



Minutes of CUPE 951

General Meeting

June 21, 2023

12-1:30 p.m.

Held using a hybrid of in-person (Clearihue C108) and the Zoom video-conferencing platform

1. Announcements

An updated Calendar is included at the end of the minutes

Today is National Indigenous People's Day – Canada

For generations, many Indigenous groups and communities have celebrated their culture and heritage on June 21st or around that time of year because of the significance of the summer solstice as the longest day of the year. National Aboriginal Day, now National Indigenous People's Day, was announced in 1996 by then Governor General of Canada, Roméo LeBlanc, through the Proclamation Declaring June 21 of Each Year as National Aboriginal Day -- [National Indigenous Peoples Day \(rcaanc-cirnac.gc.ca\)](https://www.rcaanc-cirnac.gc.ca)

We encourage you to participate in activities in your community to learn more about the richness and diversity of First Nations, Inuit and Métis cultural expressions and stories: [National Indigenous Peoples Day \(rcaanc-cirnac.gc.ca\)](https://www.rcaanc-cirnac.gc.ca)

You can also download and share [National Indigenous History Month and National Indigenous Peoples Day images](#) and join the conversation on social media with the hashtag #NIHM2023 and #NIPD2023.

National Indigenous People's Day – 12 things you need to know:

<https://www.utoronto.ca/news/national-aboriginal-day-12-things-you-need-know>

If you google: National Indigenous People's Day – you will find links to more information.

A list of United Nations International Days for June/July is included at the end of the minutes. Here are a few of the dates:

June 23 – United Nations Public Service Day

June 23 – International Widow's Day

June 24 – International Day of Women in Diplomacy

June 26 – International Day against Drug Abuse and Illicit Trafficking

July 1 – International Day of Cooperatives

July 15 – World Youth Skills Day

July 18 – Nelson Mandela International Day

July 30 – International Day of Friendship
July 30 – World Day against Trafficking in Persons

Pride Month – events this weekend in Duncan ...
July 9th is the Victoria Pride Parade – contact Page/Kirk

2. Roll Call of Officers & Stewards – LSW

13 members of the Executive, Stewards, Trustees, Membership & Meeting Coordinator participated in the meeting

3. Recognition of the Territory – MR

Michael 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

Members of the Executive, Trustees, and Stewards each read a paragraph of the CUPE National Equality Statement: [equality-statement](#), to allow for a diversity of voices.

Laurie read: 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.

CUPE 951 Code of Conduct Statement – KM

Kirk read the local's CUPE Code of Conduct Statement

CUPE Code of Conduct

The Code of Conduct sets out standards of behaviour for participants of CUPE meetings, conferences, conventions, and events and is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

The Code of Conduct is designed to create a safe, respectful, and supportive environment within all parts of CUPE and acts as a framework to deal with complaints. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

The CUPE Code of Conduct arises from the National Women’s Task Force (NWTF) report, and Resolution #209 adopted at the 2007 National Convention.

The full text of the Code of Conduct is available on our website: [Code of Conduct](#)

5. Health & Safety – Emergency Preparedness – ND

Nykita 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: Nykita Downie – Co-Chair of the Joint CUPE 951/University OH&S Committee at: **Nykita Downie** souliere@uvic.ca

6. Green Statement – KM

Kirk 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 and 1 guest were signed into the Zoom video-conference meeting at 12:16 p.m. and there were 2 members attending the meeting in-person, who were not signed into Zoom.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 5 new membership applications

List of new members:

Aliuza Wang

Ranbir Prihar

Alison Conroy

Hadley Parsons

Darian Sernoski

As per procedure, Kirk asked if there were any objections to these 5 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed all 5 new members into CUPE 951.

8. Approval of the Agenda

a. Additions

-
- None

b. Changes

- move *Nominations, Elections or Installations* to below the *Treasurer's 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

- No errors were reported
- There was a change in the Benefit's Report that was corrected in the minutes after they were posted on the 951 website

*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 May general meeting be approved – MSCarried

10. Matters Arising from the Minutes

- a. None

11. Treasurer's Report – MR

The financial statements for May 2023 were shared on screen and Michael went through the figures for the members.

There were 657 Full Time and 85 Part Time members

Excess monies were transferred from the General Account to the Defence Fund account; and excess monies from the Defence Fund account were transferred into Term Deposits.

