



# **Minutes of CUPE 951**

## **General Meeting**

### **October 26, 2022**

**12-1 p.m.**

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

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#### **1. Announcements**

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for November is included at the end of the minutes – Laurie read some of the more important/interesting dates:

**World Diabetes Day** – November 14

**International Day for Tolerance** – November 16

**World Philosophy Day** – November 17

**World Day of Remembrance for Road Traffic Victims** – November 20

**International Day for the Elimination of Violence against Women** – November 25

**National Day of Remembrance and Action on Violence Against Women: December 6**

Vancouver Island District Council (VIDC) is collecting handbags to fill with toiletries, feminine care products, and other appropriate items. They will be donating them to organizations that provide support for women in need. Amy is collecting handbags and items for this fund-raiser and will pick them up from you if you contact her at [amyrowe@uvic.ca](mailto:amyrowe@uvic.ca)

#### **2. Roll Call of Officers & Stewards – LSW**

13 members of the Executive, Stewards, Trustees, & Sergeant-At-Arms participated in the meeting (plus the newly elected Executive Member-At-Large, Erica Groening)

#### **3. Recognition of the Territory – PS**

Pat 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.

#### **4. Equality Statement – Shared**

Kirk started reading the first paragraph 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.

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## ***The Times We Are In – Addition to the CUPE National Equality Statement – LSW***

*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. The space of our meeting is no exception.*

### **5. Health & Safety – Emergency Preparedness – AI**

Nykita spoke on behalf of Amy to encourage members to go to the University's OHSE website for information on the [COVID-19 Health and Safety's return to campus](#), please visit [UVic's Occupational Health, Safety & Environment](#) website.

Working from Home: ensure you have a safe exit from your home and that your home work station is ergonomically correct.

Working on campus: ensure you know where the emergency exits and muster points are.

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](mailto:arowe@uvic.ca)

### **6. Green Statement – PS**

Pat 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 23 members were signed into the Zoom video-conference meeting at 12:23 p.m. and all members attending the meeting in-person were also signed into Zoom (as per CUPE National Bylaws, all members attending a hybrid meeting in-person must also be signed into Zoom, in order to vote. All members must have access to electronic voting)

Quorum is 20

#### **b. Welcome/Oath of New Members – KM**

Kirk announced there were X new membership applications

##### **List of new members:**

Gideon James

Tatiana Rios de Rodriguez

Dane Mulrooney

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As per procedure, Kirk asked if there were any objections to these 3 people becoming members of CUPE 951. There were no objections, so Kirk welcomed all 3 new members into CUPE 951.

## **8. Approval of the Agenda**

### **a. Additions**

No additions

### **b. Changes**

Move the elections to after the Treasurer's Report – MSCarried

***Motion: That the agenda be approved as amended – MSCarried***

## **9. Approval of the Minutes from Previous Meeting**

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

### **b. Errors/Omissions**

There were no errors or omission

*Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: [lwhyte@uvic.ca](mailto: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 September general meeting be approved – MSCarried***

## **10. Matters Arising from the Minutes**

a. There were no matters arising from the minutes

## **11. Treasurer's Report – MR**

The financial statements for July and August were shared on screen and Michael went through the figures for the members. September's report will show the funds that have been transferred from term deposits into our Defence Fund in order to have them available if there is any job action. Once Bargaining has been completed, the funds will be transferred back into term deposits.

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

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

## **12. Nominations, Elections or Installations**

a. **Executive Member-At-Large bi-election – term ending June 2023**

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*The doors, physical and virtual, were tiled and no one was admitted while the election ensued.*

- **Nominations:**
  1. Colin Newall – declined
  2. Erica Groening – accepted
    - Elected/acclaimed – Erica Groening

*The newly acclaimed Executive Member-At-Large, Erica Groening, was sworn in by the President*

### **13. Executive Board Report – PS**

**Vacancy** one member at large, ending in June of 2023. By-election at today's meeting

#### **Ad-Hoc Bylaws Committee Update**

The Ad Hoc Bylaws Committee consists of: Page DeWolfe, Nykita Downie, Michael Rheault, and Stephen Leckie. The Committee has been meeting since August and have drafted language to cover the changes not made in Oct 2019 as directed by CUPE National in the letter dated March 2019, those necessitated by CUPE National convention 2021, and some minor wording adjustments due to the last trustee report recommendation and the recent LOA on Career Development.

