



Minutes of CUPE 951

General Meeting

October 18, 2023

David Strong Building C130

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 November and December is included at the end of the minutes.

2. Roll Call of Officers & Stewards – LSW

11 members of the Executive, Stewards, Trustees, and Membership & Meeting Coordinator participated in the meeting.

3. Recognition of the Territory – KM

Kirk read the local's 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 review to ensure it is meaningful, transformative and culturally appropriate.

All of the Calls to Action from the Truth & Reconciliation Commission (TRC) have been read at a general meeting. Members are encouraged to read all the TRC's Calls to Action: [http://trc.ca/assets/pdf/Calls to Action English2.pdf](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)

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 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, anti-Black and anti-Indigenous racism and anti-SOGI hate groups. 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. This space for this meeting is no exception.

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

The full text of the Code of Conduct is available in the attached pdf and on our website.

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: souliere@uvic.ca

6. Green Statement – PDW

Page 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 23 members were signed into the Zoom video-conference meeting at 12:22 p.m. and there were 8 members attending the meeting in-person.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 0 new membership applications.

No new members

8. Approval of the Agenda

a. Additions

-
- None
b. Changes
None

Motion: That the agenda be approved as circulated – MSCarried

9. Approval of the Minutes from Previous Meeting

- a. The minutes were posted on the CUPE 951 website and were also circulated with the notice of this meeting and agenda.
b. Errors/Omissions
None

*Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: lwhyte@uvic.ca and she will make sure the minutes are corrected. Any more substantive errors need to be brought up at the next General meeting under the agenda item #5 **Approval of the Minutes from the Previous Meeting.***

Motion: That the minutes from the September 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 Kirk went through the figures for the members as Michael was feeling a little under the weather.

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 October 4, 2023.

Kirk discussed the Agreement Study Committee, with three members being elected at the September meeting and three needing to be appointed; this will be done at the November Executive meeting.

It was agreed to repeat the menu from last year's holiday social, and we had already booked the Michele Pujol room. We have \$15,800 in the budget to cover special purchases.

Motion that CUPE 951 cover the cost for the Dec 13 Holiday Social/Meeting and Childcare event up to \$ 8000.00 from the Special Purchases budget for 2023/2024 line – MSCarried.

An update on the Greater Victoria CUPE scholarship. It looks like the committee wants to discontinue the scholarship and disband, though the next meeting is October 12th. We currently have \$17,000 budgeted and could set up our own scholarship. We will decide at the next Executive meeting.

Ashleigh Carlsen has resigned as trustee; Michael Ryan has been appointed until the GM where there will be a by-election.

StockTober is underway with the UVSS Foodbank, and any donations received in October will be matched by Island Savings.

Motion: That a motion go forward to the October General Meeting to donate \$250 to the UVSS Foodbank – MSCarried

Reports were received from the President, Head Steward, Treasurer, Education Chair, and Communications Chair.

Meeting was adjourned at 12:50 pm.

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

Motion that CUPE 951 cover the cost for the Dec 13th Holiday Social/Meeting and Childcare event up to \$ 8000.00 from the Special Purchases budget for 2023/2024 line – MSCarried.

Motion: That CUPE 951 donate \$250 to the UVSS Foodbank – MSCarried

All donations to the UVSS Foodbank will be matched if made before the end of October 2023.

13. President's Report – KM

Welcome friends,

I have had 3 Solidarity Meetings this month with the Faculty Association, PEA, CUPE 4163, and CUPE 917.

As part of those meetings, we wanted to recognize October 16-20, 2023, is Fair Employment Week, an annual event to raise awareness about working conditions for staff at colleges and universities across Canada. This year the PEA took the lead on organizing a solidarity event this Thursday, October 19, 10:00 a.m. at the UVic Grad House Restaurant.

This solidarity event will be an opportunity for Union members to come together have coffee or tea and discuss the ongoing effects of the budget cuts.

There was a bargaining appreciation event hosted by the Uvic Presidents office on Oct 4. Some members of every committee that negotiated this past round where on hand to hear a short speech from Kevin Hall congratulating all on the collegial, respectful tables. Although I know the Faculty Association did not share that experience, as they had to go to the Labour board to get things back on tract.

Next week is the CUPE National Convention in Quebec City. Page DeWolfe, Amy Issel, Nykita Downie, Heidi Neeves and I will attend on behalf of our local. I am happy to report that the resolutions we have submitted are in the book and should make it to the floor of convention. This could be a pivotal convention with a constitutional amendment to welcome 5 new equity position to the national executive board. I look forward to reporting back at our November general meeting.

