



# Minutes of CUPE 951

## General Meeting

### April 26, 2023

12:00 -1:00 p.m.

Clearihue C108

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

#### 1. Announcements

- a. An updated Calendar is included at the end of the minutes
- b. National Day of Mourning is Friday, April 28, 2023

#### 2. Roll Call of Officers and Stewards, Recognizing of the Territories, Equality Statement, Health and Safety, Green Statement

##### a. Roll Call of Officers and Stewards

Ten members of the Executive, Stewards, Trustees participated in the meeting.

##### b. Recognition of the Territory

Kirk read the local's 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.

##### c. Equality Statement <https://cupe.ca/equality-statement>

Members of the Executive, Trustees, and Stewards read the Equality Statement.

##### d. Health & Safety – Emergency Preparedness

Kirk read on behalf of Nykita; advising of the muster points for those attending in person.

For any questions about Health & Safety please contact Nykita Downie – Co-Chair of the Joint CUPE951/University OH&S Committee at: [souliere@uvic.ca](mailto:souliere@uvic.ca)

##### e. Green Statement

Page read the local's Green Statement – a copy is included at the end of the minutes

#### 3. Attendance Report, Welcome and Oath of New Members

##### a. Attendance Report of Members Signed-In

At 12:14pm, that there were 23 members and 0 guests in attendance of the meeting.

*Members who attended in-person also signed in virtually via Zoom.*

##### b. Welcome and Oath of New Members

Kirk announced there were 17 new membership applications.

##### List of new members:

Hayley Ellison, Megan Houghton, Marika Allen-Mangold, Kathryn Machin, Danielle Copp, Kiran Sanal, Monica Elliott, Kim Namoco, Georgia King, Katelyn Luymes, Shirin Souzanchi-Kashani, Allegra Stevenson-Kaplan, Petra Gerard, Joe Missio, Mainul Kader, Lise Nehirng, Trina Hilder

As per procedure, Kirk asked if there were any objections to these 17 people becoming members of CUPE 951. There were no objections, so Kirk welcomed all 3 new members into CUPE 951.

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#### 4. Approval of the Agenda

##### a. Addition

No Addition

##### b. Changes

Move item 12 Nominations, Elections, or Installations, to follow the Treasurer's report

**Motion:** Approve the agenda as amended. **MSCarried**

#### 5. Approval of the Minutes from Previous Meeting

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

##### a. 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.

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

#### 6. Matters Arising from the Minutes

There were no matters arising from the minutes

#### 7. Treasurer's Report

The financial statements were presented and discussed.

**Motion:** Approve the Treasurer's report as presented. – **MSCarried**

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

#### 8. Nominations, Elections, or Installations

##### a. Communications Chair bi-election Term: ending in June 2024

Nominations: None

##### b. Head Steward bi-election Term: ending in June 2024

Nominations: Stephen Leckie

**Motion:** acclaimed Stephen Leckie as Head Steward, effective April 26, 2023. - **MSCarried**

*The President swore in the newly acclaimed Head Steward, Stephen Leckie*

#### 9. Executive Board Report – PD

The executive board met on April 5, 2023 with nine members and two guests (trustees) in attendance.

Noting that we would again hold a by-election for Communication Chair at the April General Meeting, Kira will be covering the basic duties until the position is filled, with Amy offering to assist as needed.

Until a by-election can be held for Head Steward, Andrea Roszmann has been appointed to the role with Nykita Downie as Deputy Head Steward. Stephen Leckie has also been ratified as a contract steward and Teresa Dixon has agreed to come back as a contract steward primarily to help with Child Care workers.

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There was discussion around our delegates to CUPE BC convention; in light of Barbara Gordon no longer attending, Colin Newell who was elected as an alternate was registered as a full delegate. We also discussed endorsements for Vancouver Island District Council for May; several members requested endorsement for various roles and a related motion was passed.

On behalf of the Ad Hoc By-Law and Policy review committee, Page went through the proposed changes and recommended that we bring them forward to the next general meeting.

The President and Head Steward also gave reports.