**Hybrid General Meetings Where an Election Vote Must Take Place**, after much discussion we will look to booking computer labs to offer the ability for members who do not have devices to participate on zoom polls

**Under education request** – the executive passed this motion:

***Motion: to send Michael Rheault and Kara White to the SHARE Investment Summit in Vancouver, BC, February 14-16, 2023 – MSCarried***

**CLC Winter School** course schedule is out if your interested please talk with Nykita Downie, Education Chair at: [souliere@uvic.ca](mailto:souliere@uvic.ca)

***Motion: to donate \$100 to the BC SPCA for October 2022 – MSCarried***

In Solidarity, Pat Shade, 1VP CUPE 951

For any questions about this report, please contact Pat Shade at: [pshade@uvic.ca](mailto:pshade@uvic.ca)

***Motion: That the Executive Board report be approved – MSCarried***

### **14. President's Report – KM**

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Welcome friends,

Our Negotiating Committee is pleased to report that we have met with the University's Bargaining Committee on October 13 and 20, 2022.

Both parties had the chance to ask questions and explain their proposals. The conversations were successful, calm, and informative. The committees came to an agreement on several issues and your Negotiating Committee felt it was a progressive day.

Our next date set to meet with the employer will be November 15, 2022, where we intend to have another productive session. Working on your behalf, your Negotiating Committee is prepared and determined to bargain the best Collective Agreement possible.

On June 30th we met with the Labour Relations Board about our grievance on alleging interference in the administration of a trade union. After we failed to reach a settlement, this led us to dates booked for Arbitration on October 18-20. Due to the employer's preliminary objection, dates in November have been selected to resolve the objection. If successful we are looking at dates in early 2023 for Arbitration. We appreciate our National Rep and CUPE Legal working with us through this process.

I hope everyone has received the December 7 Holiday Social meeting survey as we look to host the first in person meeting with food since 2019. This is a great way to reconnect or meet new members.

In Solidarity, Kirk Mercer, President CUPE 951

Kirk answered questions from members, that weren't recorded in the minutes.

For any questions about this report, please contact Kirk Mercer at: [presidentcupe951@uvic.ca](mailto:presidentcupe951@uvic.ca)

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

## **15. Head Steward's Report – BG**

Head Steward's Report, Sept-Oct 2022

First, thanks go to the local for supporting my attending Lancaster House training in Conflict Resolution. Appropriately, there was an option for a discount for joint union-management participation, so I reached out to Human Resources to ask if they wished to participate, and attended with one of the HRCs. The course was very rewarding, far beyond check-the-boxes "active listening", and the instructor was very engaging and kept the attendees working hard.

As reported elsewhere, the Education Benefits Fund has been expanded and enhanced, for the first time since it was established in 1981. Thanks to Kirk Mercer and to Vanessa Cartwright in Human Resources for bringing this to completion.

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Continuing to hear from members about workload, and expecting the hiring freeze to worsen that. Reminding our members: please don't do unpaid overtime!

Before you do overtime, inform your supervisor or manager that you will need to do that time, and make sure afterwards that it is reported so that you are correctly paid for it.

Ongoing cases: we are continuing to hear of units that refuse Modified Work Schedules or refuse to allow MWW hours to be accumulated during remote work. Human Resources has a page about remote work that clarifies that MWW/AWW hours can be accumulated during remote work. The previous ban ended at the September return to campus. If your manager is refusing MWW, please contact your local.

A member who is covering a PEA position as well as their own work. We've finally achieved a formal provisional appointment and almost 10 months of backpay, but continue to work on the employer acknowledging and addressing the difficulties the member has encountered.

A member has been assigned tasks formerly performed by a PEA member. While training has been provided (as required), we expect there will need to be a Job Evaluation at some point. Continuing to monitor this, as the member was previously told that no advancement was possible. Please be aware that Job Evaluations are not dependent on the manager. They can be initiated by the member and by the union as well as by the university.

A member has requested information on a possible exposure to harmful materials, which the employer has been slow to provide. We are looking into the delay and the previous lack of information on the incident.

A member with a hard-to-document disability has received a simple accommodation. Continuing to monitor this.

A member who had dealt with a verbally abusive and threatening student contacted the local. In this case, the university had dealt well with the initial incident. We discussed what training might be suggested for the unit, and what could reasonably be expected of staff in such situations.

Possible Human Rights investigation into a unit where a member left after being bullied and witnessing verbal abuse. Another member has expressed concerns about returning from leave to that department.

Barbara Gordon, Head Steward, CUPE 951

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

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

## **16. Other Executive & Committee Reports**

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**a. Communications Committee Chair Report – AI**

No report.

