the table with the other locals at UVic.

Be assured your Negotiating committee is very ready and prepared to bargain with the employer to get the best deal we can on your behalf.

Update & Discussion: a memo was sent to employees holding current annual parking passes indicating if they made less than \$68,000/year, their parking rates would increase by less than that originally specified. Kirk met with Human Resources and Campus Security and they clarified only people who currently have an annual parking pass would see a subsidized parking rate. So, any new employees, or employees who previously didn't have an annual parking pass will not see the reduced rate. This is a huge equity issue, discriminating against lower income employees, people with disabilities (mobility issues), employees who live a distance away and not on a bus route, as well as new employees or employees who would have purchased an annual parking pass. Parking for motorcycles isn't increasing. Human Resources also said that they are now looking at expanding remote working arrangements to include full-time remote work. Kirk informed them we wanted to see something in writing (a Letter of Agreement) or to have something in our collective agreement. A member brought up the issue of the unreliability of buses and how they had been penalized for being late because the bus was late or too full. Some people may also not feel safe walking to work, especially after dark. Some members may not feel safe walking from the parking lots to the building they work in too. Kirk encouraged all members parking in the Ian Stewart parking lot (which is a lower rate) to contact Campus Security and ask them to provide an escort to the building they work in under the Campus Security Safe Walk program. They should sit in their car until someone from Campus Security arrives to escort them. If they are late to work because of this, they should not be penalized and if they are, they should immediately contact Kirk or Barbara Gordon, Head Steward. The issue of the high parking increases is going to be an ongoing battle. Human Resources openly admitted that the remote work arrangements will not be on an equitable basis. There will still be employees who are not allowed to work remotely and others who are only allowed limited remote work.

In Solidarity, Kirk Mercer, President CUPE 951

For any questions about this report, please contact Kirk Mercer at:
presidentcupe951@uvic.ca

Motion: That the President's report be approved – MSCarried

14. Head Steward's Report – BG

EQHR - two members going through the EQHR informal process over targeting by their managers/supervisors. Neither of them are satisfied with the progress as they don't feel the respective managers are interested in moving. One plans to move on to formal process, the other is undecided. In the latter case I will be looking into requesting an environmental audit of the department.

Met with a third member who is being undermined and shut out by another member (both in supervisory positions). The meeting was about taking stress leave but I encouraged the member to consider the bullying and harassment aspect and take action on their return.

Probation extensions. One in IGOV, extended and then terminated. The probationer has since found another term position on campus. Another in Business, and after extension the probationer decided to terminate, and discussed their reasons with me - no procedures manual, lack of clear priorities as liaison between several departments, predecessor's muddled filing system, pressure from manager to work at predecessor's speed. Third in Math & Stats, complicated by office politics, where probationer lacks office experience and is at odds with the other two staff in office.

Disciplinary/Investigative/expectations meetings: One member called to expectations meeting suspiciously soon after manager became aware of EQHR informal process. One member called in for investigatory for not following procedures, and this will hopefully be resolved as a simple accommodation. Third for dispute with another staff member, resolved by apology though office politics continue to confuse the situation.

Article 9 meeting with Mark Jeckway about overwork/understaffing in Student Wellness Centre. He is to meet with the manager and the finance about continuing all the term positions through the rush in September. Still need to move on with Article 9 meeting around refusal of modified work week in various departments.

The Grad Photo program is still in limbo. Nella is continuing to look for a new hosting department.

Members provisionally appointed to PEA. One has still not received back pay for the appointment that began in November, though they have received an actual acknowledgement of appointment (several months late). Another was resisting a supervisor's pressure to receive only 60% of the PEA position's wages - this was "resolved" by the division of duties into two new positions. The member plans to leave UVic for a government position.

For any questions about the Head Steward's report, please contact Barbara Gordon at: chiefstewardcupe951@uvic.ca (we are still in the process of changing the Head Steward's email to headstewardcupe951@uvic.ca)

Motion: That the Head Steward's report be approved – MSCarried

15. Other Executive & Committee Reports

a. Communications Committee Chair Report – AI

No report

For any Communication Committee questions, please contact Amy Issel at: amyrowe@uvic.ca or cupelocal951@gmail.com

b. Education Committee Chair Report – ND

No report

For any Education questions, please contact Nykita Downie at: souliere@uvic.ca

16. Trustees Report – PDW

No Report

For more information/questions, please contact:

Page DeWolfe: cdewolf@uvic.ca

Stephen Leckie: k1smet@uvic.ca

Ashleigh Carlsen: burnsa@uvic.ca

17. Nominations, Elections or Installations

a. Executive Member-At-Large

• Nominations

1. Jerry McFarland

• Acclaimed: Jerry McFarland

Kirk swore Jerry in with the Oath of Office

Congratulations to Jerry and his acclamation was met with a round of applause by the members.

18. Reports of Committees, Delegates

a. Kirk – Victoria Labour Council

- Kirk and Page assisted with the Victoria Labour Council float in the Pride Parade
- It was very hot, but participation was great and amazing – it was larger than the Victoria Day Parade and much more fun
- There was an overwhelming sense of love and happiness during the parade and celebrations afterwards

Motion: That all reports of committees & delegates be approved – MSCarried

19. Unfinished Business

- a. None

20. New Business

- a. None

Announcement: Keep December 7th in your calendar – we are going to have our December social lunch and in-person get together in the Michele Pujol room

21. Adjournment

Motion: to adjourn the meeting at: 1:00 p.m. -- MSCarried

Next General Meeting:

September 21, 2022

12-1:30 p.m.

