



# **Minutes of CUPE 951**

## **General Meeting**

### **November 16, 2022**

**12-1:30 p.m.**

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

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**Presentation by Trevor Sanderson, Mauricio Garcia-Barrera and Anika Leist regarding the UVic 2022 United Way campaign**

<https://www.uvic.ca/faculty-staff/campus-services/united-way/>

#### **1. Announcements**

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for November and December is included at the end of the minutes; there are a lot of important dates in November and December.

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

13 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 #45 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](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)

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

Pat/Laurie read the first paragraph of the CUPE National Equality Statement:

<https://cupe.ca/equality-statement> and then other members of the Executive, Trustees and Stewards 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*

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*common. CUPE's Code of Conduct clearly states that behaviours that are racist and discriminatory are not acceptable in our Union spaces. The 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](mailto:arowe@uvic.ca)

## **6. Green Statement**

The local's Green Statement is included at the end of the minutes

## **7. Attendance Report & Welcome**

### **a. Number of Members Signed-In – CJ**

Catherine reported that 29 members were signed into the Zoom video-conference meeting at 12:29 p.m. and there were 11 members attending the meeting in-person. 3 of those 10 members in the room, were also signed into zoom.

Quorum is 20

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

Kirk announced there were no new membership applications

**List of new members:**

**None.**

## **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**

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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 October 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](mailto:mrheault@uvic.ca)

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

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

### **Holiday Social Dec 7**

This is the first time we are doing a holiday social since 2019, so we were able to get a copy of our bill from the last time we hosted in the Michele Pujol Room and the catering was done through UVSS, we did an estimate based on current costs and on the number reflected in 2019

Attendance in 2019 – 175

2022 estimate pasta buffet current price \$23.95 = \$4491.25, + PA, gratuities, \$500 for door prizes, and room booking of \$750 the 2022 estimate is \$6943.75

This still does not include \$250-300 for childcare to host their own event

**Motion that CUPE 951 cover the cost for the Dec 7 Holiday Social/Meeting and Child Care event up to \$ 7,500.00 from the Special Purchases budget for 2022/2023 line. – MSCarried**

### **VIDC December meeting hotel room for delegates**

Saturday Dec 3, a meeting of all the affiliated locals up and down the island meet in Nanaimo – our delegates choose an option to stay over Saturday night, this has been based on safety issues with late travel over the Malahat were evening and winter conditions are factors.

**Motion: that CUPE 951 cover the cost for hotel rooms for VIDC delegates consistent with past practice – MSCarried**

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VIDC is doing a fundraiser for Handbags for Hope – purses, handbags, backpacks, toiletries, shoes, bras – anything in good shape

**Motion: that CUPE 951 donate \$100 to VIDC for their Purses for Hope community fundraiser Dec,2022 - MSCarried**

#### **Education motions**

#### **CLC Winter School**

44 courses over 5 weeks

After talking with those interested the Education committee has the following motions

***Motion: That CUPE 951 send Nykita Downie to CLC week long school for week 1 January 15-20- MSCarried***

***Motion: That CUPE 951 send Amy Issel to CLC week long school for week 2 –January 22-27- MSCarried***

***Motion: That CUPE 951 send Susie Dancer to CLC week long school for week 4 – February 5-10- MSCarried***

***Motion: That CUPE 951 send Kirk Mercer to CLC week long school for week 4 – February 5 -10 - MSCarried***

**The Executive Meeting adjourned at: 1:08 p.m.**

In Solidarity, Pat Shade, 1<sup>st</sup> VP 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***

### **13. President's Report – KM**

Welcome friends,

Your Negotiating Committee is pleased to report that we met with the University's Bargaining Committee for the third time on Tuesday, November 15, 2022. We are excited to announce that we had discussions on Truth and Reconciliation; as both committees have mutual interest. Our next date set to meet with the employer will be Thursday, December 8, 2022.

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All three CUPE locals at Uvic are in negotiations as well as the Professional Employees Association and Faculty Association. So far only one CUPE local 116 at UBC has concluded and ratified a new agreement, all other University locals are looking to start in the new year.

Today is also the first day of negotiations with our executive assistant, the Union representing that position is the BC Union Workers Union. We are looking forward to a mutually agreed outcome.

I hope everyone is looking forward to the December 7 Holiday Social meeting. This will be the first time as President I will be able to join you, so I am really excited to see everyone. Especially after being apart for such a long time through the pandemic.

In Solidarity,

Kirk Mercer

President CUPE 951

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***

#### **14. Head Steward's Report – BG**

I'd like to thank the local for sending me to the new Legal Workshop at CUPE's week-long school in Nanaimo. This was an intensive course that covered the process of taking a grievance to arbitration, how arbitrations work, and how to be prepared for each step. Class members from various locals contributed their experiences and problems, allowing in-class problem-solving. The knowledge will be useful.

