



Working to Keep Strong Communities

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

GENERAL MEETING

<<Tuesday>>, 22 February 2005

11:30 am - 1:00 p.m.

University Centre, Room A-180

N.B. This meeting is on **Tuesday**.

ANNOUNCEMENTS

- There will be a special general meeting on contract negotiations on:

Tuesday, March 8:

11:30 – 1:00

repeated at 5:30 – 7:00 p.m.

- The March 23 meeting has been moved to a one-hour meeting on **March 30, 12:00 – 1:00**
-

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

MINUTES of 26 January 2004

1. **Roll Call** – Called to order at 11:45 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 34 members present.
3. **Announcements** – A *Let's Talk Pensions and Benefits* is being planned.
4. **Agenda (DS/CJ)** – approved as circulated.
5. **Minutes of 15 Dec '04 (CF/SW)** – adopted
6. **Business Arising from 15 Dec '04** – none.

7. Executive Report (MS) – The Executive Committee met on Tuesday, Jan. 4. It was announced that CUPE National had donated \$100,000 to Tsunami relief and agreed that this should be communicated to the membership on the Listserv. The following motions were carried:

- to establish an Ad Hoc Young Workers Committee with Ash Senini as Chair. Terms of Reference and other appointees will be considered at the Feb Exec;
- to adopt a terms of reference and name for the *Catastrophic Medical Expense Committee*;
- to register for 3 of the spring Lancaster House Audio Conferences and fund wages for up to 3 members to attend each session.
- to send up to 3 delegates (amended from 6) to the CUPE BC Political Action Conference in Vancouver, Feb. 15-16; the delegates must be members of our Political Action Committee;

It was reported that the University has reached an agreement to purchase software for Project Nova from Sungard/SCT, for implementation 2005-2007. A more detailed schedule has yet to be determined.

The Trustees raised the issue of payment of out-of-pocket expenses to Executive members on leave. It was noted that Section 10 of our By-laws currently requires that a member be absent for a "good reason". The matter was referred to the Trustees for review and noted for our annual policy review.

The Executive Report was adopted (MS/SW).

8. **President's Report (DS)** – none.

9. Corresponding Secretary's Report (CJ) – There were 33 items of correspondence in December, including 30 Leave Requests and 3 other items; and 22 items in January, including 20 Leaves.

10. Treasurer's Report (EG) – The December monthly report shows a deficit in the chequing account, mainly due to Adkin Fund payouts, which will be reimbursed later from the savings account. The Year-to-Date picture shows a surplus in all areas except Conferences and Conventions, which are normally spent early in the year. The financial snapshot at the fiscal half-way point is good. Eileen also gave a thorough report on the status of investments and our Contingency Fund. The members applauded Eileen for her excellent work.

11. Trustee's Report – none.

12. Chief Steward's Report (LW) – Of 11 grievances, 9 are outstanding, 1 is in abeyance, and 1 pending. ⚡ If you have been asked to take on the substantive responsibilities of a higher pay band and are not receiving provisional pay, please contact a steward. When covering others on vacation, your manager must actually ask you to perform higher pay band duties for you to receive provisional pay. When in doubt, ask your manager to clarify. ⚡ The Supervisory Training Courses have been cancelled pending restructuring. It is hoped they will be reinstated, since there is a real need for this training.

13. Education Chair's Report – Puri Pazo-Torres distributed a summary of courses, conferences and conventions funded to date. The Education budget is all accounted for this year.

Motion (P.P-T./KM): to register for 3 of the spring Lancaster House Audio Conferences and fund wages for up to 3 members to attend each session.

Carried.

Motion (P.P-T./KM): to send up to 3 members of the Political Action Committee to the CUPE BC Political Action Conference in Vancouver, Feb. 15-16

Carried.

The above reports were adopted (DS/J. Brett).

14. Committee & Delegate Reports

The Political Action Committee is planning some lunch hour events in Feb & Mar. Possible topics are health care, public education and pay equity.

Occupational Health and Safety Committee – Kathy Mercer reported that the University is attempting to dis-establish the Joint University/951 OHS Committee; she believes the Committee is needed to oversee the Building Safety Committees. The University does not have even a current central list of Building Safety Committees. She also believes that the membership on the Building Safety Committees should be by appointment.

15. Nominations/Elections –

CUPE BC Convention – Doug stressed the importance of supporting our Island candidates running in the CUPE BC elections this year. The following members were elected delegates to the Convention: Arden Little, Hayley Hewson, Sharon Warren, Ash Senini, and Kelly Rose. Doug Sprenger and Michael Siddon will also attend, and Laurie Whyte will represent the Vancouver Island District Council (VIDC). Connie te Kampe and Cathrine Jansen were declared alternates in the event any delegate is unable to attend.

Political Action Committee – Melissa Pelto and Puri Pazo-Torres were elected delegates to the CUPE BC Political Action Conference. Michael Siddon will also attend.

16. Unfinished Business – none.

17. New Business – none.

18. Adjournment – 1:00 p.m.

NEXT MEETING

>>Tuesday<<

8 March 2005

11:30 – 1:00. ⚡ Room A-180 ⚡ University Centre
5:30 – 7:00 ⚡ Room A-180 ⚡ University Centre

This meeting will focus on Contract Negotiations.

Please note: The March 23 Meeting has been moved to **March 30, 12:00 – 1:00** (one hour only).

CUPE 951

Working to Keep Strong Communities

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

GENERAL MEETING **Wednesday, 30 March 2005** **<< 12:00 noon >> to 1:00 p.m.** **Room A-180, University Centre**

ANNOUNCEMENTS

This meeting will begin at ~~at~~ NOON ~~at~~ (not 11:30).

MOTION:

Addition to Policies

- Local 951 does not pay transportation or accommodation expenses for, or on behalf of members involved in a grievance or arbitration procedure. Local 951 may, however, consider assisting with such expenses up to a maximum of \$200 in hardship cases upon approval of the membership or the Executive in urgent circumstances.

