



Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 25 February 2004, 11:30 am - 1:00 pm
University Centre Room A180

MINUTES 28th January 2004

1. ROLL CALL – President Doug Sprenger called the Meeting to order at 11:35.

2. ATTENDANCE REPORT – Sgt. at Arms Norma Alison reported 36 members present; the final total was 42.

3. APPROVAL OF THE AGENDA (Helen Rezanowich)...CARRIED.

4. APPROVAL OF 9th December 2003 MINUTES (Catherine Corey) ...CARRIED

5. MATTERS ARISING – re: EHB grievances and resolution: clarifying memos have been sent out by the Union & University.

6. ANNOUNCEMENTS – None

7. EXECUTIVE REPORT – The Executive Committee met on January 6th and 7th and all Executive Officer and Committee reports were given and approved as submitted.

The Executive agreed that our picket signs could be loaned to Local 4163 as required and that as much as possible would be done to reimburse our members for lost wages in the event of a strike.

Details of the paramedical grievance settlement were given to the executive and discussion of how to disburse the funds was carried out.

Motions arising from new business included:

- A motion to book off up to four members for one day to visit worksites and answer any questions from our members regarding 4163 job action
- A motion to grant LWOP to Doug Sprenger on February 27th and March 26th to facilitate a Cupe BC bargaining course.

Motions arising from the Education Committee report included:

- A motion to send up to five members to the CUPE BC Library Conference on March 11th to 13th in Vancouver
- A later motion via E-mail to cover any additional costs to send Puri Pazzo-Torres to the CLC Political Action course at Harrison as she has received a scholarship covering all registration and accommodation costs.

MOVED (Michael, Sharon Warren) to adopt the Exec report...CARRIED.

8. PRESIDENT'S REPORT - Extremely busy assisting in relation to 4163 bargaining, trying to get a settlement, preparation for strike. Unusual involvement, but anxious to get settlement to avoid picket lines for our members.

CUPE BC preparing for Democracy Day. Enormous pressure from locals in province for CUPBE BC to be ready with possible action like the Solidarity of the 1980s, in case of further cuts and attacks on workers by the legislature in February's sitting.

CUPE BC pension committee and education committee meetings coming up

MOVED (Doug, Anita Sanchez) to adopt the Presidents report...CARRIED.

9. CORRESPONDING SECRETARY- Karen Walker reported 29 items of new business.

MOVED (Karen, Sarah Baylow) to adopt the Corresponding Secretary report...CARRIED.

10. TREASURER'S REPORT – Eileen presented the third quarter report, which included the Treasurers report for the month of December, the Budget vs. Expenditure report to date, the contingency fund to date and the investment report as of December 31st, 2003. Reminder that with the paramedical resolution cheques will not be issued until after April 15th, 2004. Please submit your receipts to Eileen.

MOVED (Karen, Ron MacKenzie) to adopt the Treasurer's report...CARRIED.

11. TRUSTEES – No formal report. They are currently working on the 2002 report.

12. ACTING CHIEF STEWARD – Human Resources is becoming very strict in interpreting the collective agreement, especially around leaves. Members are encouraged to contact their Chief Steward if they have difficulty with leaves.

A program position is being eliminated in Nursing at Langara College. Closure is set for August 2005. Hopefully the employees (1 regular and 1 temporary) will return to UVic.

MOVED (Terry Wiley, Sharon) to adopt the acting Chief Stewards Report...CARRIED

13. COMMITTEE & DELEGATE REPORTS

Pension committee - Previously, if a member died after age 55 but before retirement at 60 or 65, the beneficiary would get less than if the member died before age 55. The University is now covering the discrepancy to ensure fairness.

Previously, if a member transferred to PEA she/he had to transfer her/his pension to PEA. Now she/he keeps the previous pension to that date and, upon retirement, has two separate pensions accordingly, which is to her/his advantage.

Education Committee – Two CUPE 951 members are now registered and will be attending the CUPE Aboriginal Gathering, February 27 – 29th, in Kelowna, B.C.

MOVED (Puri, Helen) to send up to 5 Library workers to CUPE BC Library workers' conference, March 11-13....CARRIED

MOVED (Puri, Sharon Warren) to send up to two members to CUPE BC Pensions course ...CARRIED

14. NOMINATIONS, ELECTIONS OR INSTALLATIONS - None

15. UNFINISHED BUSINESS – The following motions were made: a Motion to amend the 2nd Vice-President's By-Laws as circulated. A motion to donate \$600 to the Steven Lewis Foundation as previously discussed at the December general meeting. It was determined that the donation was consistent with local's by-laws and policies as the foundation is a registered charity. Secret ballots were used for the amendment from \$600 - \$1200 and the final donation of \$1200.

MOVED (Doug, Arlene) to amend the 2nd Vice-Presidents By-Laws.....CARRIED

MOVED (Lois Pegg, Arden Little) to AMEND the motion from \$600 to \$1200.....CARRIED

MOVED (Doug, Arlene) to donate \$1200 to the Steven Lewis Foundation.....CARRIED

16. NEW BUSINESS – None

17. ADJOURNMENT - 12:57 p.m.

REMINDER: Executive Board Elections are coming up! This is your chance to be involved. The elections will be held at the March general meeting. For further information please contact the elections committee.

Anita Sanchez # 6175 sanchez@uvic.ca,
Helen Rezanowich # 7378 helenrez@uvic.ca,
Suzanne Lanthier # 7364 lanthier@uvic.ca
or on-line at www.educ.uvic.ca/cupe951.

NEXT GENERAL MEETING:



Wednesday, March 24th

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 24 March 2004, 11:30 am - 1:00 pm

University Centre Room A180

REMINDER:

Executive Board Elections - will take place during the March 24th General Meeting. This is your chance to be involved. For further information please contact the elections committee.

Democracy Day – there will be a discussion on the possible upcoming CUPE Democracy Day. Here is our chance to find out more on What this day of action is all about and How will it affect me?

ELECTIONS

- For all the Executive board positions and one Trustee position.

MOTION

- To send an additional three members (our full delegation) to the 41st Annual CUPE BC Convention to be held at the Hyatt Regency Hotel in Vancouver, April 21-24th, 2004.

MINUTES 25th February 2004

1. ROLL CALL – President Doug Sprenger called the Meeting to order at 11:35.

2. ATTENDANCE REPORT – Sgt. at Arms Norma Alison reported 32 members present; the final total was 36.

3. APPROVAL OF THE AGENDA (Arlene Tulloch)...CARRIED.

{ Label }

4. APPROVAL OF 28th January 2004 MINUTES

Corrections under Treasurer's report the sentence should read Eileen presented the second ~~third~~ quarter report.... (Suzanne Lanthier) ...CARRIED

5. MATTERS ARISING – None

6. ANNOUNCEMENTS – As of yesterday 1500 HEU employees were fired. If members can go down and support their lines after working hours that would be greatly appreciated. You can identify yourself as a CUPE 951 member.