The following motions passed:

**Motion:** *CUPE 951 endorse the following members for the following positions on the VIDC Executive and/or Committee Chairs: Amy Issel for VIDC Treasurer, and VIDC Anti-Privatization Committee Chair; Laurie Whyte for VIDC Diversity Executive Member-at-Large, and VIDC Resolutions Committee Chair; Kirk Mercer for VIDC Executive Member-at-Large, South VI, and VIDC Skilled Trades Committee Chair; and Nykita Downie for VIDC International Solidarity Committee Chair. – MSCarried*

**Motion:** *The Executive Board forwards these revised bylaws to the April General Meeting and recommends their adoption – MSCarried*

We also included an e-vote that took place in March to ensure it was captured in the minutes.

**Motion:** *CUPE 951 sponsors a 5-person team to take part in the UVic United Way Trivia event March 8<sup>th</sup>, 2023 – MSCarried*

The meeting adjourned at 1:15 p.m.

In solidarity,

Page DeWolfe,  
First Vice President

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

For any questions about this report, please contact Page DeWolfe at: [cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca)

## 10. President's Report – KM

Welcome friends,

I am going to keep this short, as we have had some by-elections and review of the by-laws.

April has brought some challenges with only having an interim head steward; I have been directly dealing with layoff and placement/suitability meetings. Also working with HR and payroll to get out the new general wage increase. I hope to be reviewing the new draft of the collective agreement soon, so we can get that out to the members.

I have been meeting with the Faculty Association, PEA and the other CUPE locals to sign on to a letter to Premier Eby and Minister Robinson. On the lack of Post-Secondary funding that has led to our University becoming overly-reliant on tuition fees, particular from international students. This has led to the 4% budget cuts that has been devastating to our members and families.

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Tonight is the start to CUPE BC convention in Victoria, our delegates are ready to work on your behalf shaping the way forward for the next year with CUPE BC and speaking to the resolution brought forward by the Local.

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***

### **11. Head Steward's Report – AR**

April has been fairly busy with learning about cases in progress and with new ones coming in. There have been a number of layoff and placement meetings as well as discussions around the recent Collective Agreement. There have also been a number of requests to extend term positions (some to over 1 year). We have taken the opportunity to remind those involved about the new LOA#1 and how extensions of PB6 and above are now entitled to Step 5 pay should the position be extended to longer than 1 year.

The HRCs have generally been welcoming and flexible in their approach to meeting schedules.

There has been some confusion regarding term positions extended longer than 1 year and the new shift to Step 5 for Pay bands 6-8. Conversations are on-going with HR about this. I would encourage any term employees that believe that they are entitled to the Step 5 bump to check if they received it and, if not, to reach out to the Union to ask for clarification.

One member is meeting with EQHR regarding a conflict in their department. A Steward will be attending the meeting to offer support.

We had two accommodation requests that were approved as well as the number of term position extensions mentioned above.

In addition to those already mentioned there have been a number of requests for steward to attend meetings with members and I would like to thank the stewards for stepping in and assisting with the meetings when they were available.

Aside from meetings, the stewards are currently working on a 'Workload FAQ' document for those members that reach out with questions about increased/changed workloads. We hope to have this document available shortly.

Andrea Roszmann  
Acting Head Steward, CUPE 951

For any questions about the Head Steward's report, please contact Andrea Roszmann, Acting Head Steward at: [aroszmann@uvic.ca](mailto:aroszmann@uvic.ca)

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

*Andrea was thanked for her time as the interim Head Steward.*

## 12. Other Executive Committee Reports

### a. Ad-Hoc Bylaws Committee –PD

#### **Overview of Bylaw changes**

*Many of these changes were required by CUPE National to bring us in line with the National Constitution; the remainder to reflect current practice*

*Throughout – change Chief Steward to Head Steward; add diversity seat (IDEA chair)*

*Title and 1 – correct to match charter*

*4A – allow for virtual and hybrid meetings*

*4D – reorder to include reference to Code of Conduct, move Health and Safety below that*

*5E – Presiding officer has no deciding vote – in case of tie, re-take vote.*

*6A – address readmission fee, member in good standing; clarify 1.79% as GROSS pay*

