



Minutes of CUPE 951

General Meeting

May 24, 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

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**

Eleven 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**

Nykita advised those working from home to ensure they have a safe exit & that their home work station is ergonomically correct, and those attending in person to ensure you know where the emergency exits and muster points are. Further information may be found on UVic's [Occupational Health, Safety & Environment](#) website.

For any questions about Health & Safety please contact Nykita Downie, Co-Chair of the Joint CUPE951/University OH&S Committee at: 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 12:13pm, that there were 21 members and 2 guests from CUPE, Micha Pesta, and Melissa Schuurman, in attendance of the meeting.

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

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

Nykita announced there were two new membership applications.

List of new members:

Jyoti Khandelwal and Victoria Simpson

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

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 April general meeting were posted on the CUPE 951 website, and were 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 and she will make sure the minutes are corrected.

Motion: That the minutes from the April 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**

There was discussion around term deposits and the processes. We ensured transparency about speaking with the bank and what our intentions are with the term deposits going forward. In addition, there was talk about lowering the general and defense funds now that we are done bargaining; the Executive will review with the Trustees and Treasure at the next executive meeting.

For any questions about the Treasurer's report, please contact Michael Rheault at: mrheault@uvic.ca

8. Nominations, Elections, or Installations

a. President Election Term: ending in June 2025

Nominations: Kirk Mercer

One ballot cast, acclaim Kirk Mercer as President for a two-year term, ending June 2025.

b. 2nd Vice-President: ending in June 2025

Nominations: Amy Issel

One ballot cast, acclaim Amy Issel as 2nd Vice-President for a two-year term, ending June 2025.

c. Secretary: ending in June 2025

Nominations: Laurie Whyte

One ballot cast, acclaim Laurie Whyte as Secretary for a two-year term, ending June 2025.

d. **Education Committee Chair: ending in June 2025**

Nominations: Nykita Downie

One ballot cast, acclaim Nykita Downie as Education Committee Chair for a two-year term, ending June 2025.

e. **Member at Large: ending in June 2025**

Nominations: Teresa Dixon

One ballot cast, acclaim Teresa Dixon as Member at Large for a two-year term, ending June 2025.

f. **Trustee: ending in June 2026**

Nominations: Susie Dancer

One ballot cast, acclaim Susie Dancer as Trustee for a three-year term, ending June 2026.

g. **Communications Chair by-election Term: ending in June 2024**

Nominations: None

h. **Trustee by-election Term: ending in June 2024**

Nominations: None

Motion: to destroy the ballots - ***MSCarried***

The Elections Committee was thanked for the time and efforts; including Jessica Fox who conducted the elections.

The Vice-President, Page DeWolfe, swore in the newly acclaimed Executive Board and Trustee.

9. **Executive Board Report – PD**

The executive board met on May 3, 2023 with 9 members of the executive board in attendance and two guests.

One of our guests was Darcy Lindberg from the United Way Southern Vancouver Island who presented our local with the Labour Partnership Spirit Award.

There was an in-depth discussion surrounding the compensation and book off for the head steward. As we no longer have shared book off time with the University, we have been managing year to year, most recently topping up the 50% book off to PB14. Our current head steward is going to monitor book off time and work more closely with the other stewards to spread the workload and the executive agreed, though not unanimously, to compensate the head steward at PB10 with the understanding that this should increase with training and experience.

In light of recently negotiated compensation for the President's position, Kirk asked the Policy Review committee to look at removing the honorarium and cell phone subsidy for the president, with the understanding that if the employer ever reduces the rate in the agreement, we could reinstate these compensations.

Miner's Memorial Weekend was discussed, and a motion to purchase flowers to be laid at the gravesite was passed. This is an event the local has taken part in for many years and is an important event for labour rights in the province. Kirk will be in attendance to lay the flowers.

Page raised concerns about the Bylaw and Policy review committee being an Ad Hoc committee rather than a standing committee and has asked that in the next round we consider changing that in the bylaws. There was some discussion about how often our Bylaws actually need review but the minimum is every two years, following national convention.

Kirk raised the issue that two of our retractable banners feature outdated information and are wearing out and noted that they could be repaired on campus for less than the cost of full replacement. It was agreed to roll this discussion into the executive retreat, following the elections.

CUPE National Convention will be held this October and the local will have 4 credentials plus one equity credential (Indigenous, Racialized, Youth, PWD, 2SLGBTQIA+, or Women). We will hold elections for available credentials in June to allow ample time for booking hotel and travel.

