



Minutes of CUPE 951

General Meeting

September 21, 2022

12-1:30 p.m.

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

CUPE 951 General Meeting September 21, 2022 held in-person in Maclaurin room D288 and through the Zoom video-conferencing platform - all voting in the Elections will be done through the Zoom polling platform

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for October is included at the end of the minutes

September 30th is the Federal Statutory Holiday to recognize the missing and murdered children and survivors of the Residential School system – Truth & Reconciliation Day; also known as Orange Shirt Day because we wear orange shirts in honor of the young Indigenous woman, Phyllis, who came to residential school full of hope and excitement, proudly wearing the new orange shirt given to her by her grandmother – only to have the shirt ripped from her, never to be seen again and her hope and excitement dashed almost as quickly.

2. Roll Call of Officers & Stewards – LSW

12 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 #48 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

Pat and Laurie read the first two paragraphs of the CUPE National Equality Statement:

<https://cupe.ca/equality-statement> and then other members each read a paragraph, to allow for a diversity of voices.

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 clearly states that behaviours that are racist and discriminatory are not acceptable in our Union spaces. This space 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 safely returning to work on campus and any COVID updates.

Please ensure you know where the emergency-exits and muster areas are both when working remotely and when working on campus.

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 – KM

Kirk 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 – MR

Michael reported that 23 members were signed into the Zoom video-conference meeting at 12:18 p.m. including the 11 members attending the meeting in-person (also logged into Zoom, so part of the 23 members signed into Zoom).

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 4 new membership applications

List of new members:

Marcela Restepo Arango

Ariel Glidden

Alisha Tedder

Taryn Marwick

As per procedure, Kirk asked if there were any objections to these 4 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed all 4 new members into CUPE 951.

8. Approval of the Agenda

a. Additions

None

b. Changes:

Motion to Move #18. Nominations, Elections or Installations to #13, right after #12. Executive Board Report – MSCarried

Motion: That the agenda be approved as amended – 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 June 2022 general meeting be approved – MSCarried

10. Matters Arising From the Minutes

a. None

11. Treasurer's Report – MR

The financial statements from the end of the fiscal year (June) 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

CUPE 951 2022-2023 Budget – MR

Michael walked the members through the proposed 2022-2023 budget for the local and explained the differences between the 2021-2022 budget and the new 2022-2023 budget.

Motion: to approve the proposed CUPE 951 2022-2023 budget as presented – MSCarried

12. Executive Board Report – PS

Covering the Executive meetings: July 6, Aug 10, Sept 14, 2022

Vacancy's over the summer and beginning of September, have left us with 3 positions becoming vacant, so at today's meeting we will have by-elections for the second vice president, one member at large, and a trustee, all terms are ending in June of 2023. The President has appointed Page DeWolfe as interim second vice president

Motion: that CUPE 951 send up to one person to the CUPE National Sector Council Conference in addition to Kirk who will be sent by CUPE BC – MSCarried

After consultation with the VP's according to our By-Laws Page DeWolfe will be exercising their preference and attend.

BCFED Convention November 21-25, 2022 In Vancouver

Motion: that CUPE 951 send up to 5 people to the BC Fed of Labour Convention 2022 (including 3 elected and 2 options for the President and VP – MSCarried

We will have an election for 3 delegates at today's meeting

Lancaster House Bargaining & Arbitration conference in Vancouver Dec 13,14, 2022

Motion: that CUPE 951 send the President to the day for bargaining and the Head Steward to the day for Arbitration Dec 13-14 2022 in Vancouver – MSCarried

Motion: to approve the 2022-2023 Budget as Proposed – MSCarried

The Treasurer after consultation with the trustees brought forward a motion to dispose of 6 laptops and 2 hard drives.