7. EXECUTIVE REPORT – The Executive committee met on February 3rd & 4th. Anita Sanchez who gave a report from the Elections Committee attended the February 4th meeting.

Items of new business and corresponding motions included;

- A motion to appoint Trish Kearly to the JJEC Committee to May 2005.
- A motion to donate our old cell phones to a Victoria computer club that will refurbish them and donate them to abused women through social service agencies.
- A motion to send four Delegates to the CUPE BC Annual Convention on April 21st - 24th in Vancouver.
- A motion to spend up to \$50.00 on a gift for Marlene Crozier to be presented at the February 21st VIDC Meeting.
- A motion to appoint Donna Mollin, Michael Gaudet, Sherry Harmsworth, Arlene Tulloch and Laurie Whyte as our Delegates to the Library Conference.

- And a motion for LWOP for up to three Stewards for a termination arbitration on April 5th - 8th and preparation dates February 10th - 12th.

Additional new business included;

- Establishment of an AD Hoc Committee to formulate a cell phone policy consisting of Doug Sprenger, Eileen Gormley, Pamela Nielsen and Diane Rennie.
- An announcement of the meeting dates for our Emergency Preparedness and Critical Incident Committee with an invitation to interested Executive members and Stewards to attend.
- An update on the Search Committee for a Director of Human Rights.
- An update on the Universities planning for any Influenza or Avian Flu outbreaks.
- And an announcement that the deadline for CUPE BC convention resolutions would be March 5th
- A motion arising from the Education Committee Report to send one Delegate to the Naramata week long school was defeated due to lack of remaining funds in the Education budget.

8. PRESIDENT'S REPORT - Doug has been actively preparing for the upcoming CUPE BC Democracy Day by attending numerous meetings. We have not begun to train our membership on what action we will be doing. There could be legal ramifications regarding who calls the action and it has been decided that it will be the president of CUPE BC. CUPE 951 is meeting with the other local post-secondary institutions on March 1st, 2004 to discuss what this action could mean for the post-secondary sector.

Doug attended a CUPE BC pension committee and education committee meeting recently and he will be meeting with the locals committee's to discuss what he learned.

MOVED (Doug, Anita Sanchez) to adopt the Presidents report...CARRIED.

9. CORRESPONDING SECRETARY- No report

10. TREASURER'S REPORT - Eileen presented the January 2004 report, which included the Treasurers report for the month of January and the Budget vs. Expenditure report to date.

Eileen, Connie and Rhonda Rose from CUPE 917, also met with Janice Bennett regarding the overpayment of per capitas on overtime, ect that we have been paying. Janice is going to change the report that she sends to Eileen to exclude overtime, ect. We can go back two years for the over payment and the money will go back into the chequing account.

MOVED (Eileen, Arlene) to adopt the Treasurer's report...CARRIED.

11. TRUSTEES - No formal report. They are currently working on the 2002 report and do not have an expected date for completion at this point.

12. ACTING CHIEF STEWARD - Terry reported that the members that were involved in the Cunningham fire situation are now back in their offices. The reconstruction is proceeding and they will meet in a couple of weeks to review everything.

A few members have approached the local and requested that the union file a policy challenge based on pension and the human rights code. They would like to be able to work over the age of 65. CUPE BC lawyers are investigating the legalities of this issue.

The letter of agreement # 15 regarding termination account payout is currently being prepared for payout and all members who applied should receive their payment by the end of March, 2004.

There is currently a jurisdictional issue regarding PEA members doing our work. A meeting has been scheduled with Human Resources to discuss this.

The University has been advising members that the union is stopping our members from doing certain tasks. Please check with you union rep as this may not be the case.

MOVED (Terry Wiley, Jill Tate) to adopt the acting Chief Stewards Report...CARRIED

13. COMMITTEE & DELEGATE REPORTS

Education Committee - Puri handed out a motion request and the report on the education committee. Jill Tate, Laurie Whyte, Puri Pazo-Torres and Doug Sprenger attended the CLC Week-Long School in Harrison Hot Springs. Michael Gaudet, Sherry Harmsworth, Donna Mollin, Arlene Tulloch and Laurie Whyte will be attending the CUPE BC Library Workers Conference, March 11 - 13th, 2004. Doug Sprenger will be a facilitator at this conference.

MOVED (Puri, Jill) to send up to 4 delegates to the CUPE BC 41st Annual Convention to be held at the Hyatt Regency Hotel in Vancouver, April 21-24th, 2004.....CARRIED

Delegates Report - Jill Tate thanked the local for sending both Laurie and herself to the Critical Incident Stress Management Course at Harrison. Jill gave an extensive overview of the course and she would be happy to discuss the training with anyone who is interested.

14. NOMINATIONS, ELECTIONS OR

INSTALLATIONS – Nominations were held for the four delegates to be sent to the 41st CUPE BC Convention. The elected members are Doug Sprenger, Michael Siddon, Puri Pazo-Torres and Ash Senini. Catherine Corey will be the alternate.

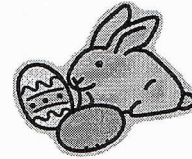
MOVED (Eileen, Jane Brett) motion to destroy the ballots....CARRIED

15. UNFINISHED BUSINESS – None

16. NEW BUSINESS – None

17. ADJOURNMENT - 12:57 p.m.

NEXT GENERAL MEETING:



Wednesday, April 28th

GENERAL MEETING

AGENDA

1. Roll Call of Officers & Stewards
2. Attendance Report, Welcome,
3. Introduction of New Members
4. Approval of the Agenda
5. Approval of the Minutes of Previous Meeting
6. Matters Arising from the Minutes
7. Executive Board Report
8. President's Report
9. Corresponding Secretary's Report
10. Treasurer's Report
11. Trustee's Report
12. Chief Steward's Report
13. Reports of Committees, Delegates
14. Nominations, Elections or Installations
15. Unfinished Business
16. New Business
17. Adjournment



Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 28 April 2004, 11:30 am - 1:00 pm

University Centre Room A180

REMINDER:

May Day – there will be a May Day Box set-up at the meeting for anyone who would like to make donations. Items such as Women's and children's summer clothing; new underwear and socks; towels, single bed linens; non perishable food items such as juice packs, granola bars, tomato sauce, rice & pasta.

Occupational Health & Safety – OHS will hold a draw for two t-shirts.

NOTICE OF MOTION

- To make the Political Action committee a standing committee

MINUTES 24th March 2004

1. ROLL CALL – President Doug Sprenger called the Meeting to order at 11:35.

2. ATTENDANCE REPORT – Sgt. at Arms Norma Alison reported 46 members present; the final total was 55.

3. APPROVAL OF THE AGENDA (Sheila Allen)...CARRIED.

4. APPROVAL OF 25th February 2004 MINUTES
No changes required. (Catherine Corey) CARRIED

5. MATTERS ARISING – None

6. ANNOUNCEMENTS – There will be a protest march on April 1st to protest the cuts to health care. The march is to begin at Centennial Square.