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

MINUTES of 22 Feb 2005

- 1. Roll Call** – Called to order at 11:35 a.m.
- 2. Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 31 members present.
- 3. Announcements** – *What Remains of Us*, a Canadian film on the Tibet situation, will air March 30 and 31 at Cinecenta. Copies of the VLC Calendar of Events, the VIDC Newsletter *Island Views*, and a leaflet on the Victoria Coca-cola boycott were available at the meeting.

{ Label }

4. Agenda (DS/DR) – approved as circulated.

5. Minutes of 26 Jan '05 (CF /S. Jarymy) – adopted.

6. Business Arising from 26 Jan – none.

7. Executive Report (MS - read by CTK) – The Executive Committee met on 1 & 2 Feb 2005, and it was announced that our National Rep, Kevin Galichon, will be taking early retirement March 31. We will be urging CUPE National to appoint a permanent replacement as soon as possible, as we are about to commence collective bargaining.

There was a discussion whether to adopt a policy concerning any obligation the Local may have to pay travel or accommodation expenses *re* servicing members who have moved away from Victoria. On advice from our National Rep, a draft motion excluding such payments but allowing consideration of hardship cases will be brought forward to the next Executive meeting.

A six-month review of our annual budget was conducted and it was determined that we will not need to transfer additional funds to our Education line to meet existing obligations, due to some cancellations.

The following motions were carried:

- to support a 951 weekend workshop on conflict resolution;
- to proceed with discussions with Human Resources to renew our LOA on union staffing arrangements for the President and Chief Steward positions;

- to purchase an Occupational Health and Safety flag at a cost of \$146.

Doug responded to questions on our obligations *re* out-of-town members and the Union Staffing LOA. The Executive Report was then adopted (CTK/JT).

8. President's Report (DS) – Doug reported on his work with the CUPE National Child Care Committee, the CUPE BC Political Action Conference, preparations at CUPE BC for Exec elections and for the provincial election campaign, as well as recent issues surrounding the campus health and safety committees. The President's Report was adopted (DS/JT).

9. Corresponding Secretary's Report – none.

10. Treasurer's Report (EG) – The deficit in the Jan. monthly report has since been offset by reimbursements from the Adkin Fund and from reclaimed wages, resulting in an actual surplus of about \$12,605. The year-to-date picture is 63.1% of the annual budget, within 5% of the norm. The Treasurer's Report was adopted (EG/CJ). Doug added that CUPE National still has not reimbursed some wages from the 2003/04 fiscal year.

11. Trustee's Report – The trustees are working on the 2002/03 audit at this point.

12. Chief Steward's Report (Deputy Chief Steward, Terry Wiley) – Of 9 grievances, 2 on shift differential have been resolved, 5 are outstanding, 1 is in abeyance, and 1 pending. The grievance on sick leave/LTD denial may still go to arbitration. Terry reported there are in fact 60 outstanding issues, involving 20 departments, requiring the stewards' attention at present, and he gave an overview of the types of cases. The Chief Steward's Report was adopted (TW/JT).

13. Education Chair's Report (PPT)– Since funding approval last month, 2 more members have been registered to attend Lancaster Audio Conferences.

14. Committee & Delegate Reports

Negotiating Committee (DS) – The Committee has been meeting regularly since January. A Special General Meeting was scheduled for 8 Mar to outline the Survey results and discuss negotiating priorities and expectations. Doug reminded members that, since PSEC was established, and since the government began over-riding contract agreements, there is no longer any true bargaining in the public sector. ⚡ Our last real wage increase was in fact the pay equity settlement in 2001. Jill Tate stated that

every year of "0%" actually amounts to a wage loss due to cost of living increases; our last settlement was not really 0, 0, 0%, but rather -3.7, -3.0 -2.8%. Doug noted that the colleges are asking for 7% inflation catch-up this year (2% a year).

Puri Pazo-Torres, Melissa Peltow and Doug Sprenger reported on the recent *Political Action Conference*, where Dave Barrett and Carol James spoke. ⚡ Doug said that CUPE needs to raise 5 significant issues in order to generate interest in an issue-based campaign. He also described the "Rock the Vote" campaign to get the youth vote out. ⚡ Jane Brett commented that the Liberal agenda to turn universal health care into a 2-tier system will have a far greater impact on our wages than even the current wage freeze.

Jill Tate thanked members for sending her on the *Pensions Governance and Investment Course*; the Registrar of BC Pensions was among the presenters. She was surprised to find herself the only delegate who is not a joint trustee of their pension plan.

15. Nominations/Elections – none.

16. Unfinished Business – none.

17. New Business – The following resolution was proposed for consideration at the CUPE BC Convention in April:

Motion (H. Hewson/JT): Whereas CUPE BC has a lack of women in leadership positions (especially evident this current year); and whereas CUPE BC represents large numbers of women workers; and whereas CUPE BC should strive to have more representative leadership; therefore, be it resolved that CUPE BC concentrate more resources on training and supporting women for leadership positions.

The motion carried and will be faxed to the CUPE BC Resolutions Committee.

18. Adjournment – Doug reported on the latest developments with the Camosun Child Care facility. The meeting adjourned at 12:45 p.m.

NEXT MEETING

Wednesday, 27 April

11:30 a.m. – 1:00 p.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, 27 April 2005

11:30 noon - 1:00 p.m.