*7 – Remove unnecessary criteria to stand for office; clarify member in good standing*

*8 – strike through “first election following adoption...”*

*8C – update election procedure language as per feedback provided*

*9 – Election of officers and stewards, allowance for temporary replacement*

*10 – clarify temporary vacancies, appointments, succession and by-election process*

*13 – add IDEA chair*

*14 – Return of assets, etc., signing officers and master bond*

*14A – strike except Executive Board Meetings*

*14B – deliver the executive board report (remove chairing duties)*

*14F – add oversight and designation of temporary signing officer*

*14I – NEW Idea Committee Chair duties [renumber following sections]*

*14K – clarify that the trustees work on behalf of membership not executive; that they will submit recommendations in writing, and check with treasurer quarterly*

*14O –add “attend general and special meetings” & clarify “who are not part of the executive board”*

*16A -- union staffing (changes to book off for Head Steward)*

*17A – remove unnecessary barriers to eligibility*

*17B – remove reference to policies; clarify reporting expectations*

*17C – CUPE BC expense policies (not CUPE 951 policies)*

*17D – correct obligations of delegates*

*18A – extend Returning Officer to a two-year term*

*18B – communications – remove reference to policies replace with “both print and electronic”; change title of Human Rights and Equity Issues Committee to IDEA Committee – adjust writing to include diversity seat; strike out LTOC Committee and renumber following sections*

**Motion:** *to approve the By-Laws changes as presented – MSCarried Vote 100% in favor*

For any by-law questions, please contact Page DeWolfe at: [cdewolf@uvic.ca](mailto:cdewolf@uvic.ca)

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b. **Communications Committee Chair Report –**

No report as the position is vacant

For any Communication Committee questions, please contact Kira Bradley at: [cupe951@uvic.ca](mailto:cupe951@uvic.ca)

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

No Report

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

d. **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)

### 13. Reports of Committees, Delegates

a. **CUPE BC Convention 2023**

Kirk advised that convention will begin at 7:00pm on April 26, 2023. This will be a big event with presentations/greetings from Premiere Eby, Jagmeet Singh, CLC President Bea Bruske, HEU President Barb Nederpel, UFCW President Kim Novak, BC Fed President Sussanne Skidmore, and BC Fed Secretary-Treasurer Hermender Singh, and Rina Hadziev, Executive Director of the BCLA, the BCLA organizes the summer book reading event where children from all over the province are presented medal that CUPE BC sponsors thought a donation of \$50k.

b. **CUPE Women Conference: Leading, Organizing, Resisting**

During my time at the conference, I made a concerted effort to engage in as many talks and events as possible. I had the pleasure of gifting an elder with a beaded pendant, which she greatly appreciated. I also participated in three caucuses for Indigenous, 2SLGBTQIA+, and Disabled Workers.

Despite my abbreviated time with the union, I would like to offer a report on what I learned at the conference, hoping that it will demonstrate my dedication and appreciation to the union. Below are the key takeaways from all four plenaries:

*Amplifying the voices of marginalized groups to address the social, economic, and political disadvantages in the workplace is essential. These groups include individuals of different races, ethnicities, sexual orientations, gender identities, disabilities, religions, immigration statuses, ages, mental health conditions, housing statuses, access to education or healthcare, linguistic or cultural backgrounds, and more.*

*Black and Indigenous women face unique challenges for representation and inclusivity. The problem lies in the exclusionary nature of workspaces that don't consider their needs. To address this, we must create new spaces designed to meet their needs. Moreover, systemic discrimination and violence make many white spaces unsafe for them, and it's necessary to provide them with their own spaces to connect.*

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*One significant challenge faced by women and gender-diverse individuals is sexual violence and harassment. Reports indicate that seven out of ten women have experienced workplace violence or harassment, and violence against women has increased during the pandemic, with those in poverty disproportionately affected. Online hate directed towards these groups is also on the rise. Addressing these issues is crucial to create a safer and more equitable workplace for all individuals.*