7. EXECUTIVE REPORT – The Executive Committee met on March 2nd and 15th and all Executive Officer and committee reports were given and approved as submitted. A discussion on creating a section on our website called "members helping members" was referred to the incoming Executive.

Discussion of possible Democracy Day job action was carried out with a further meeting arranged for March 15th, after the upcoming CUPE BC Executive meeting March 3 – 5.

A motion arising from the Education Committee report to send Sharron Warren and Ash Senini to a CUPE BC Labour Law workshop in Nanaimo on March 26th was carried.

On March 15th, Doug Sprenger reported that Democracy Day planning around the province was continuing; however, the action may not be called for some time as many locals are not adequately prepared for this day of protest.

A motion to send three additional delegates to the CUPE BC Convention in order to ensure our Local can support continued pressure on Government was carried.

MS CLAIRE FRIESEN
LIBRARY TECHNICAL SERVICES
MCPHERSON LIBRARY
ROOM 292

Motions requiring membership approval are brought forward and appear on the agenda for this meeting.

MOVED (Michael, Jill) to adopt the Executive report... CARRIED.

8. PRESIDENT'S REPORT - Thank you to Kevin Galichon for running the election process and thank you also to the elections committee for all their hard work in organizing and recruiting new executive members.

CUPE BC's day of action is in the process of being planned. While a date has not been set yet it is important to note that while the Government continues to be immersed in scandals and fall in the polls CUPE will probably hold off the day of protest unless there is a significant trigger.

The upcoming CUPE BC 41st Convention will be held in Vancouver April 21-24th. This is a very important convention as next year will be an election year.

MOVED (Doug, Anita Sanchez) to adopt the Presidents report... CARRIED.

9. CORRESPONDING SECRETARY- No report

10. TREASURER'S REPORT – Eileen presented the February 2004 report, which included the Treasurers report for the month of February and the Budget vs. Expenditure report to date.

Reminder that the paramedical resolution cheques will not be issued until after April 15th, 2004. Please submit your receipts to Eileen and include your name and department.

MOVED (Eileen, Anita) to adopt the Treasurer's report... CARRIED.

11. TRUSTEES – They have finished the May 2002 report and are in the process of working on the remainder.

12. CHIEF STEWARD – Laurie reported that a major issue that the local is currently dealing with is the contracting out of janitorial jobs. Although these jobs are not directly within 951 we do not want to see any contracting out on campus. The local met with the employer on March 10th to discuss the issue.

The following motion was approved by the membership:

That we support and take action if requested for CUPE 917 in their contracting out dispute to protect janitorial and any other positions that may be affected. MOVED (Frederick Driver, Laurie)

MOVED (Laurie Whyte, Sarwan Dillon) to adopt the Chief Stewards Report... CARRIED

13. COMMITTEE & DELEGATE REPORTS

Education Committee – Four members were elected to attend the 41st CUPE BC Convention to be held in Vancouver April 21-24th. The executive voted in favor of sending our full compliment to the convention in order to ensure our Local can support continued pressure on Government. Catherine Corey was an alternate for the original group and therefore will automatically be one of the three delegates.

MOVED (Puri, Liliane Morgan) to send three additional delegates to the CUPE BC 41st Annual Convention to be held at the Hyatt Regency Hotel in Vancouver, April 21-24th, 2004..... CARRIED

Delegates Report – Sheila Watts and Dale Whitford thanked the local for sending them to the first CUPE Aboriginal Gathering, February 27 – 29th, in Kelowna. Over 130 CUPE members attended the gathering and some of the issues and concerns that were addressed were bereavement, extended families, hunting & fishing seasons etc.

14. NOMINATIONS, ELECTIONS OR INSTALLATIONS – Nominations were held for the three additional delegates to be sent to the 41st CUPE BC Convention. The elected members are Catherine Corey, Dale Whitford and Sheila Watts. Claire Friesen will be the new alternate.

Results of the Executive Board Elections are as follows.

President: Doug Sprenger
Vice-President: Michael Siddon
2nd Vice President: Connie te Kampe
Chief Steward: Laurie Whyte
Corresponding Secretary: Catherine Corey
Treasurer: Eileen Gormley
Recording Secretary: Claire Friesen
Education Chairperson: Puri Pazo-Torres
Members at Large (2): Pamela Nielsen & Kathy Mercer
Trustee: Paul Nightingale

Thank you to the two out going executive members Karen Walker and Frederick Driver for all their hard work and participation!

15. UNFINISHED BUSINESS – None

16. NEW BUSINESS – None

17. ADJOURNMENT - 12:55 p.m.

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 26 May 2004, 11:30 am - 1:00 p.m.

MacLAURIN ROOM D-288

ELECTIONS

- Election of three members to the Negotiating Committee
- By-election for the position of Trustee for the balance of Ron Mackenzie's term (to March 2005)
- By-election for a position on the Health & Safety Committee for the balance of Lorraine Charron's term (to May 2005)

MOTIONS

- To make the Political Action Committee a standing committee
- To donate \$100 to the 2nd Annual Aboriginal Back-to-School Community Picnic and Backpack Fund

NOTICE OF MOTION

- By-law changes resulting from the annual Policies and By-laws review (for June 23 meeting)

**Copies of the Standard Agenda
Will Be Available at the Meeting**

MINUTES of 28 April 2004

- 1. Roll Call** – Called to order at 11:35. President Doug Sprenger expressed the Local's deep gratitude to retiring Trustee, Ron MacKenzie.
- 2. Attendance Report** – Sgt.-at-Arms Norma Alison reported 31 members present.

{ Label }

3. Agenda (DS/J. Brett) – Approved as circulated.

4. Minutes of 24 March 2004 (DS/A. Tulloch) – Approved as circulated.

5. Business Arising from March 24th – none.

6. Announcements – Kathy Mercer gave members some background on the Day of Mourning.

7. Executive Report (Michael Siddon) – The Executive Committee met on March 30th and 31st and all executive officer and committee reports were given and approved as submitted.

A report was given by Puri Pazo-Torres announcing that our Freedom of Information and Protection of Privacy Policy has been completed and will be made available to the members.

Motions approved:

- To grant authority to the Chief Steward to book off members of the Grievance Committee as required, to attend arbitrations or mediations as dates become available on short notice.
- To support the CUPE May Day Rally and Food Bank Drive on May 1st.
- To appoint Kathy Mercer as alternate on the University Health and Safety Committee.
- To approve 1/2-day LWOP for up to five members to attend the April 1st Rally.
- To establish an Ad Hoc Committee to Review our Policies and Procedures.
- To make the Ad Hoc Political Action Committee a standing committee.

Appointments to the standing committees will be made at the May Executive meetings in accordance with the By-laws.

Motions requiring general membership approval and notices of motion appear on this agenda.

The Report was adopted. (M. Siddon/P. Nightingale). Notice of Motion is given on this agenda to make the Political Action Committee a standing committee.