Nykita got word that no one has claimed the Sharyl Yore Award in several years and wanted to remind the membership that the award was available. We will make sure the information is shared more regularly.

The United Way Southern Vancouver Island Period Promise campaign is underway and there was discussion around coordinating collection for the May 28th Fill the Bus event at Tillicum Mall.

Reports were given by the President and Head Steward.

The following motion was passed:

Motion: That the local spend up to \$100 for flowers for Minor's memorial weekend June 17th, 2023 – MSCarried

Meeting adjourned at 1:26 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

10. President's Report – KM

Welcome friends,

The Unions at UVic sent our 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, predominantly from international students. This has led to the 4% budget cuts that has been devastating to our members and families. You may have seen the article in the times colonist [amid-job-losses-post-secondary-unions-appeal-to-province-to-offset-budget-shortfalls](#).

We also hosted an Introduction to stewarding with CUPE local 917 on May 2. With 20 attendees, this is great to see this much interest in being more active in the Union. Next month on June 22 we are co-hosting the CUPE LET Financial Essentials for our Trustees.

On May 5 the director of HR invited all the three CUPE locals and the PEA to meet their top pick for the new Associate Director of Labour Relations. A fellow named Michael Lancaster, we look forward to working with him in the near future.

I was in Montreal from May 6-12 for the Canadian Labour Congress Convention with over 350 CUPE delegates from across the country. The total delegation was 2200, we passed 5 action plans and 15 resolutions that will help guide the Congress over the next 3 years.

While in Montreal, I did participate in a rally at Transdev Québec. They are part of the company that owns First Transit, where CUPE local 561 who work for BC Transit in the Fraser valley have been on strike since March 20, 2023. Transdev, is a France-based international private-sector company which operates public transport. It has operations in 17 countries and territories. You can read more about that here [first-transit-strike-eastern-fraser-valley-bc-transits-failure](#).

On May 15 there was an Island post secondary solidarity meeting, we try to meet every couple of months to get a sense of what is happening at all the Island Universities and Colleges. This is something that CUPE, BCGEU, PEA and the faculty Associations started up during 2020. Over the last 3 years this has proven to be useful in finding out what the trends are and how that affects our Unions.

In Solidarity,

Kirk Mercer
President CUPE 951

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

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

11. Head Steward's Report – SL

Upon receiving the nomination and successful appointment of the Head Steward position, at the April 26, 2023 General Meeting, I am happy to report that I am settling into the position well. This wouldn't be possible without the help of the Executive and other Stewards. Thank you!

May was a busy month of learning and meeting with various HR consultants, as well as answering questions from members about workload, term positions, and retro-pay.

We are still working on a frequently asked questions (FAQ) about workload and covering for absent positions. Thank you to the other stewards for all the work on this project. There have been a few term extensions and questions about term end dates. Retroactive pay for 2022 has not been finalized, but I have been told by Payroll that they are working on it.

I will be attending the CUPE Spring School in Kamloops from May 29 – June 2. I'm looking forward to bringing back some great connections and learning. If you are interested in becoming a Steward please don't hesitate to reach out.

Stephen E. Leckie
Head Steward, CUPE 951

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

A discussion was held regarding appointments for provisional pay coverage and if this was discussed in bargaining which resulted in any language being changed. It was advised that this was discussed, referenced, or changed during bargaining.

For any questions about the Head Steward's report, please contact Stephen Leckie, Head Steward at: headstewardcupe951@uvic.ca.

12. Other Executive Committee Reports

None

a. **Communications Committee Chair Report –**

No report as the position is vacant

For any Communication Committee questions, please contact Kira Bradley at: cupe951@uvic.ca

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

No Report

For any Education questions, please contact Nykita Downie at: souliere@uvic.ca

c. **Trustees Report – AB/SD**

No report

For more information, /questions, please contact:

Ashleigh Carlsen: burnsa@uvic.ca

Susie Dancer: sdancer@uvic.ca

13. Reports of Committees, Delegates

Benefits – KW

Myself, Kara White and Michael Rheault sit on the Staff Benefits Committee. We have a meeting tomorrow May 25th to review our extended benefits. We have not met much due to bargaining so this will be a first time look at how our plans have been doing over the past 3 years. Reviews are done to see if the premium rates need adjustments. These adjustments can mean we pay less or more for the extended benefits that we currently have. More information will be provided at the next GM on the rates for extended Health as well as Dental.