Finally, I hope to have some folks from the UVic United Way campaign team come to our November meeting to give a presentation about this year's goal. You can join the payroll donation program or make a one-time donation. Both types of donations can be made through the [United Way](#)

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

14. Head Steward's Report – SL

Hello All,

We have two new stewards joining the group! Welcome Donny and Margarita. Another experienced member who has decades of experience is also back before his retirement. This adds to our growing and experienced team, and I look forward to working with everyone.

There have been a range of questions and concerns over the last month, including what options members have if they want to apply for a different position, how to deal with managers and supervisors when they are not clear on your duties and job description, and what to do when you need an accommodation. Our Return-to-Work stewards are working hard to make sure our members are represented.

Unfortunately, there are two ongoing layoffs in the notice period. Those folks are looking at being placed in other positions. This is a multi-step process. There have also been some

concerning events around new hires and probationary periods. If you are in a new role, even past your probationary period, and have concerns about training and communication, don't hesitate to reach out. We want to make sure that managers and supervisors are fully supporting our members to set them up for success.

As always if you are interesting in participating in the Union, or want to learn more about our collective agreement, please email us.

In solidarity,
Stephen E. 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

15. Other Executive & Committee Reports

a. Communications Committee Chair Report – RP

No report

b. Education Committee Chair Report – ND

No Report

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

c. JJE Appeals Committee – KM

The Committee has met 4 times in 2023 to get acquainted with the new HR staff who co-chair the appeals committee. We did review an appeal that started back in January, the committee was happy to interview the member and supervisor for more clarity. The appeal was successful in generating some new points, but landed within the existing pay band. We thanked Janice Closson who has retired back in March, and welcomed new members Nykita Downie, Susie Dancer and Erica Burns. Vice President Page DeWolfe is working to train the new folks as they take on this important role for our Union. Please reach out to the committee members to ask advice before filling out the JJEQ.

Respectfully submitted

Kirk Mercer

JJEC, former Chair

For any JJE Appeals questions, please contact Page DeWolfe, Nykita Downie, Susie Dancer

d. OH&S Committee – ND

Some training that is coming up:

Active Threat Training

Thursday, October 12, 2023, 2:00 p.m. to 3:00 p.m. Register [here](#).

BEC/FEC Training

Wednesday, November 8 1:30 a.m. to 11:30 a.m. Register [here](#).

Emergency Preparedness Workshop

Tuesday, September 26, 2023, 9:00 a.m. to 10:30 a.m. Register [here](#).

Tuesday, November 7, 2023, 9:30 a.m. to 11:00 a.m. Register [here](#).

University Safety Committee:

Emergency Planning (EP) & COVID 19 Rob noted the COVID-19 signage on main doors has now largely been removed by FMGT. Digital signage will continue to include slides on disease prevention and wellness-related information; with the use of social media anticipated for additional communication during flu season. Rapid test kits are still available but have an expiry date of the end of the year. The kits will continue to be distributed and made available across campus and at new student orientation. during the week of welcome.

Sngequ (Sḡéqə ʔéʔlən) House (newest student residence with classrooms) opens September and EP has been doing their final walk-throughs for safety planning and fire drills. Rob noted that today, the first fire drill with staff who work in Sngequ (Sḡéqə ʔéʔlən) House was conducted.

This new building includes 4 types of spaces. It will be home to ~300 residents (RESS), includes two large conference rooms (Degrees Catering), two lecture halls (academic), and an indigenous lounge.

WorkSafeBC

- a. July claims report Elizabeth reviewed 3 claims submitted to WSBC in July; two claims were time loss and one was for health care.
- b. WSBC inspection reports Jaclyn advised there are no new inspection reports. In follow-up to the two inspection reports previously received in July, Jaclyn confirmed the first inspection report (request to provide policies and procedures specific to bullying and harassment) was found to be compliant and was closed in July. The second report (summary report of follow-up on reported bullying and harassment) has been accepted by WSBC and found to be compliant and now also closed. No outstanding orders are remaining.

Joint Occupational Health and Safety Committee:

USC conducted a review and update of the [Educational Leave Guidelines](#) for Local Safety Committee Members. This is for training and education leave opportunities that joint

H&S committee members and local safety committee members are eligible to exercise through WorkSafeBC for up to 8 hours of training per year (this is not the mandatory WSBC training).

