



Minutes of CUPE 951

General Meeting

January 25, 2023

12-1:00 p.m.

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

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for February will be included at the end of the minutes when they are posted on our website

2. Roll Call of Officers & Stewards – LSW

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

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 began by 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.

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 – KM

Kirk 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 See attached included for CLE A207

6. Green Statement – ND

Nykita 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 32 members were signed into the Zoom video-conference meeting at 12:07 p.m. and there were 14 members attending the meeting in-person. Total is 32 members in attendance (those attending in person were also signed into Zoom as everyone needs to be signed into Zoom in order to vote in any elections.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there was 1 new membership applications

List of new members:

Glendora (Sinead) Mitton

As per procedure, Kirk asked if there were any objections to Glendora (Sinead) Mitton becoming a member of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed Glendora (Sinead) Mitton as a new member into CUPE 951.

8. Approval of the Agenda

a. Additions

None

b. Changes

Move: Elections up to follow the Executive Board report

Motion that we move Elections up in the agenda to follow the Executive Board Report -- MSCarried

Motion: That the agenda be approved as amended – MSCarried

9. Approval of the Minutes from Previous Meeting

a. The minutes for November and December 2022 were posted on the CUPE 951 website and were emailed to members the morning of January 25, 2023

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 November general meeting be approved – MSCarried

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

10. Matters Arising from the Minutes

a. None

11. Treasurer's Report – MR

The financial statements for November and December 2022 were shared on screen; Michael went through the figures for the members and answered questions.

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 – PS

CUPE 951 Exec Report
Jan 11, 2022

CUPE BC Convention

Motion: that CUPE 951 send up to 7 members and 1 alternate to the CUPE BC Convention 2023 in Victoria, BC – MSCarried The President and Head steward are utilising their right under the by-laws to attend.

Motion: that CUPE 951 will as per past practise, book hotel rooms for any delegates living beyond Sooke or the Malahat attending the convention – MSCarried

Motion: that CUPE 951 will conduct the election of delegates for the CUPE BC Convention at the January general meeting and a notice of election will be sent – MSCarried

This will help out if any delegates to convention need onsite child care offered by CUPE BC, registration deadline for childcare is March 13.

CLC Convention

Motion that CUPE 951 send the President to the CLC Convention May 8-12, 2023 in Montreal – MSCarried

The local only receives one credential and Kirk will use that to represent our local.

CUPE Women's Conference March 12-15, 2023 in Vancouver

Motion that CUPE 951 send up to two women or gender diverse members to the CUPE National Women's Conference March 12-15, 2023 in Vancouver – MSCarried

Meeting adjourned at: 1:25 p.m.

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. Elections

**CUPE BC Convention – Victoria – Send up to 7 delegates & 1 Alternate
Nominated**

1. Kirk Mercer – Exercised options
2. Barbara Gordon – Exercised option
3. Colin Newell – Accepted
4. Amy Issel – Accepted
5. Sinead Mitten - Accepted
6. Erica Groening – Accepted
7. Laurie Whyte – Accepted
8. Susie Dancer – Accepted
9. Page DeWolfe – Declined

Elected

1. Kirk Mercer – exercised option
2. Barbara Gordon – exercised option
3. Amy Issel
4. Sinead Mitton
5. Erica Groening
6. Laurie Whyte
7. Susie Dancer
8. Alternate: Colin Newell

**CUPE National Women's Conference
Nominations**

1. Erica Groening – accepted
2. Teresa Dixon -- accepted
3. Jack Pawlyna – accepted
4. Nykita Downie – declined

Elected

1. Erics Groening

2. Jack Pawlyna

3. Alternate: Teresa Dixon

14. President's Report – KM

Welcome friends,

2023 has started off with a twist, not since 2012 have we seen the University call for budget cuts of 4%, this seems to be their magic number they want to use again. After imposing a hiring pause and review, that left us all short when we are trying to fill vacant positions, we told them back then we were doing more with less. All of this due to the reporting of enrolment shortfalls of domestic and international students.

Given the size of the reduction necessary, unfortunately staff reductions will likely be unavoidable. We are told it will not affect any Ancillary services, those generate revenue to cover their own operations are not required to find the 4%. This includes child care, housing and food services, among others. As of January 23, 2023 we have negotiated a letter of agreement to help with any layoffs as a result of the budget cuts. This is very similar to the LOA we used in 2013-2014 that utilizes more options to help support members effected by the layoff.