Be sure to sign up for bargaining communications with your personal UVic email (i.e. not your UVic role-based email) or personal home email so that you don't miss any important communications. Contact Amy to make sure you are on the communications listserve for bargaining

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

**b. Education Committee Chair Report – ND**

No Report

For any Education questions, please contact Nykita Downie at: [souliere@uvic.ca](mailto:souliere@uvic.ca)

***If there are any other Executive & Committee Reports please send them to Laurie Whyte, Recording Secretary: [lwhyte@uvic.ca](mailto:lwhyte@uvic.ca) for inclusion in the minutes.***

**17. Trustees Report – SL**

No report

For more information/questions, please contact:

Stephen Leckie: [k1smet@uvic.ca](mailto:k1smet@uvic.ca)

Ashleigh Carlsen: [burnsa@uvic.ca](mailto:burnsa@uvic.ca)

Susie Dancer: [sdancer@uvic.ca](mailto:sdancer@uvic.ca)

**18. Reports of Committees, Delegates**

***If there are any Committee/Delegate reports, please send them to Laurie Whyte, Recording Secretary: [lwhyte@uvic.ca](mailto:lwhyte@uvic.ca) for inclusion in the minutes.***

**19. Unfinished Business**

a. None

**20. New Business**

a. None

**21. Adjournment**

***Adjourn the meeting at: 1:02 p.m. – MSCarried***



*Next General Meeting – Holiday Social – In Person*

December 7, 2022  
12-1:30 p.m.  
In-person and Holiday Social Format



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 (S̓TÁUTW/Tsawout, W̓JOLELP/Tsartlip, BÓKEĆEN/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 – OCTOBER 2022 – DRAFT

(\* under consideration) (changes are underlined>

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

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

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, Nykita Downie

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

Oct 26 – General meeting HSD A160

Oct 30,31 VIDC Strategic Planning Nanaimo - Amy Issel, Kirk Mercer, Laurie Whyte

October 30 – November 4 – CUPE Weeklong School – Nanaimo – Barbara Gordon; Laurie Whyte facilitating

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

November 8, 2022 – Trustee’s Audit – HWB 225 – Stephen Leckie, Ashleigh Carlsen, Susie Dancer

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

Nov 15 - Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe, Stephen Leckie, and Pat Shade

Nov 16 – General meeting MacLaurin D288

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

Nov 21-25 BCFED Convention – Vancouver – Kirk Mercer, Page DeWolfe, Amy Issel, Nykita Downie

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, Nykita Downie

Dec 6 – Executive Meeting via zoom/GSS 108- Kirk Mercer, Pat Shade, Page DeWolfe , Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon

Dec 7– General meeting/Holiday social Michele Pujol room

Dec 8 - Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe, Stephen Leckie, and Pat Shade

December 13-14 – Lancaster House Bargaining Conference – Kirk Mercer, Barbara Gordon



## United Nations International Days

**World Diabetes Day** – November 14

**International Day for Tolerance** – November 16

**World Philosophy Day** – November 17

**World Day of Remembrance for Road Traffic Victims** – November 20

**\*International Day for the Elimination of Violence against Women** – November 25

**\*\*National Day of Remembrance and Action on Violence Against Women** – December 6

\*The United Nations has declared November 25<sup>th</sup> to be the International Day for the Elimination of Violence against Women.

\*\*Canada has declared December 6<sup>th</sup> to be our National Day of Remembrance and Action on Violence against Women out of recognition and respect for the École Polytechnique Tragedy (Montreal Massacre) – on December 6, 1989, a man entered a mechanical engineering classroom at Montreal's École Polytechnique armed with a semi-automatic weapon. After separating the women from the men, he opened fire on the women while screaming, "You are all feminists." Fourteen young women were murdered, and 13 other people were wounded. The shooter then turned the gun on himself. In his suicide note, he blamed feminists for ruining his life. The note contained a list of 19 "radical feminists" who he said would have been killed had he not run out of time. It included the names of well-known women in Québec, including journalists, television personalities and union leaders.

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. Or you should be able to CTRL Click on the links above to go straight to more information about that date

[École Polytechnique Tragedy \(Montreal Massacre\) | The Canadian Encyclopedia](#) to read the article.





*Memorial plaque for the victims (all women) of the École Polytechnique tragedy on the exterior wall of École Polytechnique commemorating the victims of the massacre.  
(courtesy WikiCommons)*