Personal Safety Coordinator/CSEC update

Allison provided the following update:

- Patrol controls to find open doors and window. There was a break-and-enter last month where a window was closed but not locked. Reminder to ensure everything is locked up.
- The new Director, Jessica MacLean, starts on Monday, July 17th. Tom will stay on a few months for transition.

Nykita Downie (she/her)

Joint Occupational Health & Safety Committee Co-Chair, CUPE 951

For any OH&S questions, please contact Nykita Downie at: souliere@uvic.ca

e. Sick Benefit Bank Committee – AI

The committee is happy to report that the update to the language in article 23.11 of the Collective Agreement, copied below, is assisting with our members being advised of their eligibility in a quick manner, rather than waiting until after the committee has reviewed the leave (in the next month) and notifying the Benefits Office. With members copying the Benefits Office on their applications, they are advised quickly if they are even eligible.

The Sick Benefit Bank email currently has an automatic bounce back to remind our members that they are to copy the Benefits Office when applying and are encouraged to contact the Return to Work and Accommodation Committee Chair, Laurie Whyte. Laurie and/or the Return to Work & Accommodation (RTWA) Stewards will be able to advise on Return to Work and Accommodations.

Any member who has any questions or is unsure of how the Sick Benefit Bank works is encouraged to reach out via phone or email.

Amy Issel, Sick Benefit Bank Committee Chair

For any Sick Bank questions, please contact Amy Issel at: cupe951sickbank@uvic.ca

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

16. Trustees Report – SD, JF, MR

No Report

For more information/questions, please contact:

Susie Dancer: sdancer@uvic.ca

Jessica Fox: foxj@uvic.ca

Michael Ryan: mryan@uvic.ca

17. Nominations, Elections, or Installations

a. CUPE 951 Trustee (term: 2022-2025)

- **Nominations**

- 1. **Michael Ryan**

- **Elected: acclaimed: Michael Ryan**

b. New Stewards to be Ratified:

- **Nominations**

- 1. **Margarita Coppard**

- **Ratified**

18. Reports of Committees, Delegates

a. CUPE 951 Policies Revisions/Additions – PWD

The revisions and additions to the CUPE 951 Policies were shared on the screen and Page went through each one, explaining as she went through them. The date on the revised policies will be changed to today's date, if they are approved by the general membership.

Questions were left for the end of the presentation.

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

Motion: to approve the recommended updates to the CUPE 951 Policy – MSCarried

19. Unfinished Business

a. SWAG for Draw – KM

Amy has set up a 'Wheel of Names' to facilitate the draw.

Kirk read out what items were there for the draw.

Winners: Victoria S; Ranbir Prihar; Tatiana P; Stephen Leckie; Shonna L.; Ashleigh C.; Shubha; Nykita Downey; Laurie W.; Cathrine Jansen

Those who were joining virtually and weren't in the meeting room will have their prize delivered to them.

20. New Business

a. None

21. Adjournment

Motion: to adjourn the meeting at: 13:07 p.m. -- MSCarried

Next General Meeting:

November 22, 2023

12-1 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

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, W̱JOŁŁP/Tsartlip, BO̱KEĆEN/Pauquachin, W̱SIKEM/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 – Oct 2023

(* under consideration) (changes are underlined>

Oct 4 – Executive Meeting GSS Room 108 - Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie,

Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns

Oct 11-13 CUPE BC OBCM – Sheraton Gilford Surrey - Laurie Whyte, Kirk Mercer, Amy Issel, Page DeWolfe, Nykita Downie

Oct 18 - General meeting David Strong C130

Oct 18 – VLC - Kirk Mercer, Page DeWolfe, Michael Rheault

Oct 23-27 CUPE National Convention – Quebec City - Kirk Mercer, Page DeWolfe, Amy Issel, Nykita Downie, Heidi Neeves

Nov 1, – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie,

Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns

Nov 3 – Parliamentary Procedure Workshop @ GSS – Amy Issel, Laurie Whyte, Page DeWolfe, Erica Burns, Kirk Mercer

Nov 8 – Executive Training - GSS

Nov 15 – VLC - Kirk Mercer, Page DeWolfe, Michael Rheault

Nov 22 - General meeting David Strong C130

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
Dec 7 – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie,
Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns
Dec 13 - General meeting /Holiday Social - Michele Pujol room



United Nations International Days

October 29th – International Day of Care and Support
October 24th-31st – Global Media and Information Literacy Week