*Another significant issue faced by women and gender-diverse individuals is the wage shortage. Women are losing purchasing power, and many hesitate to speak up about their struggles. Public initiatives need new funding to address these challenges, and accountability measures should be implemented. Additionally, it is essential to eliminate taboos around feminism and ensure bargaining power and participation for all groups. Support should be provided for unpaid work, and human needs should take priority over the economy. Comprehensive and intersectional solutions must be offered to address these challenges fully.*

*To address pay equity, it is essential to understand the difference between equity and equality. Equity understands that different circumstances require different resources to reach an equal outcome and speaks to systemic barriers. Pay equity is not a privilege; it is a human right. Women make 20% less than white, cis-gendered men, racialized people make 33% less, and Indigenous women 35% less. Women-dominated fields make less than male-dominated fields, and the wage gap increases with education level. Women are also more likely to be in precarious employment or part-time jobs. To address this, it's important to look for wage discrimination, fight for affordable childcare, and raise the minimum wage.*

*Several suggestions have been made to address these issues, including prioritizing representation, running for elections, fighting the affordability crisis, being present in the media, and not crossing picket lines. These steps are necessary to promote equality and justice for marginalized groups and create a safer and more equitable workplace for all individuals.*

*Building a strong membership requires a deliberate effort to engage others and create a sense of community. One way to do this is by engaging young people and making the process interesting and fun. Challenging the status quo and encouraging critical thinking about the issues is also important. Finding commonalities among people can help build connections and foster collaboration. Structuring conversations around identifying and solving problems can create a sense of purpose and direction. Finally, building teams with diverse perspectives and skill sets can ensure that everyone's strengths are utilized and the movement has the best chance of success.*

*Creating inclusive spaces that value each member rather than tokenize them is essential for engagement. Building relationships is critical in organizing, and strategies should allow members to act. It's important to recognize that there is power in numbers and to address exclusionary practices to repair any damage. To achieve this, it's essential to focus on issues some consider marginal and mobilize and organize people around them. It's crucial to talk to everyone, not just those already involved, to understand their needs and consider how to meet them. Comfort can be an obstacle to change, and it's important to acknowledge the value of anger as a motivating force for progress.*

Thank you again for your support,  
Jack

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14. **Unfinished Business**

None

15. **New Business**

None

16. **Adjournment**

**Motion:** Adjourn the meeting at 12:55pm. ***MSCarried***

**Next General Meeting:**

**May 24, 2023**

**Clearihue C108**

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

***In-person and Using the Zoom Video-Conference Platform***







Songhees



ESQUIMALT NATION  
Community Engagement



WSÁNEĆ  
PEOPLES

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 (S̓ʔÁUTW/Tsawout, WJŌLELP/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

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**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, Stephen Leckie, Amy Issel, Michael Rheault

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 - Kamloops

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 27<sup>th</sup> – International Girls in ICT Day

April 28<sup>th</sup> – World Day for Safety and Health at Work

April 30<sup>th</sup> – International Jazz Day

May 2<sup>nd</sup> – World Tuna Day

May 3<sup>rd</sup> – World Press Freedom Day

May 5<sup>th</sup> – Vesak, the Day of the Full Moon

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

May 10<sup>th</sup> – International Day of Argania

May 12<sup>th</sup> – International Day of Plant Health

May 13<sup>th</sup> – World Migratory Bird Day

May 15<sup>th</sup> – International Day of Families

May 16<sup>th</sup> – International Day of Living Together in Peace

May 16<sup>th</sup> – International Day of Light

May 17<sup>th</sup> – World Telecommunication and Information Society Day

May 20<sup>th</sup> – World Bee Day

May 21<sup>st</sup> – International Tea Day

May 21<sup>st</sup> – World Day for Cultural Diversity for Dialogue and Development

May 17<sup>th</sup>-23<sup>rd</sup> – UN Global Road Safety Week

May 22<sup>nd</sup> – International Day for Biological Diversity

May 23<sup>rd</sup> – International Day to End Obstetric Fistula

May 29<sup>th</sup> – International Day of UN Peacekeepers

May 31<sup>st</sup> – World No-Tobacco Day

May 25<sup>th</sup>-31<sup>st</sup> – 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.