8. President's Report – (no formal report). Doug has been appointed to the National Child Care Working Group. He thanked members for their work on the April 1 Rally and the May Day preparations, then responded to questions about the 917 contracting out settlement and the current HEU situation.

9. Corresponding Secretary's Report – Cathrine Jansen reported on 35 items of correspondence. The Report was adopted (C. Jansen/S. Allen).

10. Treasurer's Report – Eileen Gormley circulated the March monthly report, an interim budget vs. expenditure report, and a report on investments. Most expenses are where they should be at the end of the 3rd quarter – about 75%. The Report was adopted (E. Gormley/P. Nielsen).

Doug noted we are on target to repay the Contingency Fund. ♪ He will be meeting Local 917 next week about the shared paramedical submission, after which the cheques can be issued.

11. Trustee's Report – The audit backlog has been completed to May 2002 and the work is continuing. ♪ An election will be held next month to replace Ron MacKenzie, who is retiring in June. ♪ The Report was adopted (P. Nightingale/E. Gormley).

12. Chief Steward's Report – Terry Wiley, reported on discussions with HR about positions where a job evaluation has never been completed. ♪ Four new positions were created last month, and more may appear with the Double the Opportunities Fund (DTO). ♪ There is a Stage 1 meeting Apr. 29 on a termination. ♪ He asked members to familiarize themselves with Policy 1150, Section 1.6, on discrimination and personal harassment, particularly where a member and their supervisor are involved. A link will be added to the website. ♪ The Report was adopted (T. Wiley/M. Finnegan). ♪ HR still has not

sent out the job descriptions resulting from the JE process, and Doug will be pursuing the matter.

13. Committee & Delegate Reports

CUPE Health and Safety Committee – Kathy Mercer reported a 50%+ response rate on the overwork survey. ♪ She urged members to find out who is on their Building Health and Safety Committee, and let them know of issues in your area. ♪ It is important for WCB purposes to tell someone beforehand that you are combining a break with University business. ♪ The accident rate is down.

University Health and Safety Committee – The Ad Hoc Committee on Emergency Response and Critical Incidents will be bringing a policy to the next GM. Doug thanked Mary Finnegan and the Biology Department staff for their hard work.

Employees with a Disability Committee – Doug thanked Jill Tate for extra work done in his absence.

Delegate Reports: Reports were given by delegates to the *CUPE BC Convention*, who thanked members for sending them. Doug presented our donation cheque personally to Stephen Lewis. ♪ Ash Senini reported on an excellent *Labour Law Course*; and Michael Gaudet on the *CUPE BC Libraries Conference*.

14. Nominations/Elections – none.

15. Unfinished Business – none.

16. New Business – Moved: (D. Sprenger/K. Mercer) That we donate \$100 toward the purchase of a painting in memory of Bob Sainsbury.

Bob Sainsbury was a long-time employee in Facilities Management, and this was seen as an opportunity to express our solidarity with Local 917. The motion was carried.

Helen Rezanowich asked for volunteers to deliver our May Day boxes to the Transition House. A presentation photo will be posted on the website and she will e-mail a report to CUPE BC.

17. Adjournment - The meeting concluded with a moment of silence for all workers killed or injured on the job in B.C. and around the world. Adjourned at 12:45 p.m.

Recorder: C. Friesen

NEXT MEETING

Wednesday, June 23rd

Please Note Location:

MacLaurin Room D288

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 23 June 2004, 11:30 am - 1:00 p.m.

MacLAURIN ROOM D-288

ELECTIONS

- Election of one member to the Negotiating Committee.

MOTIONS

- To approve the By-law changes resulting from the annual Policies and By-laws review
- To approve the Policy changes resulting from the annual Policies and By-Laws review

ANNOUNCEMENTS

- Bring any old, unwanted cell phones to the meeting, and we will donate them to a charity that will recondition them.

**Copies of the Standard Agenda
Will Be Available at the Meeting**

MINUTES of 26 May 2004

- 1. Roll Call** – Called to order at 11:35.
- 2. Attendance Report** – Sgt-at-Arms Norma Alison reported 31 members present.
- 3. Agenda (DS/PN)** – Approved as circulated.
- 4. Minutes of 28 April 2004 (DS/PN)** – Adopted with a correction under item 10: "He [Doug] and Eileen will be meeting Local 917...".
- 5. Business Arising from April 28th** – Copies of the proposed by-law changes were made available.

{ Label }

6. Announcements – Information on the federal election from the CLC and CUPE National will be passed on through our newsletter and website.

7. Executive Report (MS) – The Executive Committee met May 4th and 5th. New business included:

- A report on the disposition of funds from the paramedical grievance, which will be distributed as soon as the total amount of acceptable claims can be determined.
- A report on the University's position on any payroll deductions arising from the HEU situation and Bill 37 on May 1st and 4th.
- A discussion on the need to purchase additional software to enable maintenance of our website. Costing will be provided for the June Executive meeting.
- A motion to purchase a cell phone for Arden Little, which was tabled pending discussion by the Policy Review committee.
- A motion to cover the cost of printing a campaign brochure for Laurie Whyte in her successful CUPE BC Trustee election, which was carried.
- A motion to donate \$100 to Surrounded by Cedar Child and Family Services for their annual campaign to assist Aboriginal children living in poverty with school costs, which was also carried.

Two motions arising from the Education Committee Report were approved in advance of the new budget year, in order to take advantage of airline seat sales:

- to send Puri Pazzo-Torres to the CLC Pension Conference in Winnipeg on October 17th to 19th;

- to send Kathy Mercer and Doug Sprenger to the CUPE National Health and Safety Conference in Montreal on October 21st to 24th.

A matter arising from the previous minutes concerning compliance with Revenue Canada regulations and CUPE National policy on the stipends of the President and Chief Steward has been dealt with by the Executive and is brought forward here. Doug Sprenger and Laurie Whyte absented themselves from the discussion.

The University has agreed to run the stipend amounts through the payroll system as though they were secondments to higher positions and deduct the appropriate taxes, provided the positions match existing paybands. In order to meet these requirements we decided to move to the next higher payband after calculating the total of the incumbents' current salary plus their union stipend, and in the case of Doug Sprenger, the payment in lieu of shift differential, plus 7% of the amount above salary in lieu of benefits. The existing out-of-pocket allowance will be reduced to \$75 in order to remain under the Revenue Canada threshold for taxation. While this does result in an approximate increase for the President of \$135 per month [full time] and \$48 per month [pro-rated at 60%] for the Chief Steward, a significant portion can be recouped from CUPE BC and CUPE National when we charge the higher rates for time spent off campus on CUPE business. The Local is also protected from any liability it could incur by being considered an employer.

It was further decided that this arrangement would be incumbent-specific until a salary policy for union business is established, and that this be done before the next executive elections.

The Executive Report was adopted (MS/PN).

Motion (DS/JT): to make the Policital Action Committee a Standing Committee. Carried.