On a positive note, our career development fund is being access by more members than ever before, providing many supports for personal and professional development. So please remember if you have a course that starts late in the year get your application in early.

The Greater Victoria CUPE Scholarship fund committee was not able to give us the name of the successful applicant for our Dec meeting, So I am happy to announce that Alexander Darby was the recipient of a \$970.00 scholarship

Our Negotiations committee has been working hard back at the table with the employer 4 times this month. This momentum will carry us into February were we have 3 more days' set. As shared by UVic, employees will receive salary increases as per their respective union agreement. This year, the BC NDP Government, through Public Sector Employers' Council, is providing funding to public sector employers to cover salary increases.

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

951 Head Steward's report January 2023

Bargaining took up a fair amount of January.

Due to the budget cut, we've already seen a department go ahead with a re-org announcement without having a union rep present, even though it involved changes to members' terms & conditions, including a reduction in hours. If your department is talking about changes that will affect your job, the union needs to be informed.

A department continues to refuse MWW hours on the days members are working from home. I talked with the Human Resources Consultant, who said it was because of difficulties covering and providing backup for the front desk. I've had emails from several members in a unit of that department clarifying that they do not cover or back up the front desk but are still restricted regarding MWW. I'll be bringing all those emails to the Human Resources Consultant and taking it further.

I've heard from technicians in a department that underwent a considerable re-org, that since the re-org their work is not reliably directed to them, some is outsourced or sent elsewhere on campus, and their 'new' supervisors don't seem to understand what they do. It may be confusion, or it may be an attempt to make their positions redundant.

Continuing to work with a member on leave who is reluctant to return to a workplace where they encountered racist behaviour. The department head has offered to meet and seems to be willing to address the issues so that the member can return safely.

Attended two expectations meetings. One was concluded successfully – I met with the member beforehand to discuss the process and we considered ways to address the difficulties. The manager expressed that they valued the member's work highly and was receptive to their suggestions. The other was less successful although the manager was extremely supportive and helpful; it may be a case of poor fit which was overlooked during probation.

I filled in for a RTW meeting on zoom, but the member did not attend although they had accepted. Both the WLC and I emailed the member afterwards but haven't received a response, so I will be phoning.

The CARSA student casuals joining 951 continues to affect casual hours, creating more competition for booking and confusing managers.

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. Adjournment

Motion: to adjourn the meeting at: 1:11p.m. -- MSCarried

Next General Meeting:

February 22, 2023 – Clearihue A207 -- 12-1:00 p.m.

In-person and Using the Zoom Video-Conference Platform

Note: all members whether attending in-person or not must be signed into Zoom in order to vote in any elections



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, WJOLÉLP/Tsartlip, BOKÉCEN/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!

[Insert Calendar Update – don't use columns]



United Nations International Days

February 23rd – Anti-Bullying/Pink Shirt Day
March 1st – Zero Discrimination Day
March 3rd – World Wildlife Day
March 8th – International Women's Day
March 20th – International Day of Happiness
March 21st – International Day for the Elimination of Racial Discrimination
March 21st – World Poetry Day
March 21st – World Down Syndrome Day
March 21st – International Day of Forests
March 22nd – World Water Day
March 23rd – World Meteorological Day
March 24th – World Tuberculosis Day
March 24th – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
March 25th – International Day of Solidarity with Detained and Missing Staff Members