October 31st – All Hallows' Eve (Halloween) – Halloween is a celebration observed in several countries on October 31st, the eve of the Western Christian feast of All Hallows' Day. It begins the three-day observance of Allhallowtide, the time in the liturgical year dedicated to remembering the dead, including saints (hallows), martyrs, and all the faithful departed. -- <https://www.taichifoundation.org/remembering-dead-sean-oneill-lic-ac-oct-2020/> and <https://www.history.com/topics/halloween/history-of-halloween> and finally from Wikipedia: <https://en.wikipedia.org/wiki/Halloween>

November 2nd – International Day to End Impunity for Crimes against Journalists
November 5th – World Tsunami Awareness Day – Do you have your evacuation plan ready?
November 8th – Indigenous Veterans Day – observed in Canada on November 8, in recognition of Indigenous contributions to military service, particularly in the First World War, Second World War and the Korean War. The Day was first observed in Winnipeg on November 8, 1994, and has since spread nationwide to honour the contributions of all Indigenous peoples in war and peace support operations from the First World War to today.

November 10th – World Science Day for Peace and Development
November 11th – Armistice Day or "Remembrance Day" – it's become known as Remembrance Day; it originated following the end of the First World War. The Armistice agreement was signed between Germany and the Allied Forces in Paris on Monday, November 11th, 1918, at 0500 hours. After World War II, the holiday was recognized as a day of tribute to veterans of both wars. Beginning in 1954, the United States designated November 11th as Veterans Day to honor veterans of all US wars.

November 14th – World Diabetes Day
November 16th – International Day for Tolerance

November 18th – World Day for the Prevention of and Healing from Child Sexual Exploitation, Abuse, and Violence

November 19th – World Day of Remembrance for Road Traffic Victims

November 20th – World Children’s Day

November 21st – World Television Day

November 28th – International Day for the Elimination of Violence against Women – Not to be confused with December 6th (see below)

December 1st – World AIDS Day -- <https://www.un.org/en/observances/world-aids-day>

December 2nd – International Day for the Abolition of Slavery

<https://www.un.org/en/observances/slavery-abolition-day>

December 3rd – International Day of Persons with Disabilities

<https://www.un.org/en/observances/day-of-persons-with-disabilities>

December 5th – World Soil Day

December 6th – Canadian National Day of Remembrance and Action on Violence Against Women – It has been over 30 years since the murder of 14 young women at Polytechnique Montréal (December 6, 1989). This act of violent misogyny shook our country and let Parliament to designate December 6th as The National Day of Remembrance and Action on Violence Against Women. <https://women-gender-equality.canada.ca/en/commemorations-celebrations/16-days/national-day-remembrance.html>

December 7th – Chanukah – Hanukkah 2023 begins the evening of December 7th, 2023 and continues through to Friday, December 15, 2023 --

https://www.chabad.org/holidays/chanukah/default_cdo/jewish/Hanukkah.htm

December 9th – International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime

December 9th – International Anti-Corruption Day <https://www.un.org/en/observances/anti-corruption-day>

December 10th – Human Rights Day -- <https://www.un.org/en/observances/human-rights-day>
<https://www.un.org/en/observances/human-rights-day>

December 12 -- International Universal Health Coverage Day

<https://www.un.org/en/observances/human-solidarity-day>

December 18th – International Migrants Day <https://www.un.org/en/observances/migrants-day>

December 20th – International human Solidarity Day

<https://www.un.org/en/observances/human-solidarity-day>

December 21, 2023-January 1, 2024 – Yule -- One of the oldest winter festivities globally, Yule is a pagan holiday celebrating the winter solstice. Celebrated over 12 days – the twelve days of Christmas originated from Yule – Yule is the most important Norse holiday, marking the end of a year and welcoming the new year with growing daylight. Today, Germanic peoples still celebrate Yuletide, synonymous with the Christmas season (Christmastime); non pagan celebrants use Christmas and Yule interchangeably. Yule is a holiday directly connected to nature, so tree decorating, making and hanging evergreen wreaths, lighting a yule log, and celebrating a harvest feast with friends and family are all ways people celebrate. Celebratory Yule meals typically include ham or roast pork as the main dish, with seasonal root vegetables, cabbage, and squash as accompaniments.

<https://www.sagedining.com/blog/post/154604/december-religious-and-cultural-holidays>

December 23-January 2nd – Christmas & New Year's stats and Uvic Holiday Closure

December 24th – Christmas Eve

December 25th – Christmas Day

December 26th – beginning of Kwanzaa, a seven-day secular harvest festival and celebration of life, an African American cultural holiday celebrating African heritage --

<https://www.sagedining.com/blog/post/154604/december-religious-and-cultural-holidays>

December 27th – International Day of Epidemic Preparedness

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.