Motion (PN/KM): to donate \$100 to the 2nd Annual Aboriginal Back-to-School Community Picnic and Backpack Fund.

Motion to amend (H. Hewson/P. Tymchuk): to increase the donation to \$200. Carried.

The motion to donate \$200 was put and Carried.

8. President's Report – Doug reported on a course on Pacific Northwest Labour history, and a CLC Literacy Course.

9. Corresponding Secretary's Report – C. Jansen reported 11 items of correspondence.

10. Treasurer's Report – E. Gormley circulated the April monthly report and an interim budget vs. ex-

penditure report. This month's deficit of \$5251 will be halved after accounts receivable and funds owing from CUPE BC and National arrive. ♻️ Doug noted, we are on target to repay the Contingency Fund. ♻️ Paramedical cheques should be ready soon.

Motion (MS/H. Hewson): that the preceding reports be adopted. Carried.

11. Trustee's Report – none.

12. Chief Steward's Report – Laurie reported on 7 grievances and 10 labour-management and other meetings. ♻️ Please contact Laurie or a steward if you are being forced to take mandatory retirement. ♻️ If you are uncomfortable with how a meeting is proceeding, you may request a break in the meeting until a steward can attend ♻️ If your department is experiencing Tech or Org change, contact Michael Siddon. ♻️ The report was adopted (LW/A. Tulloch).

13. Committee & Delegate Reports

May Day Food Bank Drive – H. Rezanowich reported 2+ car loads of donations for the Women's Transition House, and suggested we make it an annual event.

JJE Committee – M. Varga encouraged members to consider appealing any unsuccessful JE ratings.

Scholarship Committee (M. Varga) – The 951 Scholarship is open to all members and their children. The Scholarships Office or Margaret for applications.

14. Nominations/Elections –

Trustee By-election (1) (to March 2005): Jill Tate (PhEd) was elected by acclamation.

Union Health & Safety Committee (1) (to May 2005): Doug Stajduhar (Chem) was elected by acclamation. Members thanked Lorraine Charron for her service; she will remain as alternate.

Negotiating Committee (3): Michael Siddon and Terry Wiley were elected. Also in the running were Cathrine Jansen, Arden Little, Puri Pazo-Torres, Connie te Kampe, and Ash Senini. Due to a problem with the balloting for the 3rd position, that election will be rerun at the June 23rd meeting. The President will consider those who stood for election when appointing the other 3 people to the Committee.

15. Unfinished Business – none.

16. New Business – none.

17. Adjournment – 1:05 p.m.

NEXT MEETING

Wednesday, September 22nd

11:30 a.m. ♻️ Room A180 ♻️ University Centre

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 22 September 2004, 11:30 am - 1:00 p.m.

University Centre, Room A-180

ELECTIONS

- B.C. Federation of Labour Convention, Vancouver, Nov. 29 - Dec. 3 – 3 delegates
- Sick Benefit Bank Committee – 4 members
- Personnel Benefits Committee – 1 member

MOTIONS

- To approve the Emergency Planning & Critical Incident Response Policy
- To approve the Benefits Assistance Fund Policy
- To approve the 2004-2005 Budget

NOTICE OF MOTION

- To approve changes to Bylaws #4 & #13

COMMITTEE REPORTS

- Report from Chief Steward Review Committee
- Report from Emergency Planning Committee

ANNOUNCEMENTS

- There will be a guest speaker from Canadian Blood Services re the Blood Registry Service for Bone Marrow Transplants.
- Volunteers are needed on the Good & Welfare Committee.

**Copies of the Standard Agenda
Will Be Available at the Meeting**

{ Label }

MINUTES of 23 June 2004

1. **Roll Call** – Called to order at 11:35.
 2. **Attendance Report** – Sgt-at-Arms Norma Alison reported 48 members present.
 3. **Agenda (DS/PN)** – approved as circulated.
 4. **Minutes of 26 May 2004 (DS/PN)** – adopted.
 5. **Business Arising from May 26th** – none.
 6. **Announcements** – Jill Tate thanked Leslie Quinn for putting together the latest Friendly Ear, which circulated with the agenda. Contributions to the newsletter are welcome.
 7. **Executive Report (MS)** – The Executive Committee met on June 1st & 2nd. Business Arising included:
 - a motion to purchase a cell phone for Arden Little
 - a motion to move the 951 Website to an off-campus server at a cost of approximately \$20-\$30/month or up to \$500/year
 - a review of appointments to all standing committees, as required by Article 18-B of our By-Laws. A complete list of the appointments is available on the website.
- New business included:
- a motion to approve the proposed By-Law and Policy changes brought forward to this [June] General Meeting
 - a motion to make our endorsement of the annual United Way campaign conditional on CUPE 951 receiving acknowledgment for our efforts on behalf of the University

- discussion of a Report from the Committee on Union Staffing looking into the Chief Stewards' position, which was carried over for consideration in the context of the 2004-2005 Budget.

A motion arising from the Education Committee Report to book off up to 6 members for the 90-minute audio conference, "Verifying Medical Information in the Unionized Workplace", was carried.

The Executive Report was adopted (MS/PN).

Motion (DS/JT): to approve the By-law changes resulting from the Annual Policies and By-laws Review.

An amendment was made to Section 18-B (v) Grievance Committee: "...Letter of Agreement signed by the President and Chief Steward...". The amended motion was then carried.

Motion (DS/PN): to approve the Policy changes resulting from the Annual Policies and By-laws Review. Carried.

8. President's Report (DS) – CUPE BC is strongly endorsing the federal NDP in the upcoming election, not least owing to the ongoing cuts in federal transfer payments to education.

9. Corresponding Secretary's Report – Cathrine Jansen reported 15 items of correspondence.

10. Treasurer's Report – Eileen Gormley circulated the May monthly report, which showed a surplus of \$3443, and an interim budget vs. expenditure report, which is on or below target. ⚡ Doug thanked Eileen for her excellent work on the paramedical cheques and the 43 hours' personal time she put into preparing them.

Motion (CJ/JT): that the preceding reports be adopted. Carried.

11. Trustee's Report – none.

12. Chief Steward's Report – Laurie reported on 7 grievances and other labour/management issues. She reported on the audio conference, "Verifying Medical Information in a Unionized Workplace", and specifically, the minimum information an employer is entitled to receive in a medical certificate. ⚡ She also gave some background on the threatened closure of the childcare centre at Camosun College. ⚡ With the exception of general information, the Chief Steward's Report will not be posted on the website for privacy reasons. ⚡ The report was adopted (LW/A. Tulloch).

13. Committee & Delegate Reports

Human Rights and Equity Committee – Laurie said donations are needed by the Victoria Native Friendship Centre Youth Department. ⚡ A motion (LW/JT) to donate \$100 to labour participation in the Gay Pride Parade, on July 4 in Victoria, was referred to the Executive (LW/PN), pending information on actual costs & expenditures.

