



Minutes of CUPE 951

General Meeting

February 22, 2022

12-1:30 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 March is included at the end of the minutes

– Laurie read a few of the dates:

February is Black History Month

March 1 – Zero Discrimination Day

March 3 – World Wildlife Day

March 8 – International Women's Day

March 10 – International Day of Women Judges

March 20 – International Day of Happiness

March 21 – International Day for the Elimination of Racial Discrimination

March 22 – World Water Day

March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

Today (February 22nd) is Pink Shirt Day – Stop Bullying – Hold Each Other Up to end bullying

2. Roll Call of Officers & Stewards – LSW

14 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 #57 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/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 Code of Conduct and 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 behaviors that are racist and discriminatory are not acceptable in our Union spaces. The space of this 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 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. An orange sheet listed the room and emergency procedures for those attending 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

The local's Green Statement was read – 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 and all members attending the meeting in-person were part of the 23 signed into Zoom.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were X new membership applications

List of new members:

There were no new members

8. Approval of the Agenda

a. Additions

None

b. Changes

Move: *Nominations, Elections or Installations* to after the *Executive Board Report*

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 January 2023 general meeting be approved – MSCarried

10. Matters Arising from the Minutes

a. The link is broken for the online resource under #5 in the January general meeting minutes

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 – PDW

The executive board met on February 1, 2023, with all members in attendance and Pat Shade joining one last meeting as a guest.

With the CUPE BC convention approaching, several members from both our local and other CUPE locals sought endorsement from CUPE 951 for the positions they are running for at Convention. After some debate over public endorsement of non-951 members we did agree to do so, and the following motions were put forward.

Motion: to endorse Kirk Mercer's reoffering for CUPE BC Regional Vice-President for Vancouver Island & Powell River – MSCarried.

Motion: to endorse Laurie Whyte for CUPE BC Diversity Vice-President Persons With Disabilities – MSCarried

Motion: to endorse Laurie Whyte for the CUPE BC Resolutions Committee – MSCarried

Motion: to publicly endorse the following: Amber Leonard for the position of CUPE BC General VP; Tiffany McLaughlin for CUPE BC Alternate Regional Vice-President for Vancouver Island & Powell River; and Dan MacBeth for CUPE BC Regional Vice-President for Vancouver Island & Powell River – MSCarried.

Following Pat Shade's retirement, our Bylaws call for the 2nd VP, Page DeWolfe to step in as Acting 1st VP, until a by-election has been held at the next General Meeting.

The Education committee chair also discussed a new tool from CUPE to evaluate and assess Executive training needs. The goal will be to tie the results into strategic planning later this year.

The meeting was adjourned at 1:30 p.m.

In solidarity, Page DeWolfe, Acting 1st Vice President

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. Election for 1st Vice-President

- **Nominations**
 1. **Page DeWolfe**
 - **Acclaimed: Page DeWolfe**

b. Election for 2nd Vice-President

- **Nominations**
 1. **Laurie Whyte**
 2. **Amy Issel**
 - **Elected: Amy Issel**

Motion: to ratify the following Nykita Downie, Susie Dancer, and Heidi Neeves as stewards for CUPE 951 – MSCarried

Page DeWolfe, Amy Issel and the three new stewards were sworn into office by President Kirk Mercer.

14. President's Report – KM

Welcome friends,

Since the announcement of the University call for budget cuts of 4%. We have been working with HR with the letter of agreement we negotiated January 23, 2023 to help with any layoffs as a result of the budget cuts. This has started with voluntary offerings notice being sent out during the week of Feb 6, 2023. If you have been offered this, please contact the Head Steward Barbara Gordon asap.

I am happy to report back that our holiday social meeting came in under budget and this will help with the June meeting where we want to host a BBQ.

This month is Black History Month. In recognition of this, we would like to encourage everyone to reflect on their own understanding of Black history, and engage in conversation about it.

Slavery was not a uniquely American phenomenon. To learn more about the institution here in Canada, linked is an overview from the Government of Canada website which briefly introduces [The Enslavement of African People in Canada \(c. 1629–1834\)](#). Last year, Steve Paikin had an insightful conversation on the Agenda with Afua Cooper, Cheryl Thompson, and Rochelle Bush which concerned [Bringing Overlooked Canadian Black History to the Fore](#).

Though this event is in March, we want to invite those who are interested to attend [Dance Theatre if Harlem's](#) performance at the Royal Theatre on March 24th and 25th.

Our Negotiations committee has been working hard back at the table with the employer and we have Feb 23, 24 set this week, please watch for a bulletin to come out next week.

Also the coordinators of the Vancouver Island Library Staff Conference have reached out to ask for a donation to help support the delivery of high-quality learning experiences for all attendees.