Motion: to send the 6 obsolete lap tops and 2 old external drives to recycling on campus – MSCarried

Under education request the executive passed these motions:

- ***Motion: that CUPE951 to purchase Lancaster House Special Audio Bundle Promotion – Mental Health Disabilities in the Workplace \$600 plus HST – MSCarried***
- ***Motion: that CUPE 951 purchase the Special Audio Bundle Promotion – Dealing with Incivility, violence and harassment in the workplace at a cost of approximately \$600 plus HST – MSCarried***

Executive Report September 2022

• ***Motion: That CUPE 951 send the Head Steward to the Conflict Resolution at Work: Proven skills and strategies for managers and union representatives – presented by the University of Toronto's CIRHR and Lancaster House Online, September 20-21, 2022 – MSCarried***

• ***Motion that CUPE 951 send the Head Steward to the CUPE legal workshop week long School in Nanaimo October 31- Nov 3 2022 – MSCarried***

SIA Funds for new LOA Education fund (career development fund) the presidents report will cover this part.

Our local held an Introduction to stewarding workshop on Sept 15, it was engaging for all who attended, and we are hoping to see some new stewards come forward soon. We also plan on doing a walking tour to raise awareness of becoming a steward.

In Solidarity, Pat Shade 1VP 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. Nominations, Elections or Installations

a. 2nd Vice-President – term ending June 2023

- **Nominations**
 1. Page DeWolfe
 - **Elected: Page DeWolfe (Acclaimed)**

b. Executive Member-At-Large – term ending June 2023

a. Nominations

- **No nominations, so the election will be put on the agenda for the October General Meeting.**

c. Trustee – term ending June 2023

- **Nominations**
 1. Susie Dancer
 - **Elected Susie Dancer (Acclaimed)**

Kirk swore in Page DeWolfe and Suzie Dancer as the new 2nd VP and Trustee

d. Delegates to the 2022 BC Federation of Labour Convention

- **Nominations**

-
1. Amy Issel (acclaimed)
 2. Nykita Downie (acclaimed)
 3. Colin Newell (acclaimed)

14. President's Report – KM

Welcome friends,

Over the summer months your executive and I have been busy preparing for fall 2022. You may remember back in June I did an interview with CTV on the parking increase set for September. After more talks with HR and the parking director we were able to see a change for some members that currently had annual passes in 2022. This resulted in a reduction from \$75 per month to \$60 in 2022, then \$70 in 2023, and \$75 in 2024, the other condition was you needed to earn under 68K per year. Uvic still falls short on the real issues of the lack of affordable housing, and members with family and mobility issues all while the cost of living is at 8.1%. We are still encouraging folks to sign the petition, so far we have 1,966 signatures <https://www.change.org/p/uvic-reduce-the-proposed-50-parking>

The Negotiation Committee has been meeting during September to finalize our proposals, we have a tentative date of Oct 13 to start with the employer. You might have seen there are three tentative agreements out so far. Those include the Hospital Employees Union, BC General Employee Union, and CUPE K-12 Provincial table. To date none have been ratified. When we look at those agreements deeper, there is a lot of other money not reflected in the wages; our CUPE National staff are researching the areas to give us a better idea of what we may be able to achieve this round. You may remember during the 2020 negotiation we had monies that the government referred to as Service Improvement Allocation funds or SIA. This was not reflected in the general wage increase. We were successful in applying these to certain positions within our local, as well we are in the final stages to enhance the career development fund and greatly expand the ability to use those funds. 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. A bargaining bulletin will go out after this meeting to let everyone know.

On June 30th we met with the Labour Relations Board 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. After spending hours working with the Labour board appointed settlement officer, the result of the meeting was not satisfactory to either party. So now we have dates book for Arbitration on Oct 18-20. Our National Rep and CUPE Legal have spent many days over the last 6 months with us to prep for this case.