Room A-180, University Centre

ELECTIONS

- By-election for the position of Member-at-Large on the Executive Committee, for the balance of Pam Nielsen's term (to 31 Mar 2006)

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

MINUTES of 30 March 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 35 members present.
3. **Announcement** – Doug Sprenger congratulated Chief Steward, Laurie Whyte, on her appointment as National Area Representative, Apr 1-30, until our new rep, Suze Kilgour, can be released from her current HEU commitments. Terry Wiley has agreed to serve as Acting Chief Steward, and Arden Little as Acting Deputy Chief Steward in the interim.
4. **Agenda (DS/A.Tulloch)** – approved as circulated.
5. **Minutes of 22 Feb '05** (CF /J. Brett) – adopted.
6. **Business Arising from 22 Feb** – none.
7. **Executive Report (MS)** – The Executive Committee met on 1 & 23 March 2005. The following motions were carried on March 1:

- to establish a policy regarding financial assistance for members in grievance or arbitration procedures who have moved out of the area [see motion at the end of this item];
- to transfer \$1000 from our current surplus to the Chief Steward's line in order to cover extra Union days through June;
- to confirm Michael Siddon, Laurie Whyte and Paul Totzke as our continuing members on the Project Nova Tech and Organizational Change Committee;
- to pay pet care costs of approximately \$140 for a delegate from our negotiating committee attending the Naramata School; and
- to pay the \$99 "new member" fee on the credit card we are using to collect airline points for the Local.

During the Trustees Report, a discussion was held on establishing a policy which would allow us to temporarily replace Executive members on long-term approved leaves who do not wish to resign.

On March 23rd, a special Executive meeting was called to discuss our requirement to temporarily fill the Chief Steward's position. It was announced that Terry Wiley will be Acting Chief Steward through April and that Arden Little will be Acting Deputy. Since we anticipate Laurie Whyte's temporary Rep assignment may be extended, a motion to establish an Ad Hoc Committee to look into all matters pertaining to replacement of the Chief Steward was carried. The Committee consists of Doug Sprenger, Connie te Kampe, Kathy Mercer, Terry Wiley, Arden

Little & Sharon Warren. It was agreed that Laurie should retain her Union cell phone and CUPE National will be billed for the expense.

Additional business on March 23rd included motions:

- to pay \$200 towards the registration costs for an International Solidarity Conference that Puri Pazo-Torres is attending in Venezuela;
- to purchase four extra tickets to the retirement banquet for Colleen Jordan at the CUPE BC Convention. The tickets will be used for members who knew Colleen but are not delegates;
- to pay \$900 as our share of costs for a retirement party held by the 3 campus Locals and Royal Roads Local for National Rep, Kevin Gallichon;
- to pay \$200 for a retirement gift for Kevin.

A discussion of our Education and Travel Policies pertaining to attendance at week-long schools referred the matter to our Education Committee for further consideration.

Motion (MS/A.Little): Local 951 does not pay transportation or accommodation expenses for, or on behalf of members involved in a grievance or arbitration procedure. Local 951 may, however, consider assisting with such expenses up to a maximum of \$200 in hardship cases upon approval of the membership, or of the Executive in urgent circumstances.

Michael explained that CUPE Legal has advised us not to undertake the liability involved in paying costs to serve members out of town. The guidelines stated in the motion would put constraints on our responsibility, but allow us to make exceptions in extraordinary circumstances if we so wish. We still have a duty to represent any member who is out of town, but would not be *obliged* to pay travel costs associated with their move out of the area of employment. The motion was carried. The Executive Report was then adopted (MS/S.Allan).

8. President's Report (DS) – none.

9. Corresponding Secretary's Report – none.

10. Treasurer's Report (EG) – Reimbursements from the Adkin Fund and from CUPE National for reclaimed wages resulted in a surplus in Feb. For the year to date, we show 75.1% of budgeted income and 73% of expenses – close to the norm of 66.67%

for 8 months of the year. Our Contingency Fund is now quite healthy. The Treasurer's Report was adopted (EG/KM).

11. Trustee's Report – none.

12. Chief Steward's Report (Acting Chief Steward, Terry Wiley) – The stewards continue to be extremely busy. Terry expressed a need for more tolerance with our co-workers. ⚡ Doug suggested that another Let's Talk session on Becoming a Steward might recruit some new volunteers. Terry said there are no prerequisites for being a steward, other than a willingness to listen and attend meetings; training is provided. Jane Brett applauded Terry Wiley, Arden Little and the other stewards for stepping up during Laurie's secondment.

13. Education Chair's Report (PPT)– No report.

14. Committee & Delegate Reports – Kelly Rose reported on the week-long Collective Bargaining Workshop she attended in Naramata, which she valued not only for the information it provided but for the contacts made there. She thanked the Local for sending her.

Negotiating Committee – Doug recently met our new CUPE National Rep, Suze Kilgour, and expressed confidence in her expertise, skills and experience. ⚡ Special information meetings on the upcoming negotiations were held on March 8.

The *Personnel Benefits Committee* (DS) recently met with Human Resources regarding dental, group health, and life insurance plans, and it looks like they will push through increases to our premiums. To this date, the University has not passed on the LTD or other savings realized by the switch to Blue Cross.

There being no further business, the meeting adjourned at 12:55 p.m.

NEXT MEETING

Wednesday, 25 May

11:30 a.m. – 1:00 p.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, 25 May 2005

11:30^{a.m.} - 1:00 p.m.

Room D-288, MacLaurin Building

ANNOUNCEMENTS

- This meeting will be held in MacLaurin D-288.
- Shari Yore will speak about the scholarship she has proposed for Exempt Group/CUPE 951 members.

Copies of the Standard Agenda
Will Be Available at the Meeting

MINUTES of 27 April 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 35 members present.
3. **Announcements** – Kathy Mercer drew attention to the National Workers' Day of Mourning on April 28 for workers killed or injured on the job. She hopes to persuade the University to fly our Day of Mourning Flag, if not this year, then next. Eileen announced, April 27 was National Administrative Professionals' Day (formerly National Secretary's Day).
4. **Agenda (DS/KM)** – approved as circulated.
5. **Minutes of 30 Mar '05 (CF/DR)** – adopted.
6. **Business Arising from 30 March** – Lil Morgan raised an objection to three expenditures listed in the March Executive Report minutes. Doug gave the Executive's rationale for the expenditures, which were in fact approved by members attending the March meeting. Nevertheless, Lil's comments were appreciated and will be noted for future reference.
7. **Executive Report (MS)** – The Executive Committee met on 5 April 2005. It was announced that Pamela Nielsen had resigned as Member-at-Large and that a by-election would be held for the remainder of her term at the April GM. Katherine Williams had resigned as staff representative on the Board of Governors and a new election would be held. It was decided to ask Local 917 if they wished to put forward another candidate.