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 report was given verbally and not provided in writing

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

This position is now vacant as Amy was elected 2nd Vice-President

An election will be held at the March general meeting

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

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

17. Trustees Report – SL

No report

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. **Amy Issel** thanked the local for sending her the CLC Winter School where she took WSBC Advocacy

b. **Kirk Mercer** thanked the local for sending him to the CLC Winter School where he took Union Advocate Level 1 – being able to connect members with benefits that are not covered in our c/a; navigate 211 for support for issues; 3 from the Island took the course

c. **Susie Dancer** thanked the local for sending her to – Psychological Safe workplaces – regulations and policies at the CLC Winter School

d. **Nykita Downie** thanked the local for sending her to – OH&S level 1 at the CLC Winter School

d. **Share Investor Summit** – Feb 15& 16, 2023 – Kara White

The Share Investor Summit in Vancouver happened on Feb. 15 & 16, 2023, and as I am part of your Staff Pension Plan Investment Committee, I attended.

Right from the start, the conversations were around ESG (environmental, social and governance). The opening speaker, Thomas Homer-Dixon talked about the realities of the ongoing “global polycrisis”, meaning many crisis events happening around the globe. How do we look for hope when it comes to investing while all this is happening around us? Are we doing our Fiduciary duty and looking into ESG? How do we go about even doing that? These were the questions asked and explored over the 2 days. Thanks to the local for sending me to such an important and timely summit. I came away with more of an understanding in what the road to net-zero would look like right thru to looking at the social changes in investing such as with the Indigenous economy. There was even a lunch impromptu meeting of the Universities where we looked to building further ties to help each pension plan navigate the future.

Thanks again, Kara White, IAC Active member

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

19. Unfinished Business

- a. None

20. New Business

- a. Resolutions for CUPE BC Convention 2023
- The resolutions will be copied at the end of the minutes
 - VIDC is also submitting these resolutions

Motion: That the 5 resolutions presented (included at the end of the minutes) be approved to submit to CUPE BC for the 2023 Convention – MSCarried

21. Adjournment

Motion: to adjourn the meeting at: 12:55 p.m. – MSCarried

Next General Meeting:

March 26, 2023

12-1:30 p.m.

In-person (location to be announced) and Using the Zoom Video-Conference Platform





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, *WJOLÉLP*/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.

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 – February 2023 – DRAFT

(* under consideration) (changes are underlined)

February 1 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Erica Groening

February 6-10 CLC Winter School Harrison Hot Springs – Susie Dancer, Kirk Mercer

February 10,11 – VIDC Parksville - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

February 14 - Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe

February 15,16 SHARE Investor Summit - Vancouver – Michael Rheault, Kara White

February 16,17 CUPE BC Executive Anvil Center New Westminster- Kirk Mercer, Laurie Whyte

February 22 - General meeting Clearihue A207

February 23 & 24 - Negotiation committee - Kirk Mercer, Barbara Gordon, Teresa Dixon, Sean Adams, Amy Issel, Michael Rheault, Laurie Whyte, Page DeWolfe

March 1 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Erica Groening

March 12-15 CUPE National Women's conference Vancouver BC – Laurie Whyte, Amy Issel, Nykita Downie, Jack Pawlyna, Erica Groening

March 29 - General meeting Clearihue A207

April 5 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Erica Groening

April 25 - CUPE BC Executive Victoria Convention Center- Kirk Mercer, Laurie Whyte

April 26-29 – CUPE BC Convention – Victoria- Kirk Mercer, Amy Issel, Laurie Whyte, Sinead Mitton, Erica Groening, Susie Dancer, Colin Newell (Alternate)

April 26 - General meeting TBD

May 3 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Barbara Gordon, Teresa Dixon, Erica Groening

May 8-12 CLC Convention Montreal – Kirk Mercer

May 13 - VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

May 24 - General meeting elections

May 29-June 2 CUPE BC Weeklong Spring School – Kamloops*

May 29-20 Special CUPE BC Executive board meeting

June 7 - Executive Meeting via zoom/GSS 108- Executive Meeting via zoom/GSS 108-

June 21 - General meeting TBD

July 18-20 CUPE BC Think Tank – Harrison Hot Springs

Sept 14-15 CUPE BC Executive Anvil Center - New Westminster

Oct 11-13 CUPE BC OBCM – Sheraton Vancouver Airport

Oct 23-27 CUPE National Convention – Quebec City

Nov 29-30 CUPE BC Executive Anvil Center - New Westminster



United Nations International Days

March 1 – Zero Discrimination Day

March 3 – World Wildlife Day

March 8 – International Women’s Day

March 10 – International Day of Women Judges

March 20 – International Day of Happiness

March 21 – International Day for the Elimination of Racial Discrimination

March 22 – World Water Day

March 25 – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

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.