In-person (Maclaurin D288) and using the Zoom Video-Conference Platform





Songhees



ESQUIMALT NATION
Community Engagement



WSÁNEĆ Peoples

The **Coast Salish** is a group of ethnically and linguistically related [Indigenous peoples of the Pacific Northwest Coast](#), living in [British Columbia](#), Canada and the [U.S.](#) states of [Washington](#) and [Oregon](#). They speak one of the [Coast Salish languages](#).

The Coast Salish are a large, loose grouping of many tribes with numerous distinct cultures and languages. Territory claimed by Coast Salish peoples span from the northern limit of the [Salish Sea](#) (aka [Strait of Georgia](#)) on the inside of [Vancouver Island](#) and covers most of southern Vancouver Island, all of the [Lower Mainland](#) and most of [Puget Sound](#) and the [Olympic Peninsula](#)

CUPE 951 Territory acknowledgement (Revised)

We acknowledge and respect the *Lək̓ʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (Songhees and Xwsepsum/Kosapsum [Esquimalt] and WSÁNEĆ (*STÁUTW/Tsawout*, *WJOŁŁP/Tsartlip*, *BOŖEĆEN/Pauquachin*, *WSIKEM/Tseycum*) whose historical relationships with the land continue to this day. May we build strong working relationships with all local nations with trust, humility, kindness, respect and continue to walk softly on these ancestral lands

Green Statement – written by retired CUPE 951 member, Michèle Favarger

As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE 951 members should be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your in-person meetings, and commit to walk, bike, and carpool or take public transportation when you can.

In this way, we respect our environment, each other and future generations.



We are all different and that is beautiful!

CALENDAR 2022

01 JANUARY	02 FEBRUARY	03 MARCH	04 APRIL
05 MAY	06 JUNE	07 JULY	08 AUGUST
09 SEPTEMBER	10 OCTOBER	11 NOVEMBER	12 DECEMBER

CALENDAR UPDATE to CUPE 951 General meeting – June 2022 – DRAFT

(* under consideration) (changes are underlined>)

June 6 - CUPE bargaining caucus – Kirk Mercer, Barbara Gordon, Laurie Whyte, Michael Rheault, Amy Issel, Sean Adams, Teresa Dixon, Page DeWolfe and alternates: Pat Shade, Stephen Leckie

June 7 – UCBC meeting on Post-Secondary funding review – Kirk Mercer

June 8 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

June 14 - UVic Post-Secondary Solidarity meeting via Zoom - CUPE, PEA, FA – Kirk Mercer

June 14 - Vancouver Island Post-Secondary Solidarity meeting via Zoom - CUPE, PEA, FA, BCGEU, FPSE – Kirk Mercer

June 18 – Miner’s Memorial – Cumberland – Kirk Mercer

June 22 – LRB mediation prep - Kirk Mercer, Barbara Gordon, Laurie Whyte

June 23 - CUPE bargaining benefits subcommittee meet with 917 – Kirk Mercer, Laurie Whyte, Sean Adams, Page DeWolfe

June 25 - United Way Southern Vancouver Island period promise event – Kirk Mercer

June 26 – Victoria Pride Parade with the VLC- Kirk Mercer, Page DeWolfe

June 29 – general meeting –Clearihue C110

June 30 - LRB Settlement Hearing – Kirk Mercer, Barbara Gordon, Laurie Whyte

July 6 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Jerry McFarland

July 19-20 CUPE BC Think Tank Harrison BC - Kirk Mercer, Laurie Whyte, Pat Shade

Aug 10 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Jerry McFarland





United Nations International Days for July, August & September

(Highlighted dates were read at the General Meeting)

July 2nd – International Day of Cooperatives

July 11th – World Population Day

July 15th – World Youth Skills Day

July 18th – Nelson Mandela International Day

July 20th – International Moon Day & World Chess Day

July 25th – World Drowning Prevention Day

July 28th – World Hepatitis Day

July 30th – International Day of Friendship and World Day against Trafficking in Persons

August 1st-7th – World Breastfeeding Week

August 9th – International Day of the World's Indigenous Peoples

August 12th – International Youth Day

August 19th – World Humanitarian Day

August 21st – International Day of Remembrance and Tribute to the Victims of Terrorism

August 22nd – International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief

August 23rd – International Day for the Remembrance of the Slave Trade and Its Abolition

August 29th – International Day against Nuclear Tests

August 30th – International Day of the Victims of Enforced Disappearances

August 31st – International Day for People of African Descent

September 5th – International Day of Charity

September 7th – International Day of Clean Air for Blue Skies

September 8th – International Literacy Day

September 9th – International Day to Protect Education from Attack

September 15th – International Day of Democracy

September 16th – International Day for the Preservation of the Ozone Layer

September 17th – World Patient Safety Day

September 18th – International Equal Pay Day

September 21st – International Day of Peace

September 23rd – International Day of Sign Languages

September 26th – International Day for the Total Elimination of Nuclear Weapons

September 27th – World Tourism Day

September 28th – International Day for Universal Access to Information

September 29th – International Day of Awareness of Food Loss and Waste

September 30th – World Maritime Day and International Translation Day

For more information about the meaning and significance of each of these days please go to: <https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.

For more pictures of Pride Parade 2022 – see the CUPE 951 Facebook page: [\(20+\) CUPE 951 / Facebook](#)