The hiring freeze continues to affect our members. Several term appointments are being extended, allowing the union to argue that they should be continuing positions. Understaffing is creating and increasing workload issues across campus.

A reminder to our members against doing unpaid overtime. Don't sacrifice your personal life and health for the employer - the employer will expect you and your co-workers to keep making those sacrifices instead of filling vacant positions or increasing staff. Overtime has to be approved by a supervisor, reported, and paid appropriately. Your time is worth it.

I've had reports of distressing incidents of racist incidents and harassment on campus. In

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one case the member talked to their manager and contacted EQHR and HR but was not advised to inform the union or seek union support. This is especially concerning, as the union depends on our members to inform us about issues so we can support them and take action. My thanks to those members who have brought issues to us. You make our union stronger.

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***

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

### **a. Negotiating Committee**

- We've had a total of 3 days of bargaining so far
- Various members of the CUPE 951 Negotiating Committee reported on bargaining:
- Discussions remain positive at the bargaining table
- It is an interesting experience being at the bargaining table
- At this point the employer is working with us, although there are some issues they are taking a hard stance on
- Feel free to reach out to any members of the Negotiating Committee for a personal conversation
- Members of the committee have done a lot of training to prepare for bargaining – we have a total of over 200 years of experience, whereas the employer has a combined 2 years of experience
- We're hoping to be finished bargaining by the end of January or February – it shouldn't be dragged out like it has in previous years

### **b. Communications Committee Chair Report – AI**

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)

### **c. Education Committee Chair Report – ND**

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

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***Motion: That the Other Executive & Committee Reports be approved – MSCarried***

**16. 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)

***Motion: That the Trustees' Report be approved – MSCarried***

**17. Nominations, Elections or Installations**

a. None

**18. Reports of Committees, Delegates**

a. CUPE National Persons with Disability Committee – Pat Shade

- Rename our Human Rights & Equity Issues to the IDEA Committee: Inclusion, Diversity, Equity and Accessibility

b. CUPE BC OBCM – Pat Shade

- Our local has many members on CUPE BC Committee
- Several recommendations that Laurie will re-write and submit to the CUPE BC Executive

c. UVic & CUPE 951 Joint Benefits Committee -- KW

For any Education questions, please contact Kara White at: [kmwhite@uvic.ca](mailto:kmwhite@uvic.ca)

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

**19. Unfinished Business**

a. None

**20. New Business**

a. We will be having some retirements in the New Year and we will have some spaces on committees to be filled

**21. Adjournment**

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**Motion: to adjourn the meeting at: 12:56 p.m. – MSCarried**

**Next General Meeting – Holiday Social  
December 7, 2022  
12-1:30 p.m.  
In-person at the Michele Pujol Centre**



**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 *Lək'wəḡən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (Songhees and Xwsepsum/Kosapsum [Esquimalt] and WSÁNEĆ (SṠÁUTW/Tsawout, WJOŁŁLP/Tsartlip, BOKÉĆEN/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.



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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 – NOVEMBER 2022 – DRAFT

(\* under consideration) (changes are underlined)

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

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

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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

Dec 13-14 – Lancaster House Bargaining/ Arbitration Conference – Kirk Mercer, Barbara Gordon

Dec 14 CUPE Steward training – Susie Dancer

Dec 24-Jan 2 Holiday Closure

January 9 – CUPE BC Skilled Trades committee meeting – Burnaby BCRO – Kirk Mercer

January 10 – CUPE BC Pink Triangle committee meeting – Burnaby BCRO – Page DeWolfe

January 16 – CUPE BC Persons with Disabilities committee meeting – Burnaby BCRO – Pat Shade, Laurie Whyte

January 16 – CUPE BC Universities committee meeting – Burnaby BCRO – Kirk Mercer

January 19 – CUPE BC Anti-Privatization meeting – Burnaby BCRO – Amy Issel



### **United Nations International Days**

November World Day for the Prevention of and Healing from Child Sexual Exploitation, Abuse and Violence

November 20 World Day of Remembrance for Road Traffic Victims

World Children's Day

November 25 International Day for the Elimination of Violence against Women

November 30 Day of Remembrance for all Victims of Chemical Warfare

Dec 1 World AIDS Day

Dec 2 International Day for the Abolition of Slavery

Dec 3 International Day of Persons with Disabilities

Dec 6

Dec 9 International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime

International Anti-Corruption Day

Dec 10 Human Rights Day

Dec 11 International Mountain Day

Dec 12 International Day of Neutrality

International Universal Health Coverage Day

Dec 18 International Migrants Day

Dec 20 International Human Solidarity Day

Dec 27 International Day of Epidemic Preparedness

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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.