Uvic Budget shortfall, I met with Kane Kilbey and Kristi Simpson and the other CUPE local presidents on September 8 to have a conversation about the 17.5-million-dollar shortfall. They both assured us that the lower enrolments were due in part to a backlog of VISA

applications in Canada (2-3 months) and domestic levels are not on par with the last 2 years. Also adding Uvic is not allowed to run a deficit without Government approval, and has the ability to address it. The hiring hold is a key way to address the shortfall as 80% of the budget = staff wages. UBC, SFU, TRU, UNBC and RRU all are experiencing this shortfall. It's estimated that 220,000 international students are effected by the visa delay. In comparison the UK has a 5-day turnaround on the same visa's. They are asking departments to hold off on equipment purchases as an additional measure. Their plan is to have this all dealt with by April of 2023. We asked will this effect the wages that will need to be met through negotiations, and were assured that would not impact those. Will this lead to any layoffs? no was the reply. We shared concerns about contracting out due in part to the hiring hold. They said they have the means to get through this with adjusting budgets within departments. We ended on asking that hiring would still need to happen based on critical needs, as we are short staffed before this happened. They said they have set up a process to address those hires.

Finally, Head Steward Barbara Gordon and I have been working very hard with the employer to make substantial changes to our career education fund and policy. Now members who want to further their career and personal growth can access up to \$5000.00 per year.

This will go a long way in helping our members access funds for tuition fees, courses, exams, workshops or seminars. Including expenses to cover books, course materials, software, laptops, tablets, smartphones, audio-visual equipment, learning supports for those with disabilities, and travel to attend training including accommodation expenses. Some examples we have included are personal development, career counselling, personal productivity related to goal setting, leadership development, cultural learning related to diversity, equity, inclusion and truth and reconciliation, financial planning, organizational skills training, etc.

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

15. Head Steward's Report – BG

The President and I have been working with Vanessa Cartwright of HR on moving the SIA funds into the Career Development Fund to open it up for broader and better-funded opportunities, including courses outside UVic, for personal development, and for associated costs beyond simply the course fees. The application form is being revised.

Laurie Whyte and Micha Pesta co-facilitated a full-day Introduction to Stewarding course, which had attendance from up-Island as well as members of 951.

I attended a two-part course on Conflict Resolution by Lancaster House. This was an intense session, covering many aspects of communication and negotiation techniques.

The President and I attended the New Employees Orientation and met with the new 951 members.

A meeting with Human Resources to discuss the inconsistent application of Modified/Alternative Work Week plans across campus, particularly managers unaware that it was possible to accumulate MWW/AWW/flex time while working remotely. Human Resources will be putting out a statement clarifying that it has been allowed since the overall return to campus, first targeting the departments where the problem has been reported. I have not yet seen the statement.

Two meetings with Human Resources Consultants concerning hiring of employees on work permits, clarifying how the work permit terms would intersect with the employment term, and another meeting discussing an LOA for a job-share.

Notice of org change in UCAM. The narrowing of their mandate resulted in termination of the very successful and profitable Grad Photos Program and the part-time term CUPE photography position. After broaching a form of contracting out, the employer took a hands-off approach, leaving it to the grads to find a photographer from a list of firms. The member, with the support of their supervisor, got enhanced severance that included the regular overtime worked beyond their stated hours.

A member who left at the beginning of August has yet to receive their letter of reference from the university.

A member with an unrecognized disability has received an informal accommodation. I'll be monitoring that as there may be pushback from the supervisor although the accommodation doesn't burden the other employees. I discussed with the member the importance of documenting and recording.

Was able to resolve the issue of a member who had LWP incorrectly taken from their sick bank allotment.

Advised a member who has had PEA duties assigned to their position about potential JE and their concerns around workload and balancing tasks. Management is providing training but is not open to discussion of workload concerns and may resist a JE.

Monitoring two departments where the supervisor appears to be playing office politics and throwing blame on CUPE staff. In both cases the managers are aware of the situation and supportive of the staff, which is a positive sign. Also keeping in touch with

a member who has been covering a PEA position for several months to ensure that they have all the protections under the CA.

Continuing to work with a member on stress leave after possible bullying and undermining in their department, advising on their options. Thanks to Laurie Whyte for clarifying how LTD works. Also advised a bereaved member on their leave provisions.

