



Minutes of CUPE 951

General Meeting

March 29, 2023

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 April and May is included at the end of the minutes

April 5 – International Day of Conscience

April 12 – International Day of Human Space Flight

April 14 – World Chagas Disease Day

April 21 -- World Creativity & Innovation Day

April 22 – World Mother Earth Day

April 23 – World Book and Copyright Day

April 26 – International Chernobyl Disaster Remembrance Day

April 28 – World Day for Safety and Health at Work

April 30 – International Jazz Day

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.

4. Equality Statement – Shared

Kirk 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 Equality Statement is signed by Mark Hancock, CUPE National President and Candice Rennick, CUPE National Secretary-Treasurer.

*Laurie added: **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. 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.

Nykita Downie is the Co-Chair of the University Health & Safety Committee.

For any questions about Health & Safety please contact: Nykita Downie – Co-Chair of the Joint CUPE 951/University OH&S Committee at: souliere@uvic.ca

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 21 members were signed into the Zoom video-conference meeting at 12:17 p.m. and 1 guest – people who attended in-person also had to sign into Zoom in case there was an voting

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were no new membership applications, so there were no new members to take the oath

8. Approval of the Agenda

a. Additions

None

b. Changes

Move the Nominations, Elections or Installations to #14, after #13. 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

There were 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 February] 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

Motion: That the Treasurer’s report be approved – MSCarried

12. Executive Board Report – PDW

The executive board met on March 1, 2023 with all members in attendance aside from vacant positions.

Under business arising, we wanted to make sure we brought forward a motion to support the Vancouver Island Library Staff Conference in May and as we have supported them with \$500 each year since the first conference, we could not simply approve it as the Executive Board. Among the training available at the Spring Week long school is education that will benefit the new Head Steward and it was decided to hold a place in that workshop (Advanced Grievance Handling: building the best case from Grievance to Arbitration) for whomever was appointed Acting Head Steward.

Kirk also provided an update on the Campus Planning Committee which we have been invited to attend for the first time, and let us know that our local has been nominated for the Labour Partnership Award for the United Way Southern Vancouver Island. Additional details about our bargaining, and a request for help from TSSU (Teaching Support Staff Union) at SFU for their bargaining will be covered in the Presidents Report.

The following motions were passed:

Motion: that the Executive recommend to the March General Meeting that CUPE 951 support the Vancouver Island Library Staff Conference (VILSC) by donating \$500 towards the conference – MSCarried

Motion: that CUPE 951 register a space in the Legal Workshop at the CUPE Spring School 2023, including paying the registration fee if necessary – MSCarried

As we ran out of time, we also moved to table all reports. MSCarried
Meeting adjourned at 1:00 p.m.

For any questions about this report, please contact Page DeWolfe at: cdewolfe@uvic.ca

Motion: That the Executive Board report be approved – MSCarried

Motion: That CUPE 951 support the Vancouver Island Library Staff Conference (VILSC) 2023 through a financial donation of \$500 – MSCarried

13. Nominations, Elections or Installations

a. Communications Chair – term: 2022-2024

- **Nominations**

1. There were no Nominations or volunteers

- **Elected:** No one

b. Ratification of New Contract Steward

- **Nominations:**

1. Stephen Leckie

Motion to ratify Stephen Leckie as a Contract Steward – MSCarried

14. President's Report – KM

Welcome friends,

I am happy to report back that we have ratified the new collective agreement backdating to April 1, 2022. Thanks to all the hard work of the Negotiations Committee, including National Rep, Micha Pesta! Though we came to an agreement with the employer in 5 short months the committee put in significant time and energy through meetings and emails.

A few of the many highlights include:

- A Territory Acknowledgment that speaks to our work and commitment to reconciliation
- Inclusion of indigenous identity, Cultural Leave for Indigenous Employees
- Pay bands 6, 7, and 8 will receive a step 5 that equals 0.72% effective April 1, 2022
- Dental Plan C will move from 60% coverage to 80% and increase the lifetime maximum amount from \$2,000 to \$4,000 effective April 1, 2023

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- Physiotherapy, massage therapy and naturopathic services will see an increase; from \$30 per visit to \$50 per visit effective April 1, 2023, within the existing combined maximum per calendar year
 - New language under Article 24.11, means we do not have to rely on signing of LOA's every year and have now enshrined a practice we have had for the past 20 years
 - New Sick Benefit Bank language that removes the notion that we had a cap of 500 days per year! putting to end a decade of contention between the parties

On a sad note, this will be Barbara Gordon's last general meeting as she has taken voluntary layoff due to the 4% budget cuts. I want to thank Barbara for her dedication representing our members as Head Steward over the past 10 months. I am happy to present Barbara with the CUPE recognition and respect frame.