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. Nominations, Elections or Installations

- a. CUPE National Convention – 2 General credentials and 1 Diversity credential
- Nominations for two general credentials
 1. Nykita Downie
 2. Amy Issel
 3. Laurie Whyte

4. Michael Rheault

- Elected:
 - i. Amy Issel
 - ii. Nykita Downie

- **Nominations for 1 diversity credential (self-identify as: Indigenous, Racialized, Woman, 2SLGBTQ+, Young Worker, Person with Disability)**

1. Laurie Whyte
2. Heidi Neeves

- Elected: tie – have to run the poll again
- Elected: Heidi Neeves

b. Communications Chair – Term ending 2024

- Nominations
 1. Ranbir Prihar
 - Elected – Acclaimed: Ranbir Prihar

c. Trustee – Term ending in 2024

- Nominations
 1. Jessica Fox
 - a. Elected – Acclaimed: Jessica Fox

13. Executive Board Report – PDW

The executive board met on June 7, 2023, with 8 members of the executive board in attendance and one guest.

Under Business Arising, Kirk discussed scheduling for our Strategic Planning and Executive Retreat, tentatively set for July 6th, as well as meeting dates for the remainder of 2023. Page updated the Executive on the Bylaws which were fundamentally approved by CUPE National, although there is some additional mandatory language which needs to be incorporated.

Under New Business we discussed CUPE BC committee endorsements, including some changes to the committee structure that affect which can be applied for. Kirk noted that the draft Collective Agreement was circulated to the Negotiating Committee for review with a goal of having the signed and corrected agreement ready before June 21st. Kirk and Laurie discussed the option of using the Disability Claims Access Clinic for members who need assistance with LTD and CPP Disability appeals. This work used to be outsourced to OccuMed. As there is a fee, it was agreed that the local could cover this cost for members on a trial basis.

Kirk shared that we were able to claim a refund from the Post Secondary cost share and that this money will be returned to the Defence Fund. The Executive was reminded to vote in the

Pacific Blue Cross board elections in an effort to see more Labour friendly board members re-elected.

Page raised the issue of a growing list of small issues and updates for the website that exceed the regular workload for our Executive Assistant who has been managing basic updates in the absence of a Communications chair. They offered to do the work on a day of book off which can be authorized under the bylaws by the President and Treasurer. We are hoping to appoint a Communications Chair before the end of June.

Page also discussed and circulated a draft Code of Conduct statement to be included in future meetings; it was agreed to add where the Code of Conduct originated and when it was adopted. Erica Burns discussed the Stronger BC Future Skills Grant and asked that our members be made aware of the funding available for training. Kirk added more context around the skilled trades aspect.

There was no President's or Head Steward's report given and in lieu of a full Treasurer's report, Michael outlined the plan to move excess funds into the Defence fund and from there into a series of term deposits in three related motions. Under Education, Nykita discussed the Education Evaluation for Executive members and asked that it be completed prior to the Strategic Planning and Retreat Day.

Before adjournment, Kirk also clarified how many credentials would be up for election at the June General meeting and the order in which they would be elected.

The following motions were passed:

Motion that CUPE 951 endorse the following to sit on CUPE BC Committees: Laurie Whyte – Persons with Disabilities Committee; Amy Issel – OH&S Committee and Women's & Gender Diverse Committee; Page DeWolfe – Pink Triangle Committee; Kirk Mercer – Skilled Trades Committee; and Nykita – International Solidarity Committee – MSCarried

Motion: that CUPE 951 pay the initial \$350 fee for DCAC for our members on a trial basis – MSCarried

Motion: that CUPE 951 move funds in excess of \$90,000 from the general account into term deposits in the Defense Fund – MSCarried

Motion: that CUPE 951 move funds in excess of \$80,000 in the Defense Fund into Term deposits – MSCarried

Motion that CUPE 951 create 5 term deposits to open consecutively after April 1, 2025 – MSCarried

The Executive Meeting adjourned at 1:12 p.m.

In solidarity, Page DeWolfe, First Vice President

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

Motion: That the Executive Board report be approved – MSCarried

14. President's Report – KM

Welcome friends,

June has been busy meeting with our CUPE lawyer as we prep for arbitration, you may remember back on June 30, 2022, we met with the Labour Relations Board about our grievance on alleging interference in the administration of a trade union. The employer has implemented a new policy of restricting bargaining unit employees on a graduated return to work from engaging in Union duties. After spending hours working with the Labour board appointed settlement officer, the result of the meeting was not satisfactory to either party. We had dates booked for Arbitration on Oct 18-20.

After that the employer served a preliminary objection that took us until January 27 of 2023 to resolve in our favor allowing us to move forward to arbitration, dates are June 28, 29, and 30. Our National Rep and CUPE Legal have been working with us over the last 12 months as we prep for this case.

Over the past weekend I attended the 38th Miners Memorial in Cumberland, this commemorates Ginger Goodwin, a union organizer, impassioned speaker, and Labour activist fighting for better working conditions for his fellow miners. In 1918 Ginger was shot and killed by Constable Dan Campbell, this is seen as an act of cold-blooded murder, the shock and anger around Goodwin's death was felt not only in Cumberland, where his funeral procession was over a mile long, but throughout the province. Goodwin's death sparked Canada's first general strike in Vancouver on August 2, 1918, the day of his burial. This strike was the precursor to the Winnipeg General Strike of 1919 – a defining moment in Canadian Labour history.