14. Nominations/Elections

Negotiating Committee (1): Arden Little was elected to the third position on the Committee. The Executive will now appoint 3 members, bearing in mind gender and occupational balance on the Committee. ⚡ Anyone interested in serving on the Advisory Committee should contact Doug.

15. Unfinished Business – none.

16. New Business – none.

17. Adjournment – 1:05 p.m.

NEXT MEETING

Wednesday, October 27th

11:30 a.m. ⚡ Room D-288 ⚡ MacLaurin Building

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 27 October 2004, 11:30 am - 1:00 p.m.

>>Room D-288, MacLaurin Building<<

ELECTIONS

- Sick Benefit Bank Committee – 1 member

MOTIONS

- To approve changes to Bylaws #4 and 13

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MINUTES of 22 September 2004

1. **Roll Call** – Called to order at 11:35.
2. **Attendance Report & Welcome** – 46 present.
3. **Announcements** – Peter Vanderwal planned to shave his head for Cops for Cancer and was seeking sponsors. ♻ Tickets were available for the next 50/50 draw, and Local 917 has organized a walk-a-thon in Ruth Lawson's aid.
4. **Agenda (DS/SH)** – approved as circulated.
5. **Minutes of 23 June 2004 (DS/CJ)** – adopted.
6. **Business Arising from 22 June** – none.
7. **Executive Report (MS)** – The Executive met on July 6, 7, 27, 28, Aug. 31 and Sep. 1. ♻ The University drafted a Letter of Agreement that they would automatically debit our Easy account for payments to the President and Chief Steward. ♻ Appointments were made to contract committees and standing committees. ♻ The following motions were carried:
 - to appoint Connie te Kampe, Puri Pazo-Torres and Kelly Rose to the Negotiating Committee;

- to approve the draft of the Emergency Planning and Critical Incident Response Policy;
- to approve the 2004-2005 Annual Budget; and to approve minor budget amendments on Aug. 31;
- to add a new staffing line of \$2575 to the budget to fund an additional 16 days of Union time for the Chief Steward;
- to establish an Agreement Study Committee with the initial appointment of Dale Whitford, Sean Adams, Cathrine Jansen and Sharon Warren;
- to establish a fund with a separate bank account to assist members in need by paying medical premiums while they wait for LTD Benefits; to adopt a draft policy for the new LTD/Benefits Assistance Fund; to pay premiums for a member awaiting LTD Benefits for three months;
- to donate \$500 to CUPE 339 in Nelson, who had been locked out for 47 days; to donate \$100 to the VLC Labour Day Picnic;
- to grant LWOP to Laurie Whyte to facilitate VIDC workshops on Sep. 24, Oct. 15 & Nov. 26 - 27;
- to invite a guest speaker from the Canadian Blood Services to a General Meeting;
- to change Bylaws #4-A & #13 to clarify the Executive's authority to conduct summer business;
- to spend up to \$800 on the Christmas Social;
- to send Laurie Whyte to the UCBC meeting on Sept. 10th in Vancouver;

The following motions arising from the Education Committee were also carried:

- to send up to 10 members to the VLC weekend courses on Oct. 16 & 17;
- to send Laurie Whyte to the Bargaining in the Public Sector and Labour Arbitration Conferences in Vancouver Nov. 4 & 5; to send Doug Sprenger to the Bargaining in the Public Sector Conference on Nov. 4;
- to send two Child Care workers to the CLC Child Care Conference in Winnipeg on Nov. 12 & 13; later amended to send additional members;
- to send members of the Negotiating Committee to the Universities Coordinated Bargaining Conference on Nov. 18 and the CUPE BC Education Workers Conference in Vancouver on Nov. 19 - 20; later expanded to include interested members of the Agreement Study Committee;
- to send three Delegates to the BC Federation of Labour Convention in Vancouver Nov. 29-Dec. 3;
- to send Sharon Warren to the Resolving Conflict Course at the Parksville School;
- to allocate up to \$1500 to book off interested Stewards & Executive members to attend Lancaster House Audio Conferences.

The Executive Report was adopted (MS/LW). A motion (DS/LW) to approve the Benefits Assistance Fund Policy was amended (K. Rose/A. Tulloch) to include those over age 60 waiting for CPP disability benefits. Carried.

These amounts are reimbursed to us by the University once an LTD is approved.

8. President's Report (DS) – Doug and Jill need assistance working with employees with medical conditions returning from absences.

9. Corresponding Secretary's Report – Cathrine Jansen reported 32 items of correspondence. A member suggested including the BC Fed report on hot items in the labour market. Adopted (CJ/SH).

10. Treasurer's Report (EG) – The year-end budget vs. expenditure report showed a surplus of \$17,250. The Contingency Fund has now been completely repaid. ♪ The Adkin Fund balance on June 30 was \$10,824. ♪ Adopted (EG/DS).

Motion (DS/JT): to approve the 2004-05 Annual Budget.

The new line for Chief Steward staffing (\$2600) will fund 16 extra Union days for Laurie. \$2000 has been moved from the Education line to Conventions & Conferences, and \$1000 has been added to Good & Welfare re LTD benefits assistance. Carried.

11. Trustee's Report – none.

12. Chief Steward's Report (LW) – 12 of the last 33 postings have been filled by external candidates – which is a concern. ♪ Organizational changes at Human Resources are not yet complete, but Bryan Anscombe will be filling Bonnie's position temporarily. ♪ Adopted (LW/TW).

13. Education Chair's Report – (See motions listed in the Executive Report.) Adopted with one addition (PP/M. Gaudet). Anyone interested in the Resolving Conflict Course in Victoria, Nov. 26 - 27, should talk to Puri. ♪ Laurie Whyte and Arden Little were elected as delegates to the BC Federation of Labour Convention, Nov. 29 – Dec. 3.

14. Committee/Delegate Reports

Ad Hoc Committee to Review the Chief Steward's Position (KM) – The Committee's principal recommendation is to make the Chief Steward's position full time. It was determined we could fund 26 additional Union days without requesting a dues increase from members. ♪ Adopted (KM/M. Finnegan). Doug thanked the members and the Committee stood down. J. Brett thanked Laurie for her grace under the pressure of what is essentially a job re-organization.

Ad Hoc Emergency Response Committee (KM):

Motion (KMJT): to approve the Report of the Ad Hoc Emergency Response Committee; and to adopt the Emergency Planning and Critical Incident Response Policy.

The Policy's main purpose is to address the issue of peer support in an emergency. Carried.

Doug thanked the members and the Committee then stood down.

Good & Welfare Committee – Volunteers are needed to help with the December Social & next spring's 40th Anniversary celebrations. Contact dmollin@uvic.ca.

Ad Hoc Committee to Review the Christie Adkin Transplant Fund (Kathy Mercer) – The Committee needs more members to help organize fund-raising efforts and look at the scope of transplant support.

15. Nominations/Elections

Sick Benefit Bank Committee (4 members) – Sherry Harmsworth, Cathrine Jansen and Wendy Graham were elected by acclamation. Nominations for the 4th position will be brought to the October meeting.