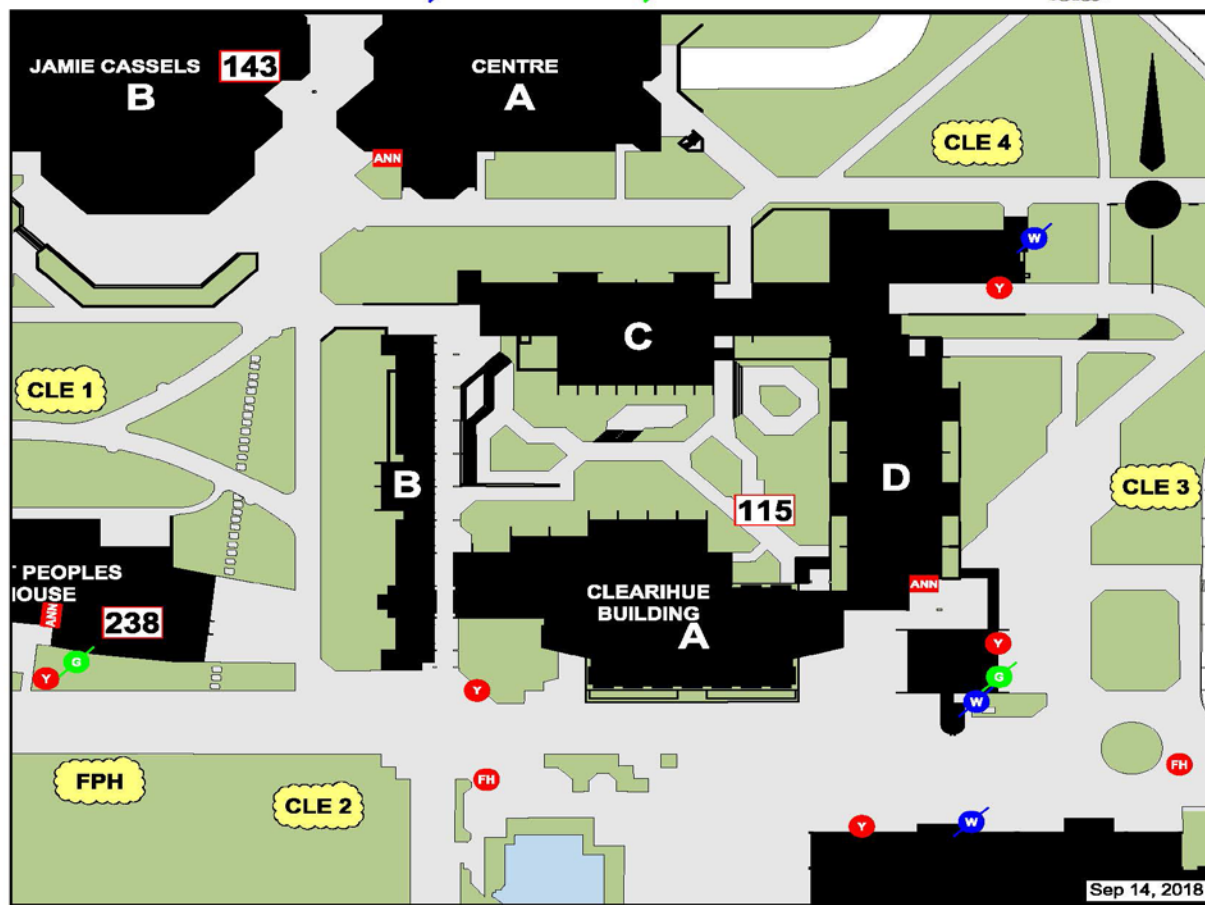
For more information about the meaning and significance of each of these days please go to:
<https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.



BUILDING EMERGENCY ASSEMBLY POINT(S)

Legend:

- Y Pumper Connection
 FH Fire Hydrant
 W Water Shut-off
 G Gas Shut-off
 ANN Annunciator Panel
 AP Assembly Point



IF YOU SEE A FIRE OR SMELL SMOKE:

1. Activate the nearest fire alarm pull station.
2. Call 911 and Campus Security Services at 250-721-7599.
3. Evacuate the building and go to the nearest designated Emergency Assembly Point.
4. Follow the instructions of the Emergency Floor Coordinator(s).
5. Use only the EXIT STAIRS and EXIT DOORS to leave the building.
6. NEVER USE THE ELEVATOR DURING AN EMERGENCY. Report to Campus Security Service personnel or Fire Department personnel.

IN CASE OF EARTHQUAKE:

1. At the first sign of shaking, DROP, COVER and HOLD.
2. When shaking stops, follow BUILDING EMERGENCY PROCEDURE.

IF YOU HEAR A FIRE ALARM EVACUATION SIGNAL:

1. Use only the EXIT STAIRS and EXIT DOORS to leave the building.
2. NEVER USE THE ELEVATOR DURING AN EMERGENCY.
3. Once outside the building, proceed to the nearest designated EMERGENCY ASSEMBLY POINT.
4. DO NOT go back into the building for any reason until so instructed by security personnel or the fire department.

Emergency Assembly Point(s)

**BLDG #115
Clearihue Building**