Resolutions Approved to be Submitted to CUPE BC Convention 2023

General Resolution #1 – Action

CUPE BC WILL:

- Commit to making hybrid (in-person and virtual) format meetings available for all CUPE BC committee meetings except the One Big Committee Meeting

BECAUSE:

- CUPE activists live in all areas of British Columbia, but in-person meetings are all held in the lower mainland, which adds the burden of extra travel time, book off, and childcare to those committee members living outside the lower mainland;
- It is critical to have diverse voices on our committees and hybrid meetings would encourage greater participation through great accessibility
- Many barriers to attending in-person meetings exist and being able to attend a meeting virtually would help reduce many of those barriers, while still allowing those who are able to attend in-person, to do so
- By ensuring the One Big Committee meeting (OBCM) to remain in-person, it would allow committee members to gather once a year in-person to network and socialize

General Resolution #2 – Action

CUPE BC WILL:

Raise awareness regarding the intersectionality of equity issues by providing the time and space for the four equity committees (Indigenous Workers, Racialized Workers, People With Disabilities, and Pink Triangle), the Women and Gender Issues Committee, and the Young Workers Committee to:

- Explore the intersectionality of their issues;
- Network between the committees and outside of the committees; and
- Devise a plan for raising awareness of those issues and work towards addressing them.

Because:

- Workers who experience the overlap of intersectional issues face additional barriers in the workplace and society.
- Understanding and including intersectionality when addressing gender equality makes the discussion more inclusive for all women regardless of their ability, age, economic standing, identity, orientation, race, or religion;
- Providing time and space for equity committee members to network encourages dialogue and collaboration on issues of mutual concern.

General Resolution #3 – Policy

CUPE BC WILL:

In consultation with the CUPE BC Persons With Disabilities Committee, develop and adopt evidence-based policy on the use of stigmatizing words and language that:

- Acknowledges disability as an aspect of diversity;
- Avoids reinforcing stigma or dehumanizing a person through the use of words and labels;
- Assists members in understanding how language can reinforce ableism and other discriminations; and
- Provides mechanisms by which members can create safer spaces that are more inclusive, accessible, equitable and that welcome all members with respect and dignity

BECAUSE:

- Stigma isolates and divides us, especially those with disabilities (including physical, sensory, learning, neurodiversity, mental disabilities, chronic health conditions, and substance use disorders, to name a few);
- Language creates and reinforces stigma, can shape how others feel around us, and how we view ourselves;
- Our world is steeped in ableism (the view that able-bodied people are the superior 'norm' that we all should strive for), and we can amplify or extend ableism without meaning to by the words we use; and
- The communities and societies we live in influence us, and we can internalize stigmatizing words, beliefs and labels, so that we develop a sense of shame that stops us from asking for help or achieving our full potential

General Resolution #4 – Action

CUPE BC WILL:

- Lobby the BC Provincial government to:
 - Treat infertility as a medical condition, like any other requiring a medically necessary procedure(s);
 - Provide publicly funded financial support to individuals with this medical condition, so as to reduce financial barriers in accessing medical treatments such as: In Vitro Fertilization (IVF); and
 - Encourage locals to bargain benefits that treat infertility as a medical condition and include extended health benefits (EHB) that cover the costs for infertility treatments

BECAUSE:

- IVF is recognized as a highly successful fertilization treatment by medical professionals;
- IVF is a procedure in which eggs are removed and fertilized in a lab;
- Those who require medical intervention to have children (including those who do not identify as women) deserve to have access to medical assistance and financial support;
- A person's financial situation should not be a barrier for those who want to have children and need IVF treatments in order to do so;
- IVF costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many, especially working-class people, and IVF treatments require more than one cycle in most cases, in order to achieve pregnancy;
- The majority of Canadians, including those living in Manitoba, Ontario, Quebec and New Brunswick, have access to some level of financial assistance for IVF from their respective provincial governments, while British Columbians are left behind;
- Many of the population of B.C. believe that IVF treatments should be government funded.

General Resolution #5

CUPE BC WILL:

- Lobby the BC Provincial Government to ensure there is affordable, reliable internet and cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be

BECAUSE:

- Many government and health services, employers, retailers and education programs have gone to online services only, and therefore everyone needs to be able to access these services regardless of where they live;
- Internet and cell phone service has opened the door to many services being more accessible, including virtual/phone medical appointments, government services, ordering groceries and other items online, and working remotely from home, this is especially true for those with disabilities such as environmental sensitivities, mobility and transportation issues;
- Access to reliable internet and cell phone services continues to be a necessity as we emerge from the pandemic;
- The inability to access reliable cell and internet services also undermines access to health care as it prevents access to online services, doctors, nurses, or other practitioners, especially in the winter months when travel is restricted