Personnel Benefits Committee (1 member) – Jill Tate was elected by acclamation.

NEXT MEETING

Wednesday, November 24th

11:30 a.m. ♪ Room A-180 ♪ University Centre

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING **Wednesday, 24 November 2004** **11:30 am - 1:00 p.m.** **University Centre Room A-180**

ELECTIONS

- Personnel Benefits and Pensions Committee – (one member)

*Copies of the Standard Agenda
Will Be Available at the Meeting*

MINUTES of 27 OCTOBER 2004

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 36 members present. Jennifer Guest (Public Admin) was welcomed to the Local. Area Rep. Kevin Galichon was in attendance.
3. **Announcements** – The BC Fed.'s *Current Disputes* list will now be available at general meetings.
 - Doug drew attention to Vancouver Starbucks employees' "unstrike". Only ⁵⁻⁶ Starbucks anywhere ^{have} succeeded in unionizing and ^{they are} it's in Vancouver.
 - Connie listed some upcoming *Let's Talk* sessions.
 - Executive member Pam Nielsen is now the proud mother of a baby boy, Lucas Jordan Nielsen.
4. **Agenda (DS/CF)** – approved as circulated.
5. **Minutes of 22 Sept 04 (DS/CF)** – adopted with one correction.

6. **Business Arising from 22 Sept** – none.

7. **Executive Report (MS)** – The Executive met on Sept. 28 & 29. A comprehensive discussion was held on whether to adopt a formal policy on air-mile and hotel points, which can be accumulated by members while travelling on Local business. It was noted that neither CUPE National, CUPE BC or the University have policies that require individuals to turn over such points. It was also noted that use of a corporate credit card would be prohibitive due to the high annual fees and would disqualify the Local from obtaining the government rate for hotel stays. Also, it would be difficult to ensure accountability if multiple users had access to the same card. Tracking of points which could accrue to the Local would be further complicated by the CUPE National and CUPE BC funding which is used for a significant number of trips. It was decided that the current practice of allowing any accumulated points to accrue to the individual traveller in recognition of the large number of volunteer hours outside of a normal work day associated with travelling on Union business would continue. However, Doug Sprenger has volunteered to track points he accumulates when travelling on behalf of the Local or when he makes block bookings on behalf of the Local and make them available to the Local when sufficient points have accumulated for a flight or hotel night, without prejudice to any other delegate.

The following motions were carried:

- to disperse the balance remaining from the paramedical grievance settlement;

- to print the amended Policies and make them available to the members; to print the amended Bylaws when approved by CUPE National;
- to hold our 40th Anniversary Celebration in April 2005.

Motions arising from the Education Committee appear below under the Education Chair's report. Discussion of a subscription to the labour newspaper, *Our Paper*, was held over to Nov, as were appointments to the Ad Hoc Transplant Support Committee. The Executive Report was adopted (MS/JT).

Doug explained that the University objected to our plans to use the leftover paramedical funds for a Benefits Assistance Fund, saying this contravened the settlement of that grievance. As a result, the leftover funds will now be distributed equally to all members. The Benefits Assistance Fund will still move forward as part of our budget. ♪ CUPE BC has raised its per diem rates and we will mirror those rates, as set out in the revised policy. ♪ Copies of the amended Policies were available at the [October] general meeting and on the web. ♪

8. President's Report (DS) – The Negotiating Committee will be distributing a detailed contract negotiation survey shortly, including questions on post-election strategies. ♪ Sharon Warren is now assisting Doug and Jill with return-to-work cases. The President's Report was adopted (DS/JT).

9. Corresponding Secretary's Report (CJ) – There were 28 items of correspondence in Oct. ♪ Copies of the Sept. *CLC Boycotts Newsletter* were available at the meeting.

10. Treasurer's Report (EG) – The July, Aug. & Sept. expenditure reports each showed a surplus, and our year-to-date revenue and expenses are on target at 25% for the first quarter.

11. Trustee's Report – none.

12. Chief Steward's Report – Terry Wiley reported an increase in harassment/bullying cases since May. If you are aware of any harassment or bullying, encourage the member(s) involved to come forward so that we can deal with it.

Motion (TW/JT): to adopt the above 4 reports. Carried.

13. Education Chair's Report (PPT) – The Education Committee Report was adopted (PP/A. Tulloch), and the following motions were put and carried:

- to send 2 delegates to the CUPE Resolving Conflict workshop, Nov. 26-27 in Victoria at a cost of \$20 each plus wages (PP/K. Rose);
- to send up to 3 members to the one-day BC Fed. OHS courses, Nov. 22-23 in Victoria, at a cost of \$85 each registration plus wages (PP/A. Tulloch);
- to send Jill Tate to the CLC Pensions Investment & Governance course, Jan. 23 - 28 in Harrison, at a cost of \$1300 plus wages & travel (PP/M. Finnegan);
- to send 3 members [rather than 2] to the CUPE week-long school, Mar/Apr. 2005 in Naramata, at a cost of \$750 plus wages & travel (PP/JT).

14. Committee/Delegate Reports

Ad Hoc Committee to Review the Policies & By-laws: Two Bylaw changes, relating to the budget year and the Executive's authority between general meetings, were brought forward.

Motion (DS/CJ): to approve the amendments to By-laws 4-A and 13. Carried.

Project Nova Committee – Michael Siddon reported on the massive systems overhaul the University is planning to undertake: see the University's website for more information.

Delegate Reports – Puri Pazo-Torres reported on the CLC National Pension Conference Oct. 17-19 in Winnipeg. The Conference underlined the importance of keeping our defined-benefit style of pension plan and the need to lobby the government to expand the CPP from 25% to 50%.

15. Nominations/Elections

Sick Benefit Bank Committee (1 member) – Paul Totzke was elected by acclamation to the remaining position on the Sick Benefit Bank Committee.

There is a vacancy on the *Personnel Benefits & Pension Committee*. Please contact Doug if you are interested.

Jill Tate responded to questions concerning government appointments to the *Board of Governors*.

The meeting adjourned at 12:40 p.m.

Next Meeting &

♪ Christmas Social ♪

Wednesday, December 15th

11:30 a.m. ♪ Room A-180 ♪ University Centre

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

and

~ HOLIDAY SOCIAL ~

Dec. 15

Wednesday, 2004, 11:30 am - 1:00 p.m.

University Centre, Room A-180



Announcements

Please bring your lunch and join us
for some fun and light refreshments!

(to go with the light agenda!)



MINUTES of 24 NOVEMBER 2004

1. Roll Call – Called to order at 11:35 a.m.

2. Attendance Report & Welcome – Sgt.-at-Arms Norma Alison reported 35 members present. ~ New members Angelle Brown (PHED) and Margaret Cheng (CSEC) were welcomed to the Local.

3. Announcements – H. Rezanowich drew attention to the CLC postcard campaign to end violence against women, and D. Sprenger to a letter campaign concerning the proposed National Childcare Program. ~ A. Senini provided booklets from CUPE National on involving young workers' in CUPE. ~ L. Whyte reported on efforts to unionize at Zellers and Walmart.