We appreciate all the hard work our members and everyone in payroll are doing, our new collective agreement is by far the most complicated and they are doing their best to get retro pay sorted for this month's end pay period, I will get an update just before today's meeting to see if things are on track.

On June 22 we are co-hosting with CUPE local 917 the CUPE LET Financial Essentials for our Trustees. We have 4 members signed up and look forward to more trustees in the future.

We are also looking for more members to be trained for the Joint Job evaluation appeals committee, the work of this committee has been positive for our members.

Finally, Head Steward Stephen Leckie has an opportunity for advanced education Oct through Dec 2023. This is the Labour Relations Certificate Program, offered in conjunction with Toronto Metropolitan University and Lancaster House. The online course is over 8 weeks and will give our head steward the full scope of Labour Relations and access to the legal database and alumni.

We will hopefully receive our Retro pay by the end of June
The University doesn't have to pay interest unless 181 days have passed before employees receive their Retro Pay

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

Motion: that CUPE 951 enroll Head Steward Stephen Leckie to take the Labour Relations program offered online and hosted by the Toronto Metropolitan University and Lancaster House using the defense fund – MSCarried

15. Head Steward's Report – SL

I attended the CUPE Week-long School in Kamloops from May 29 to June 2 and participated in the Advanced Arbitration and Grievance workshop. It was informative and contained great information of what a grievance is, and the processes involved. I'm looking forward to sharing that knowledge with anyone who is keen.

Currently, my office hours are Wednesdays and Thursdays from 8am to 12pm, in room 217, in the HWB building. Feel free to drop by if you have questions or concerns.

June continues to be a month of learning the Head Steward position, approving some term extensions, and meeting with members about workload and their positions. Some great news: a member in a temporary position recently had their position made Regular with the help of the union.

We will soon have a final copy of the current collective agreement available on the website.

In solidarity, Stephen Leckie, Head Steward, CUPE 951

For any questions about the Head Steward’s report, please contact Stephen Leckie 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

No report as this position was only just filled at this meeting.

For any Communication Committee questions, please contact cupelocal951@gmail.com

b. Education Committee Chair Report – ND

No Report

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

c. Staff Personnel Benefits Committee – KW

On May 25th, the committee looked over the annual benefit plan review. The extended health and dental plans are reviewed to ensure premium rates are adequate to cover claims experience. The premium rates are determined to restore balance to the plan. The annual deficit, cumulative deficit over a 3 year period and/or surplus are reviewed.

The extended health plan saw the annual surplus reduce by half from 2021, the cumulative deficit reduced by half for the 2nd year but we are still in a deficit. The largest increase in claims occurred in the prescription drugs category. It was decided that no adjustment to premium rates for July 2023.

The dental plan did not come out as good. There was a large rebound during 2021 which meant that our annual deficit increased and our cumulative deficit also increased significantly. There was no change to premium rates in 2021 nor 2022. However there is going to be a premium rate increase by 15% July 2023.

Premium Rates for Dental Plan:

Rates per pay period July 1 2022:				Rates per pay period July 1 2023:			
Single 25/75	\$6.07	Employer 25/75	\$18.19	Single 25/75	\$6.98	Employer 25/75	\$20.92
Couple 25/75	\$11.5	Employer 25/75	\$34.48	Couple 25/75	\$13.22	Employer 25/75	\$39.66
Family 25/75	\$20.4	Employer 25/75	\$61.24	Family 25/75	\$23.47	Employer 25/75	\$70.43

Basic Group Life Insurance was also reviewed. The premiums are split 25% Employee and 75% Employer paid. These rates are also being increased by 16.7% July 1, 2023.

Premium Split	Semi-monthly Employee Premium	Semi-monthly Employer Premium	Monthly Employee & Employer Total Premium
25/75	.0839% of	0.2517%	.3356% of
	basic	basic	basic
	salary	salary	salary

Staff LTD plan which provides some income during a lengthy illness or injury where the most common causes for staff have been mental disorders and musculoskeletal. Since 2017 mental health claims have risen by 16%. Below is a summary of support resources for staff.