ELECTIONS all terms to May 2007 except Trustee

- Career Development Committee (2 members)
- Health & Safety Committee (4 members & one alternate)
- Personnel Benefits Committee (3 members, incl. 2 to serve on the Pension Committee)
- Sick Bank Benefits Committee (3 members)
- Trustee (one trustee to March 2008)

MOTIONS

- To allocate .03% of our existing dues to the CUPE 951 Benefits Assistance Fund. (This is not a dues increase; the opportunity does arise out of a per capita reduction by CUPE National.)
- To send 3 members of the Personnel Benefits & Pension Committee to the CUPE Retirement Planning Seminar in Victoria, June 2-4.
- To send 4 delegates to the CUPE National Convention in Winnipeg, October 2-7.
- To replace the Recording Secretary's inoperable laptop computer.

Under New Business, a report was given by Terry Wiley on the organizational changes at Human Resources and the impact on labour relations. A report was also given by the Phone Polling Committee who requested more volunteers.

Motions were carried: to purchase 2 portable flash drives for the President and Chief Steward for bargaining, at a cost of \$62 each; and, to cover the cost of a CUPE BC election mail-out with most of the material supplied at no charge to the Local.

Motions arising from the Education Committee included: a motion to send Doug Stajduhar [a new member of our OHS Committee] to the CUPE BC Health and Safety Conference in Kelowna, June 9-11, at a cost of approx. \$1000; and a motion to use accumulated hotel points to cover accommodation costs for Doug Sprenger at the Canadian Mental Health Conference, registration and travel expenses having been paid by UVic.

Doug explained that the Health and Safety Conference required early registration to ensure the Conference would proceed. The Executive Report was adopted (MS/JT).

8. President's Report (DS) – Doug reported his re-election as Regional Vice-President for the Island at the CUPE BC Convention, enabling him to continue as a voice for our concerns on the CUPE BC Executive. ⚡ Doug will continue to assist the stewards with their caseload, now that his Union responsibilities outside the Local have quieted down. The President's Report was adopted (DS/EG).

9. Corresponding Secretary's Report (CJ) – Cathrine reported 115 Leave Requests since Feb, many for the Negotiating Committee, and 25 other items of correspondence. Doug thanked Cathrine for her extra efforts in recent months.

10. Treasurer's Report (EG) – Eileen reported a slight deficit in March which will be offset by our accounts receivable. The Contingency Fund showed a surplus again, and two term deposits were renewed. We are at 84% of budgeted income and 82.4% of expenditures for the year, the norm for 9 months being 75%. This is typical due to the early pay-out of all Conference/Scholarship funds.

11. Trustee's Report – none.

The above reports were adopted (DS/A.Tulloch).

12. Acting Chief Steward's Report (TW) – Current stewarding issues included 7 appointment disputes, several tech/organizational change situations; issues arising from HR's org. change; and (too many) interpersonal conflicts. He asked members to be kind

with each other – we all face similar frustrations. The Acting Chief Steward's Report was adopted (TW/A.Tulloch).

13. Education Chair's Report – none.

14. Committee & Delegate Reports – Health & Safety Committee (KM) – Sarwan Dillon had resigned and they are looking to fill the vacancy. Kathy thanked Sarwan for all his work. ⚡ A recent fire alarm during the children's Science Fair uncovered two emergency exit doors that were locked. The Union and the University are working to ensure this never recurs. If you notice any locked exit doors, please alert the OHS Committee at once.

CUPE Scholarship Committee (KM for M. Varga) – The Greater Victoria CUPE Scholarship is open to post-secondary age children of CUPE members. Applications and further information are available from Margaret Varga or the Student Awards Office.

Negotiating Committee – The government's pre-election fanfare about a wage offer turned out to be little more than media hype, with no money committed to a 2nd or 3rd contract year at this time, and any benefit improvements costed to the meager amount. By contrast, the faculty and PEA have received 22% increases over the past 3 years. There is reliable information that the next attack will focus on our pensions. The Liberal government wants to force the public sector to switch to money-market plans, where the size of pension is determined at retirement date by the performance of investments in the stock market. In one case, a person's pension turned out to be 60% less than expected. The Negotiating Committee Report was adopted (DS/AL).

Delegate Reports were received from Jill Tate, for the Human Rights & Accommodation Conference; Michael Siddon & Kelly Rose, for the CUPE BC Convention; and Arden Little, for the course in Labour Law at Naramata. Arden noted that municipal CUPE workers, who have been receiving 3% wage increases, are quite unaware of the government's interference in post-secondary negotiations. ⚡ Hayley Hewson reported that our resolution concerning training and opportunities for women within CUPE passed at the Convention.

15. Elections – Nancy Kwong was elected Member-at-Large on the Executive Committee (to Mar. 2006).

NEXT MEETING

Wednesday, 22 June

11:30 a.m. – 1:00 p.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, 22 June 2005

11:30 noon - 1:00 p.m.

Room D-288, MacLaurin Building

ANNOUNCEMENTS

- This meeting will be held in **MacLaurin D-288**.

MOTIONS

- To amend the CUPE 951 Policies on Delegates' Expenses (pet care will not be reimbursed), and Gifts and Cards (to increase retirement and recognition gifts, depending on length of service).
- To send our full complement of delegates to the BC Federation of Labour Convention in Vancouver, 28 – 30 November 2005.