4. Agenda (DS/P. Totzke) – approved as circulated.

5. Minutes of 27 Oct 04 (CF/JT) – adopted with a correction to the Starbucks un-strike announcement.

6. Business Arising from 27 Oct 04 – none.

7. Executive Report (M. Siddon, read by CtK) – The Executive Committee met on 1 & 2 Nov, and the following motions were approved under New Business:

- to donate \$100 to Our Paper; copies will be provided at general meetings.
- to appoint Kathy Mercer (Chair), Laurie Whyte, Hayley Hewson and Sharon Warren to the Christie Adkin Memorial Transplant Fund Committee; Kathy will provide a draft Terms of Reference to the Executive for approval.
- to approve LWOP for Laurie Whyte for 14 - 18 Feb 2005, to facilitate a Resolving Conflict course in Smithers.
- to conduct a voter registration campaign at UVic; it was suggested that we coordinate with student groups who may be planning similar events.
- to order 10 calendars at \$10 each from the Pacific Northwest Labour History Association, to be used as door prizes and as an educational tool for our members.

and motions arising from the Education Committee:

- to waive eligibility requirements for members wishing to attend the CUPE Resolving Conflict Workshop, 26 - 27 Nov, and the OHS courses, 22 - 23 Nov, all in Victoria.
- to send Connie te Kampe to the BC Federation of Labour Convention, 29 Nov -3 Dec in Vancouver.

Additional discussions included a review of our cell phone plans and an update on Project Nova.

The Executive Report was adopted (CtK/JT). Doug then reported briefly to members on Project Nova: see the University's website for more information.

8. President's Report – Doug Sprenger reported on the Nov. Bargaining Conference, the National Childcare Conference, and the importance of protecting pensions in future contract negotiations. The President's Report was adopted (DS/S. Warren).

9. Corresponding Secretary's Report – Cathrine Jansen reported 16 items of correspondence including 14 leaves.

10. Treasurer's Report – Eileen Gormley circulated the October monthly report which showed a surplus; an interim budget/expenditure report; the 2003-04 Contingency Fund Report; and the 2003-04 Investment Report. The latter two were delayed by a computer crash [*that* never happens..]. The June Contingency Fund figures are somewhat skewed due to the timing of the paramedical payouts. ♪ Cheques for the remainder of the paramedical settlement should be in the mail soon.

11. Trustee's Report – Jill Tate reported that work has begun on the 2002/03 audit.

A motion (JT/CF) to adopt the 3 preceding reports was carried.

12. Chief Steward's Report – Laurie Whyte gave a detailed report on issues relating to the stewards' current caseload. The report was adopted (LW/A. Little).

13. Education Chair's Report – Puri Pazo-Torres circulated a report on courses, conferences and conventions attended by members since 1 July 04. ♪ Please contact Puri (ENGL) if you are interested in attending the Naramata week-long school in Mar/Apr 2005.

14. Committee & Delegate Reports

Personnel Benefits & Pension Committee – Doug gave some background on the upcoming switch to Pacific Blue Cross as carrier for our extended medical/LTD plan. Receipts up to 31 Dec should still go to Great West Life. A *Let's Talk* on Benefits is being planned.

Laurie Whyte reported on the *Arbitration Conference*, on the *Investigating Employee Misconduct* workshop, and the *CUPE BC Education Workers' Conference* where she was a facilitator.

15. Nominations/Elections – Puri Pazo-Torres was elected by acclamation to the *Personnel Benefits and Pension Committee*.

16. Unfinished Business – none.

17. New Business – none.

18. Adjournment – 1:00 p.m.

NEXT MEETING

Wednesday, 26 January 2005

11:30 a.m. ♪ Room A-180 ♪ University Centre

Please note that the February Meeting has been re-scheduled to **Tuesday, February 22nd**, location t.b.a.

CUPE 951

Working to Keep Strong Communities

CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE

GENERAL MEETING

Wednesday, 26 January 2005
11:30 am - 1:00 p.m.
University Centre, Room A-180

MOTIONS

- to send up to three members of the 951 Political Action Committee to the CUPE BC Political Action Conference in Vancouver, Feb. 15-16.
- to send seven delegates to the CUPE BC Convention in Victoria, Apr. 13-16.

**Copies of the Standard Agenda
Will Be Available at the Meeting**

MINUTES of 15 DECEMBER 2004

1. **Roll Call** – Called to order at 11:30 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 81 members present. Several new members were welcomed to the Local.
3. **Announcements** – Members were invited to enjoy the refreshments provided at this holiday social.
4. **Agenda (DS/CF)** – approved as circulated.
5. **Minutes of 24 Nov '04 (DS/CJ)** – adopted.
6. **Business Arising from 24 Nov '04** – none.
7. **Executive Report (MS)** – The Executive met on 7 Dec, and the following motions were carried:
 - to approve LWOP for Laurie Whyte on 17-18 Jan. to facilitate a Resolving Conflict Workshop at UBC;

- to vary the per diem policy for the CUPE BC Convention in April to an appropriate (i.e lower) level, since the Convention will be held in Victoria and delegates will incur fewer meal expenses.

The Executive Report was adopted (MS/KM).

8. President's Report (DS) – Next year will certainly be as busy as 2004, with the provincial election in May. Doug said he will be working to focus the campaign on issues that affect working people, rather than parties or personalities.

9. Corresponding Secretary's Report (CJ) – none.

10. Treasurer's Report – Eileen Gormley circulated the November monthly report and an interim budget v. expenditure report. The overall financial picture is good.

11. Trustee's Report – none.

12. Chief Steward's Report (LW) – Of eleven grievances, six are outstanding, one is in abeyance, one pending, and three have been resolved: two in our favour and one as a compromise. The resolved grievances concern shift differential for part-time staff, a resignation/termination dispute, and a denial of sick leave benefits.

13. Education Chair's Report – none.

The above reports were adopted (DS/CF).

14. Committee & Delegate Reports

Universities Coordinated Bargaining Meeting and CUPE BC Education Workers Conference (Nov. 18-20) – Terry Wiley pointed out that contract negotiations in our sector have shifted over the past

10 years. We now bargain with the government, in effect, through PSEC, rather than the employer, and this is certain to continue.

Good and Welfare Committee:

Motion (LW/JT): to top up the day's 50/50 draw from approx. \$60 to \$100. Carried.

The membership applauded Donna Mollin, Jill Tate, Helen Rezanowich, Barbara Massignani and Kelly Rose for all their work preparing the excellent social.

15. Nominations/Elections – none.

16. Unfinished Business – none.

17. New Business – none.

18. Adjournment – 1:00 p.m.

NEXT MEETING

>>Tuesday<<

22 February 2005

11:30 a.m. ≈ Room A-180 ≈ University Centre

Please note that the February Meeting has been rescheduled to a **Tuesday**.