We also look over the Staff LTD plan and we get reports on how many are currently on the plan, retiring and RTW prognosis. We do have a few members that are going to be returning to work (RTW) and I am not sure they are getting an RTWA Steward from the Union to help since I am one of the RTWA Stewards and I have had no new cases lately. If you know of anyone returning from LTD, Please let them know we are available to help ease them back into the workplace.

Pensions- I sit on the investment and governance side of the Staff Pension Plan. The plan is a mature plan that is doing fine. You will be getting a booklet with your Pension statement that the Pension's office puts a lot of information into it. Please look it over and if you have any questions please feel free to reach out to me. They come out every July to your home mailing address that is connected to your information on UVic website.

Please contact Kara White with any questions at kmwhite@uvic.ca.

a. Bylaws and Policy Committee – PD

The committee has officially submitted the bylaws, through our National Rep. Micha Pesta. We are just waiting to hear the outcome. We will be working on the policy review shortly.

For any questions, please contact Page DeWolfe at: cdewolf@uvic.ca

b. CUPE BC Convention – ND, EG, KM, AI

- i. **Nykita Downie** thanked the membership for allowing her to attend. Advising that it is always a great experience, and she looks forward to going again.
- ii. **Erica Groening** echoed Nykita's comments and added that she always leaves with so much more information.
- iii. **Kirk Mercer** advised that there were a few tough moments at the microphone, in regard to hateful comments about LGBTQIA+. The Executive Board discussed these comments the next morning about ways to prevent such events happening again. These discussions were a great experience.

The next CUPE BC Convention will happen next year in Vancouver. Noting the next two years will be in Vancouver.

iv. **Amy Issel** (written report)

Thank you to our membership for allowing me to attend the CUPE BC Convention. Several resolutions were discussed with healthy debate and personal stories from delegates. I am happy to announce that I spoke to a resolution. In that moment, I felt heard and honored

to be there, using my voice. As always, there were many take a ways and convention ended with me feeling accomplished.

14. Unfinished Business

a. **2023 Great Cycle Challenge – KW**

Kara advised the membership that she has signed up to attend the 2023 Great Cycle Challenge and will be riding in August 2023 to fundraise to help fight Kids’ cancer. Further information is on the CUPE 951 [webpage](#).

15. New Business

None

16. Adjournment

Motion: Adjourn the meeting at 12:57pm. ***MSCarried***

Next General Meeting:

June 21, 2023

Clearihue C108

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, WJOLELP/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

CALENDAR UPDATE to CUPE 951 General meeting – May 2023
(* under consideration) (changes are underlined)

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, Stephen Leckie, 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 – Stephen Leckie

May 29-20 Special CUPE BC Executive board meeting – Kirk Mercer, Laurie Whyte

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

June 22- Trustee training GSS 108 – Ashleigh Carlsen, Susie Dancer

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

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

Sept 22nd – VIDC Nanaimo Strategic Planning -

Sept 23- VIDC Nanaimo -

Oct 11-13 CUPE BC OBCM – Sheraton Vancouver Airport - Laurie Whyte

Oct 23-27 CUPE National Convention – Quebec City

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

Dec 1-2 –VIDC Nanaimo –



We are all different and that is beautiful!



United Nations International Days

June 1 – Global Day of Parents

June 3 – World Bicycle Day

June 4 – International Day of Innocent Children Victims of Aggression

June 5 – World Environment Day

June 5 – International Day for the Fight against Illegal, Unreported and Unregulated Fishing

June 6 – Russian Language Day

June 7 – World Food Safety Day

June 8 – World Oceans Day

June 12 – World Day Against Child Labour

June 13 – International Albinism Awareness Day

June 14 – World Blood Donor Day

June 15 – World Elder Abuse Awareness Day

June 16 – International Day of Family Remittances

June 17 – World Day to Combat Desertification and Drought

June 18 – International Day for Countering Hate Speech

June 18 – Sustainable Gastronomy Day

June 19 – International Day for the Elimination of Sexual Violence in Conflict

June 20 – World Refugee Day

June 21 – International Day of Yoga

June 21 – International Day of the Celebration of the Solstice

June 23 – International Widows' Day

June 23 – United Nations Public Service Day

June 24 – International Day of Women in Diplomacy

June 25 – Day of the Seafarer

June 26 – International Day against Drug Abuse and Illicit Trafficking

June 26 – United Nations International Day in Support of Victims of Torture

June 27 – Micro-, Small and Medium-sized Enterprises Day

June 29 – International Day of the Tropics

June 30 – International Asteroid Day

June 30 – International Day of Parliamentarism

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.