NOTICE OF MOTION

- To amend CUPE 951 By-Law 6C (CUPE Convention Increases); By-Law 9 (Appointment & Ratification of Stewards); By-Law 10 (By-Elections) and By-Law 14 (Out-of-Pocket Expenses); and to correct inaccuracies in By-Law 6A (Initiation Fees & Dues) and By-Laws 8C and 13 (re 2nd Vice-President).

The proposed amendments to our Policies and By-Laws will be distributed at the meeting.

ELECTIONS

- 4 delegates - BC Federation of Labour Convention

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

MINUTES of 25 May 2005

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

2. Attendance Report & Welcome – Jill Tate reported 32 members present. Members welcomed Anita Winje (Grad Studies) to the Local.

3. Announcements – Sharyl Yore, recently retired Secretary to the VP Academic, gave a presentation on a scholarship she is establishing: a \$500 award available to members of the Exempt Group and CUPE 951 who are pursuing a UVic degree. If approved by Senate, it will begin in 2006. As a retirement gift to UVic, she will match any contributions received before 31 Dec, up to \$5000. She is not asking the Local for a donation, but would like to ask members for individual contributions. Contact syore@uvic.ca or the Development Office. Doug explained that this goes a step beyond our Career Development Fund. Jane Brett thanked Shari for her tremendous generosity.

4. Agenda (DS/KM) – approved as circulated.

5. Minutes of 27 April '05 (CF/DR) – adopted.

6. Business Arising from 27 April – none.

7. Executive Report (MS, read by CtK) – The Executive Committee met on May 3 & 4. Shari Yore attended as a guest in order to brief the Executive on her plan to establish an academic scholarship for 951 or Exempt Staff members upon her retirement. She was invited to attend the May General meeting to discuss her proposal with our members.

Under Business Arising, an Ad Hoc Bylaws & Policy Review Committee was established to report back to

the June Executive meetings. Under New Business, the following motions were carried:

- to use the 0.04% National per capita reduction to fund the 0.01% CUPE BC per capita increase for the Humanity Fund Levy approved at Convention, with the remaining 0.03% of our existing dues allocated to the CUPE 951 Benefits Assistance Fund.
- to issue VIDC credentials to Kelly Rose and Sharon Warren.
- to send Terry Wiley from our Negotiating Committee as an additional delegate to UCBC meetings in Vancouver.
- to purchase a book of 10 BC Ferries assured loading passes for \$749 to be used primarily by our members on CUPE BC committee business, in which case, the Local will be reimbursed by CUPE BC.
- to support Sara Webb as a candidate for the staff position on the Board of Governors.
- And, as per our Bylaws, motions to appoint or elect members to the following committees: Joint JE, Career Development Fund, Health and Safety, Personnel Benefits, & Sick Bank Benefits.

Motions arising from the Education Committee Report included:

- to send Jill Tate, Arden Little and Puri Pazo Torres from our Pension Committee to the CUPE Retirement Planning Seminar, Victoria, June 2-4.
- to send 4 delegates to the CUPE National Convention in Winnipeg, Oct 2 - 7.

Doug explained that CUPE BC will reimburse single assured loading ferry passes as travel expense receipts. The Executive Report was adopted (CtK/A.Tulloch).

Motion (DS/CJ): to allocate .03% of our *existing* dues to the CUPE 951 Benefits Assistance Fund.

The Benefits Assistance Fund was established to assist our members with benefit premiums while waiting for Long Term Disability, or similar cases of hardship. .03% is about \$600/month. Carried.

8. President's Report – Doug reported on the recent provincial election. Members thanked him and others for all their campaign efforts.

9. Corresponding Secretary's Report – none.

10. Treasurer's Report – none.

11. Trustee's Report – none.

12. Acting Deputy Chief Steward's Report – Arden Little reported that Laurie Whyte is due back in early June. He thanked Terry for his excellent work covering her absence. ⚡ Paul Totzke has been appointed a new steward.

13. Education Chair's Report (PPT)

Motion: (PPT/DR) to send 3 members of the Personnel Benefits & Pensions Committee to the CUPE Retirement Planning Seminar in Victoria, June 2 – 4. Carried.

Motion: (PPT/H.Hewson) to send 4 delegates to the CUPE National Convention in Winnipeg, Oct. 2 - 7. Carried.

14. Committee & Delegate Reports

Delegate Reports – Puri Pazo Torres reported on the *3rd International Gathering in Solidarity with the Bolivarian Revolution* in Venezuela, and thanked members for their assistance sending her. Jane Brett reported on a human rights presentation by Stephen Hammond.

15. Elections – Jill Tate was re-elected *Trustee* (to March 2008). Puri Pazo Torres & Claire Friesen were elected delegates to the *CUPE National Convention*; Doug and Michael also plan to attend.

Results of Committee Elections:

Career Development (2 + 1 alt.) – Cathrine Jansen, Puri Pazo Torres, Valentina Sutcliffe.

Health & Safety (4 + 1 alt.) – Kathy Mercer, Sherry Harmsworth, Nancy Kwong, Doug Stajduhar, Lorraine Charron (alt).

Personnel Benefits & Pensions (3) – Arden Little, Puri Pazo Torres, Jill Tate.

Sick Bank Benefits (3) – Helen Rezanowich, Paul Totzke, Al Wiebe.

[Stefan Grbavec, Patricia Kearley & Margaret Varga were reappointed to the *Joint Job Evaluation Committee* by the Executive.]

17. New Business

Motion (CF/J.Brett): to replace the Recording Secretary's inoperable laptop computer. Carried.

NEXT MEETING

Wednesday, 28 Sept

11:30 a.m. – 1:00 p.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, 28 September 2005

11:30 a.m. - 1:00 p.m.