The TSSU (Teaching Support Staff Union) at SFU have reached out asking for financial support as they move to a Strike vote at the end of March.

In 2019, TSSU undertook a grassroots "Research is Work" organizing effort to unionize over 1500 research assistants and grant employees (RAs). In the face of over 140 grassroots organizers storming across SFU's 3 campuses, the Employer capitulated and offered to voluntarily recognize TSSU as the union for RAs.

When the pandemic hit, our Employer used it as an excuse to ignore the agreement and to refuse to bargain. In 1224 days since then, they've broken every consequential term of the agreement. In September 2022 Arbitrator Jim Dorsey issued a 137-page ruling finding that SFU breached the 2019 agreement, owed TSSU damages, and had to take substantial steps to remedy the problem. Again, SFU has delayed, argued for extensions, and then manipulated the remedy process. They now claim that only 10 of 1000 grad student RAs are workers.

This arbitration battle has cost us more than a quarter of a million dollars, and we are still fighting to get what our members legally deserve to which SFU agreed in 2019!

SFU hired Steve Gorham formerly retired from UVic to take the lead at the bargaining table for 2022/2023. We know this struggle and what it's like to have the employer try to impact our defence fund through arbitration during bargaining. Now that we have a new contract, we have the ability to help TSSU from our defence fund. I would hope that you would support a motion to help TSSU.

Lastly, I am pleased to announce the Elections Committee for 2023. Returning officer Stephen Leckie and assistants Ashleigh Carlsen and Jessica Fox. I put forward their names for ratification.

For any questions about this report, please contact Kirk Mercer at:
presidentcupe951@uvic.ca

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

Motion: That CUPE 951 financially support the Teaching Support Staff Union (TSSU) at Simon Fraser University (SFU) during their fight with their employer, (SFU) for \$2,000 from our Defence Fund for their Defence Fund – MSAmended

The Motion was amended to \$5,000 – The Amendment was then voted on – MSCarried
The Motion as Amended was then voted on:

Motion: That CUPE 951 financially support the Teaching Support Staff Union (TSSU) at Simon Fraser University (SFU) during their fight with their employer, (SFU) for \$5,000 from our Defence Fund for their Defence Fund – MSCarried

TSSU represents the Teaching Assistants at Simon Fraser University (similar to Local 4163 at UVic)

Their bargaining did not go well and the TSSU members voted 97% in favour of a strike
They have Steve Gorham (former Director of Labour Relations at UVic) and Patrick Gilligan Hackett, (former legal counsel for UVic) working for their employer in bargaining! 😞

Elections Committee for 2023

The President has appointed Stephen Leckie as the local's Returning Officer and Chair of the 951 Elections Committee for 2023. The President appointed Ashley Carlson and Jessica Fox as members of the 951 Elections committee for 2023.

Motion: to ratify the Elections Committee of Stephen Leckie (Returning Officer/Chair), Ashley Carlson and Jessica Fox for 2023 – MSCarried

15. Head Steward's Report – BG

This is Barbara's last Head Steward's Report.

March has been a month of layoffs and restructuring, and I understand from Human Resources that they expect another month before everything is sorted out. Several members have opted for the enhanced severance provided under the Labour Adjustment Agreement (LAA). A few who were laid off, have chosen to continue their employment at UVic by exercising their option for placement.

The Human Resources Consultants (HRCs) have generally been flexible and willing to offer the enhanced severance even when the possibility of bumping was minimal.

There has been some flexibility around notice periods, mostly to accommodate the department, but generally longer than the 10 days following acceptance that the employer required in the LAA.

There's been confusion for both managers and members on the difference between voluntary and involuntary layoff, with at least one manager telling most of the staff that they would be laid off, then having to retract that once they were made aware of the actual process.

Some larger departments are sending out a canvassing email to ask if anyone is interested in taking voluntary layoff and enhanced severance. Sometimes this email suggests that this is a one-time offer, which seems like a pressure tactic. Please be aware that if your position is cut under the budget cuts and you have any possibility of bumping, you are entitled to the enhanced severance, even if this layoff is presented as involuntary.