There are two potential Worksafe claims or investigations around bullying and harassment of previous 951 members, in separate departments.

Regarding the hiring freeze, I'm concerned that it will lead to departments moving more work and duties onto the remaining staff. We've already seen CUPE staff provisionally appointed into, or covering, PEA positions and duties, in one case without an actual provisional appointment, in another with a patchwork of duties designed to keep them at a lower pay band.

For any questions about the Head Steward's report, please contact Barbara Gordon at: headstewardcupe951@uvic.ca

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

16. 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

17. Trustees Report

No report

Susie Dancer was elected as the third Trustee for CUPE 951 – term ending June 2023

For more information/questions, please contact:

Stephen Leckie: k1smet@uvic.ca

Ashleigh Carlsen: burnsa@uvic.ca

Susie Dancer: sdancer@uvic.ca

18. Reports of Committees, Delegates

- a. No reports

19. Unfinished Business

- a. None

20. New Business

- a. None

21. Adjournment

Motion: to adjourn the meeting at: 1.06 p.m. -- MSCarried

Next General Meeting:

October 26, 2022

12-1:30 p.m.

Using the Zoom Video-Conference Platform

Note: the October General Meeting will be only held virtually through the Zoom Video-Conference Platform due there being an election for the position of Executive Member-At-Large



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 Draft Revised Territory acknowledgement

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 (S̓TÁUTW/Tsawout, W̓JOLELP/Tsartlip, BO̓KÉĆEN/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 UPDATE to CUPE 951 General meeting – July/Aug /Sept 2022 – DRAFT

(* under consideration) (changes are underlined>)

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

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

Minutes recorded by Laurie Whyte, CUPE 951 Recording Secretary

Sept 2 Grad Student Welcome – Kirk Mercer, 917 ,4163

Sept 13 – Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe, Stephen Leckie, and Pat Shade

Sept 14 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Page DeWolfe

Sept 15- CUPE Steward Training, GSS

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

Sept 20 – CUPE Strike Training, GSS

Sept 21– General meeting McLaurin D288

Sept 21 – VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

Sept 22 – Negotiations committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe, Stephen Leckie, and Pat Shade

Sept 27, 28 CUPE BC Executive Meeting, Anvil Center New Westminster - Kirk Mercer, Laurie Whyte, Pat Shade

Oct 3-6 CUPE National Sector Conference, Ottawa – Kirk Mercer, Page DeWolfe

Oct 12 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Page DeWolfe

Oct 13 - Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe, Stephen Leckie, and Pat Shade*

Oct 15 - VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Pat Shade, Laurie Whyte, Michael Rheault

Oct 19 – VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

Oct 26 – General meeting McLaurin D288

Nov 2 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Bo Love, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Page DeWolfe

Nov 8, 9- CUPE BC One Big Committee meeting - Page DeWolfe, Amy Issel, Kirk Mercer, Pat Shade, Laurie Whyte

Nov 16 – General meeting McLaurin D288

Nov 16 – VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

Nov 21-25 BCFED Convention – Vancouver*

Nov 30, Dec 1 CUPE BC Executive Meeting Anvil Center New Westminster - Kirk Mercer, Laurie Whyte, Pat Shade

Dec 3 – - VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Pat Shade, Laurie Whyte, Michael Rheault

Dec 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, Page DeWolfe

Dec 7– General meeting/Holiday social Michele Pujol room



United Nations International Days

September to October

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 – Truth & Reconciliation Day (aka: Red Dress Day)

September 30th International Translation Day

Minutes recorded by Laurie Whyte, CUPE 951 Recording Secretary

October 3rd – World Habitat Day

October 4th – World Animal Day

October 5th – World Teacher’s Day

October 10th – Thanksgiving Day

October 11th – International Day of the Girl Child

October 13th – International Day for Disaster Risk Reduction

October 15th – International Day of Rural Women

October 16th – World Food Day

October 17th – International Day for the Eradication of Poverty

October 31st – World Cities 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.