Room A-180, University Centre

ANNOUNCEMENTS

- Confidential update on bargaining
- Update on fundraising for Deral McKeel

GUEST SPEAKERS

- Grace Wong Sneddon and Bonnie Hallett will give a brief overview of the Employment Equity Survey and the Federal Contractors Program

MOTIONS

- To amend CUPE 951 By-Law 6C (CUPE Convention Increases); By-Law 9 (Appointment & Ratification of Stewards); By-Law 10 (By-Elections) and By-Law 14 (Out-of-Pocket Expenses); and to correct inaccuracies in By-Law 6A (Initiation Fees & Dues) and By-Laws 8C & 13 (re 2nd Vice-President).
- To approve the 2005/06 Budget

Notice of Motion on the By-laws was served at the June General Meeting. Copies of the amendments will be made available again at this meeting. The 2005/06 budget will also be available at this meeting.

ELECTIONS

- one alternate to the BC Federation of Labour Convention in Vancouver, 28-30 Nov 2005.

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

MINUTES of 22 June 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Our new National representative, Suze Kilgour, attended. Sgt.-at-Arms Norma Alison reported 45 members present, including several new members.
3. **Announcements** –
4. **Agenda (DS/KM)** – approved as circulated.
5. **Minutes of 25 May 2005 (CF/AT)** – adopted.
6. **Business Arising from 25 May** – none.
7. **Executive Report (MS)** – The Executive Committee met on June 7 & 8. Under Business Arising, motions were carried to amend our Policies and Procedures manual and our CUPE 951 Bylaws. Motions to amend the Policies and Procedures is brought forward to the June General Meeting, and a **Notice of Motion** is served to amend the Bylaws at the September General Meeting.

Under New Business, discussions were held concerning the University's announced parking increases, the Job Descriptions that have been released to managers and supervisors, and the Performance Review Plan developed by Human Resources.

It was decided we would formulate a position on the parking rates and send it to our members with the objective of initiating discussions with the University. Doug reported that we have raised objections to the Performance Review Plan as overly complicated and unworkable, and that we expect many of the Job Descriptions to be out of date, as they are based on

1996 data. Under New Business, the following motions were carried:

- to appoint Michael Siddon as delegate to the CUPE BC Universities Committee and to put forward the following names for other CUPE BC Committees: Dale Whitford – Committee against Racism and Discrimination, Puri Pazzo-Torres – International Solidarity Committee, Jill Tate – Pension Committee, Laurie Whyte – Women's Committee, and Ash Senini – Young Workers Committee
- to appoint Valentina Sutcliffe Chair of the Career Development Committee
- to approve Leave Without Pay for Laurie Whyte to facilitate a Resolving Conflict course on 4 Nov
- to donate \$100 to the annual Labour Day Picnic
- to approve the purchase of a small gift worth up to \$25 for a 951 activist on long-term sick leave.
- An Education Committee motion to send our full complement of delegates (at least 4) to the BC Federation of Labour Convention in Vancouver, Nov 28-30, was also carried. The Executive Report was adopted (MS/D.Mollin).

There was considerable discussion of the employer's 40% increase in parking rates. Doug reported that the Executive's bulletin to the membership seems to have caused the University some embarrassment. He will be working with the other Locals against future increases: apparently, the employer has plans for further increases of 60% over the next 2 years.

Motion (DS/JT): to amend the CUPE 951 Policy on Delegates' Expenses (Section A of the Policies & Procedures) [pet care will not be reimbursed]. Carried.

Motion (DS/JT): to amend the CUPE 951 Policy on Gifts and Cards (Section B of the Policies and Procedures) [to increase retirement and recognition gifts depending on length of service]. Carried.

The above will be allocated in the 2005-06 budget. Doug thanked Lil Morgan for her help in drafting the changes.

8. President's Report – Doug was re-elected to the CUPE BC Executive. One of the major challenges facing CUPE BC is bringing public sector wages in line with private sector increases. ⚡ Doug will be able to commit more time to stewarding over the summer. Adopted (DS/P.Totzke).

9. Corresponding Secretary's Report – none.

10. Treasurer's Report – Eileen presented her reports for April and May, and a year-to-date report

to the end of May. Overall, there continues to be a surplus. Adopted (EG/L.Morgan).

11. Trustee's Report – none.

12. Acting Chief Steward's Report – There is a backlog of 68 cases, caused largely by Human Resources lag in agreeing to meetings. ⚡ Some departments are demanding that staff sign confidentiality agreements, which we are not required to do: only the Union Local can sign an agreement with the employer. Adopted (TW /A.Tulloch) ⚡ Doug reported on Human Resources' "initiative" to start performance reviews, and our efforts to counter it. ⚡ Ongoing delays with the Job Evaluation Committee's work have become unacceptable. ⚡ A grievance has now been launched on a mandatory retirement case.

13. Education Chair's Report – none.

14. Committee & Delegate Reports

Occupational Health & Safety Committee – There have been problems with committee membership and HR not sending their delegate to meetings.

Negotiating Committee – Apparently, we will be required to sell off existing clauses in our contract to make improvements even to language. No meetings are being scheduled until the Government is in session again in the fall. ⚡ The Public Sector Bargaining Conference will take place in Nov.

Joint Job Evaluation Committee – Work is recommencing after the illness of one of the co-chairs. ⚡ Some managers have been slow to show the HR job descriptions to staff; others are choosing not to as a protest, since they are so out of date.

Good & Welfare Committee – Donna thanked members for the G & W policy changes made today.

15. Elections & Installations – Nancy Kwong, Jill Tate and Paul Totzke gave their installation oath.

Motion (PPT/L. Morgan): to send our full complement of delegates to the BC Federation of Labour Convention, in Vancouver, 28-30 Nov 2005. Carried.

Connie te Kampe, Paul Totzke and Kirk Mercer were elected delegates, with Eileen Gormley as alternate.