Summary of Mental Health Resources available to UVic Faculty & Staff

Employee need	Location	Provider	Cost	Comments
Clinical Psychology/Counselling through paramedical benefit coverage	On-line and in person.	Employee selected	Within the EHB paramedical limits	Clinical Psychologists licensed in British Columbia, including Clinical Counsellors and Clinical Social Workers registered with the B.C. Association of Clinical Counsellors or Social Workers
Employee Family Assistance Program UVic Employee and Family Assistance Program	On-line, telephonic and in-person	Telus Health	Free	Short-term confidential counselling available 24/7.
Health, Wellbeing and Financial Assessments through LifeWorks Platform UVic Employee and Family Assistance Program	On-line	Telus Health	Free	Free to employee through EFAP provider 24/7
Employee Wellbeing Sessions Sessions available through Learning Central	On-line	Telus Health	Free	6 sessions/year

Cognitive Behavioural Therapy Pacific Blue Cross info sheet	On-line	Pacific Blue Cross	Approx \$500. Cost determined by individual provider.	Subject to employees' EHB paramedical limits
WellCan – free mental health resources	On-line resource hub	Morneau Shepell	Free	Free to employee through EFAP provider
Alcohol & Drug Information Referral Service https://www.healthlinkbc.ca/mental-health-substance-use/resources/adirs Toll-free at 1 800 663-1441	Telephonic	Healthlink BC	Free to BC residents	Free to BC residents Provides free, confidential information and referral services to British Columbians in need of support with any kind of substance use issue (alcohol or other drugs).
Mental Health and Substance Use Support Self assessments, coaching, health metrics, one to one counselling https://ca.portal.gs/	Online and telephonic	Wellness Together Health Canada	Free to BC residents	Free to BC residents
Wellness Together Canada https://ca.portal.gs/ Access to resources, apps, tools and connections to trained volunteers and qualified medical professionals when needed.	On-line	Government of Canada	Free	Mental health and substance use support for people in <i>Canada</i> and Canadians abroad. Always free and virtual, 24/7

Kara White, CUPE 951 Representative, Joint Staff Personnel Benefits Committee

If you have any questions about our Staff Personnel Benefits Plans or Pension, please contact Kara White: kmwhite@uvic.ca

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

17. Trustees Report – AC/SD/JF

No report

For more information/questions, please contact:

Jessica Fox: jfox@uvic.ca

Ashleigh Carlsen: burnsa@uvic.ca

Susie Dancer: sdancer@uvic.ca

18. Reports of Committees, Delegates

a. Diversity Seat on CUPE National Executive Board – Laurie Whyte

- I will pass my notes onto the delegates attending National Convention and strongly urge them to get to the microphones to support the Constitutional resolution to amend the National Constitution to add 5 new seats for: 2SLGBTQI+ worker, young worker, workers with disabilities, a woman worker, and a Francophone worker. We were very close to achieving this last convention in

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: 1:06p.m. – MSCarried

There will not be any general meetings in July or August. The next general meeting will be on September 20, 2023.

**Next General Meeting:
September 20, 2023 – 12:00 -1:00 p.m.
In-person in David Strong Building (DSB) room C130 and
Using the Zoom Video-Conference Platform**



Songhees



ESQUIMALT NATION
Community Engagement



WSÁNEĆ
W̱SÁNEĆ

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 (S̱ÁUTW/Tsawout, W̱JOLELP/Tsartlip, BO̱KÉCEN/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 – Draft June 2023

(* under consideration) (changes are underlined>)

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 Burns

June 21 - General meeting Clearihue C108

June 22- Trustee training GSS 108 – Ashleigh Carlsen, Susie Dancer, Michael Ryan, Jessica Fox

July 6, 2023 – Executive Strategic Planning – 9-4 @ GSS Room 108 - Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns, Susie Dancer, Ashleigh Carlsen, Cathrine Jansen

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

August 3, 2023 – Executive Meeting GSS Room 108 - Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns

September 6, 2023 – Executive Meeting GSS Room 108 - Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns

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

Sept 22nd – VIDC Nanaimo Strategic Planning - Amy Issel, Kirk Mercer, Laurie Whyte, Nykita Downie

Sept 23- VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

October 4, 2023 – Executive Meeting GSS Room 108 Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns

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

Oct 23-27 CUPE National Convention – Quebec City - Kirk Mercer, Page DeWolfe

November 1, – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns

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

Dec 1-2 –VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

December 7, 2023 - – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns



United Nations International Days

- June 23 – United Nations Public Service Day
- June 23 – International Widow’s Day
- June 24 – International Day of Women in Diplomacy
- June 26 – International Day against Drug Abuse and Illicit Trafficking
- June 26 – International Day in support of Victims of Torture
- July 1 – International Day of Cooperatives
- July 11 – World Population Day
- July 12 – International Day of Combating Sand and Dust Storms
- July 15 – World Youth Skills Day
- July 18 – Nelson Mandela International Day
- July 28 – World Hepatitis Day
- July 30 – International Day of Friendship
- July 30 – World Day against Trafficking in Persons

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.