Some departments have not yet decided on their approach to meeting the 4% budget reduction mandate, so April may be interesting.

I'm encouraging any of our members who are concerned that they may be laid off to take the steps of updating their resume and keeping an eye on job postings.

A member who was harassed by faculty has met with EQHR (UVic's Equity Office) to make an official complaint. Their department is stepping up to protect them from interacting with the faculty member in the interim.

A member who had requested extended leave until the workplace could be made safe, was asked to work with the new Department Head on that process and chose to resign instead.

There have been several requests from the employer to extend casual or term placements, probably because of the state of uncertainty around hiring or holding positions for placement.

I'll be leaving UVic at the end of the month, taking a voluntary layoff. It's been good to be a part of the local and being able to support our members even through the hard times. Big thanks to those who have stayed on as stewards through the lockdown and the return to campus, and to those who have offered to come on board for the future.

For any questions about the Head Steward's report, please contact Kirk Mercer at: presidentcupe951@uvic.ca or Andrea Roszmann, Acting Head Steward at: aroszmann@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 as the position is vacant

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 – 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. CUPE National Women’s Conference

- Amy reported on her attendance at the conference
- Vancouver Island District Council (VIDC) sent Amy to the conference
- It was a great conference with many, many great take-aways
- The local sent Jack and Erica to the conference from CUPE 951

b. Joint University & CUPE 951 Health & Safety Committee

- Amy thanked the local for supporting her as co-chair; she has stepped down now so that she can concentrate on her new role as 2nd Vice-President for the local; she welcomes Nykita Downie who will be stepping into the role of Co-Chair of this joint (UVic/CUPE 951) committee

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

19. Unfinished Business

- a. None

20. New Business

- a. None

21. Adjournment

Motion: to adjourn the meeting at: 12:58 p.m. -- MSCarried

Next General Meeting:
April 26, 2023
12-1:30 p.m.
In-person 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 (S̓TÁUTW/Tsawout, W̓JOŁELP/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.

CALENDAR UPDATE to CUPE 951 General meeting – Draft APRIL 2023

(* under consideration) (Changes are underlined)

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

April 21 – RTW Steward Training – GSS Room 108 – Laurie Whyte, Heidi Neeves, Susie Dancer

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

April 26 - General meeting Clearihue C108

May 2 – Intro to Stewarding – GSS – Intro to Stewarding workshop – Adrianna Todesco, Heidi Neeves

May 3 - Executive Meeting via zoom/GSS 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, 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 Clearihue C108 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- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Groening

June 21 - General meeting Clearihue C108

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



We are all different and that is beautiful!



United Nations International Days

April 5th – International Day of Conscience

April 6th – International Day of Sport for Development and Peace

April 7th – International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda

April 7th – World Health Day

April 12th – International Day of Human Space Flight

April 14th – World Chagas Disease Day

April 21st – World Creativity and Innovation Day

April 22nd – International Mother Earth Day

April 23rd – World Book & Copyright Day

April 24th – International Day of Multilateralism and Diplomacy for Peace

April 25th – World Malaria Day

April 25th – International Delegate's Day

April 26th – International Chernobyl Disaster Remembrance Day

April 27th – International Girls in ICT Day

April 28th – World Day for Safety and Health at Work

April 30th – International Jazz Day

May 2nd – World Tuna Day

May 3rd – World Press Freedom Day

May 5th – Vesak, the Day of the Full Moon

May 8th – Time of Remembrance and Reconciliation for Those Who Lost Their Lives During the Second World War

May 10th – International Day of Argania

May 12th – International Day of Plant Health

May 13th – World Migratory Bird Day

May 15th – International Day of Families

May 16th – International Day of Living Together in Peace

May 16th – International Day of Light

May 17th – World Telecommunication and Information Society Day

May 20th – World Bee Day

May 21st – International Tea Day

May 21st – World Day for Cultural Diversity for Dialogue and Development

May 17th-23rd – UN Global Road Safety Week

May 22nd – International Day for Biological Diversity

May 23rd – International Day to End Obstetric Fistula

May 29th – International Day of UN Peacekeepers

May 31st – World No-Tobacco Day

May 25th-31st – Week of Solidarity with the Peoples of Non-Self-Governing Territories

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.