NEXT MEETING

Wednesday, 26 October

11:30 a.m. – 1:00 p.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, 26 October 2005

11:30 a.m. - 1:00 p.m.

Room A-180, University Centre

URGENT BARGAINING REPORT

WHAT WILL IT TAKE TO PROTECT OUR WAGES
AND SAVE OUR PENSIONS?

NOTE: The December General Meeting & Holiday Social is re-scheduled to Wednesday, December 7.

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

MINUTES of 28 Sept 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 51 present including several new members.
3. **Announcements** – Laurie Whyte is still on secondment with CUPE, Terry Wiley will continue as Acting Chief Steward until her return. Lisa Smith (Purchasing) reported on fundraising for Deral McKeel, a member on LTD who lost everything in Hurricane Katrina.

Motion (L.. Morgan/JT): to send \$1000 aid to brother Deral McKeel, on behalf of 951 members. Carried.

Grace Wong Sneddon, Diversity Advisor to the Provost, gave some background on the upcoming Employment Equity Survey, which UVic is required to conduct under the Federal Contractors Program.

4. **Agenda** (DS/JT) – approved as circulated.

5. **Minutes of 22 June 2005** (CF/S. Allan)– adopted.

7. **Executive Report** (MS/read by CtK) – The Executive Com. met on July 5, Aug 23-24 & Sept 7.

On July 5th, Laurie announced that she had accepted a CUPE temporary assignment 9 July - 11 Sept in Burnaby. Discussions were held concerning the Human Resources Performance Review Plan, which we have opposed as unworkable, and the parking rate increases. We have had no formal response to our parking rate letter and will raise the issue at bargaining. Motions were carried to book off the Treasurer and Trustees for 1/2 day to work on the 2002/03 Audit and to purchase a calculator with tape printout to assist them with the work.

Education Committee motions:

- to register for 5 Lancaster House Fall Audio Conferences
- to send up to 2 members to the CUPE BC Parksville week-long school Oct 23-28
- to send up to 2 members to the CUPE BC Pride in CUPE Workshop in Victoria Nov 23-24
- to send the President and Chief Steward (or designates) to the Lancaster House Bargaining in the Broader Public Sector and Labour Arbitration Conference in Vancouver Nov 23-24.

On August 23-24, a discussion was held on the Telus labour dispute, as Telus management personnel had been reported on campus and our technicians were concerned about being asked to do Telus work. UVic has informed us that Telus has

been asked not to come on campus for the duration of the dispute.

A report was given on our meeting between the Victoria University Locals and the lower island NDP MLAs. Our purpose was to provide information to the NDP on PSEC's subversion into a strict wage control system by the current Government, which has restricted our right to free collective bargaining. The information we provided was well-received and may prove useful politically as more public sector unions find it impossible to negotiate meaningful collective agreements.

Reports were also given on the Tri-annual Staff Pension Plan Actuarial Review and our concerns with the University's stated intention to contain costs, and on an upcoming Federal Contractors Program Employment Equity Survey.

Education Committee motions:

- to pay registration for up to 10 members to attend the CUPE Retirement Planning Seminar in Victoria Oct 20-22
- to pay registration and wages for up to 2 members to attend each of the other CUPE 1- or 2-day courses in Victoria this fall
- to send Nancy Kwong to the Advanced Health & Safety course at the Parksville week-long school.

On September 7th, it was announced that the following 951 members were appointed to CUPE BC Committees:

Doug Sprenger - Education Chair; Universities
Michael Siddon - Universities
Jill Tate - Pensions
Dale Whitford - Against Racism & Discrimination
Puri Pazo-Torres - International Solidarity
Laurie Whyte - Women's Committee

Motions passed under New Business:

- to adopt the Treasurers' Year-end Report and the 2005/06 budget, to be brought forward to the September General Meeting
- to endorse a fundraising campaign for a member on LTD who is a victim of Hurricane Katrina
- to purchase accounting software
- to supply VIDC Credentials to Sheilaigh Allan and all our CUPE BC Committee members.

The Executive Report was adopted (CtK/A.Tulloch).
☞ CUPE BC is switching its phones to another provider due to the lockout. Suggestions from members for supporting the TWU included switching to another long distance carrier, and paying one cent short on your bill to trigger a manual payment.

Motion (DS/JT): To amend CUPE 951 By-Law 6C (CUPE Convention Increases); By-Law 9 (Appointment & Ratification of Stewards); By-Law 10 (By-Elections) and By-Law 14 (Out-of-Pocket Expenses); and to correct inaccuracies in By-Law 6A (Initiation Fees & Dues) and By-Laws 8C & 13 (re 2nd Vice-President). Carried.

Motion (JT/S.Allan): to disband the Ad Hoc Bylaws Review Committee. Carried.

10. Treasurer's Report – Eileen Gormley will be retiring Oct 31 but working with Secretarial Services until our elections next March. She would gladly talk to anyone interested in running for the position of Treasurer next year. She then presented the Monthly Report for June and the Year-end Combined Report: there are surpluses in both the General Fund and the Contingency Fund. The report on investments included details of our term deposits and the Christie Adkin Fund. Adopted (EG/M. Favarger).

Doug highlighted the changes proposed for this year's budget. Motion (DS/S. Allan): to adopt the 2005-06 Budget. Carried.

13. Education Chair's Report

Motion (PPT/JT): to send Nancy Kwong to the CUPE Advanced Health & Safety Course in Parksville, 23-28 Oct. [now cancelled] Carried.

Motion (PPT/JT): to pay registration for up to 10 members to attend CUPE National's *Retirement Planning* Seminar in Victoria 20-22 Oct. Carried.

Motion (PPT/JT): to send up to 2 members (registration + wages) to each of the other CUPE workshops offered in Victoria this fall. Carried.

14. Committee & Delegate Reports

Negotiating Committee – Doug gave a report on the status of contract negotiations and on meetings with South Island MLAs. Members commented on President Turpin's 45% salary increase.

15. Elections – Nancy Kwong was elected alternate to the BC Fed. of Labour Convention, Nov 28-30.

NEXT MEETING

<< Tuesday >>, 22 November

11:30 a.m. – 1:00 p.m.

<< Room D-288☞ MacLaurin Building >>

NOTE: The December General Meeting & Holiday Social is re-scheduled to Wednesday, December 7.

CUPE 951

Working to Keep Strong Communities

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

GENERAL MEETING

<<Tuesday, 22 November 2005>>

11:30 a.m. - 1:00 p.m.

<<Room D-288, MacLaurin Building>>

Announcements

This meeting is on **Tuesday** in **MacLaurin**.

☛ **Cell Phones for Charity** ☛

Bring your obsolete cell phone to the meeting.
It can be reconditioned and donated to charity.

The annual

☛ **HOLIDAY SOCIAL** ☛

will be held on

Wednesday, 7 December

11:30 a.m. – 1:00 p.m.

Room A-180 ☛ University Centre

Motions

- to donate \$100 to Evan Roberts for his campaign for Saanich Municipal Council.

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

MINUTES of 26 October 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported a large turn-out of 113 members. Doug welcomed several new members, then introduced guest, Suze Kilgour, our CUPE National Representative.
3. **Announcements** – The Annual Holiday Social will be held at the 7 December General Meeting. ☛ On behalf of the Vancouver Island District Council, Doug presented member Anitra Winje with a thank you/farewell gift for her work on the Executive (Member-at-Large, Local 374, municipal workers). Anita is now working in Grad Studies at UVic; 951 welcomes her experience.
4. **Agenda (DS/AT)** – approved as circulated.
5. **Minutes of 28 Sep 2005** (CF/C.DeWolfe) – adopted.
7. **Executive Report (MS)** – The Executive Committee met on October 11th. There was extensive discussion of Bill 12 and the Teachers' dispute, and a motion was carried to endorse political action in accordance with the Emergency Resolution passed at the CUPE National Convention.

Motions to hold our annual social at the December General Meeting and to plan an evening event in the spring to celebrate our CUPE 951 40th Anniversary were also carried.

There was a discussion of the Universities' elimination of some staff lounges to create office

space. While the University has no contractual obligation to maintain them – due to the public cafeterias on campus, we will raise the issue and its impact on staff morale at labour/management meetings.

During the Education Report, it was announced that the Retirement Planning Seminar might be cancelled if more participants do not register. A motion was carried to send up to five additional members from 951.

Additional emergency Executive meetings were held during the course of the Teachers dispute, with Stewards and phone tree volunteers invited to attend. On October 20th, a motion to purchase any additional safety equipment that may be required for protest or picket lines was carried. On October 24th, the following motions were carried:

- to compensate members for up to \$50.00 for lost wages due to the October 17th Day of Protest
- to take Grievance 2005-10-12-01 forward to arbitration
- to hire independent counsel to present the above arbitration.

Motion (MS/JT): to adopt the Oct. Executive Report.

There was discussion about the closure and marginalization of staff lunch rooms on campus and the effect this is having on members' physical health as well as their morale. ⚡ Discussion of the Exec motion regarding wage compensation for Oct. 17 included consideration of a salary percentage rate rather than a flat figure, and a suggestion to donate our \$50 compensation to the CUPE school board locals; however, no amendments were proposed. Doug suggested that issues surrounding participation in political protests need to be addressed in our 951 By-laws, which deal only with strike action. ⚡ Doug gave some background on the grievance we will be taking forward to arbitration, its importance with respect to disability and accommodation issues, and the hiring of legal counsel for this case. ⚡ The motion to adopt the Executive Report was carried unanimously.

8. President's Report / Negotiating Report –

Doug reported on the accumulation of issues with the University regarding equity, accommodation and disability; on the prospects for repairing relations on this front; and on whether members should return the Federal Contractors Equity Survey. ⚡ The remainder of his report consisted of an in-depth look at current bargaining issues. It was pointed out that approx. 80% of all public sector contract agreements fall due for renewal in 2006.

Motion (TW/JT): to send \$200 per local to the 5 CUPE locals in the city directly involved in the BCTF strike, as recommended by the Victoria Area Council. Carried unanimously.

There was no other business and the meeting adjourned at 12:55 pm.

Next Meeting

⚡ **HOLIDAY SOCIAL** ⚡

Wednesday, 7 December

11:30 a.m. – 1:00 p.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, 25 January 2006

11:30 a.m. - 1:00 p.m.

Room A-180, University Centre

Announcements

URGENT BARGAINING UPDATE

Election

- one member of the 951 Health & Safety Committee

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

Note: Minutes of Dec. 7 follow on the verso.

MINUTES of 22 November 2005

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 66 members attending.
3. **Announcements** – Expired bus passes are good for single admission to some Rec Centres. ☞ Information on CUPE National's Task Force on Women in CUPE is available from Puri Pazo-Torres. ☞ An organizer was needed for the Dec Transition House collection.

4. **Agenda** – approved as circulated (CF/CJ).

5. **Minutes of 26 Oct '05** – adopted (CF/CJ).

6. Business Arising from the Minutes

Motion (L. Morgan/JT): that the Executive Committee reconsider the flat \$50 compensation approved at the Oct GM for members who participated in the Day of Protest, in favour of a rate of 75% of lost wages for the day, to be paid from the Contingency Fund.

After much discussion, the motion was defeated. The annual By-law Review will look at clarifying compensation procedure for political protests.

7. **Executive Report** (MS) – The Executive Committee met on Nov 1. Discussions were held on recycling old cell phones for charity, and whether to switch from Telus to another carrier for our Union cell phones. The latter was held over, pending the outcome of the Telus dispute. Doug announced that Anitra Winje was credentialed as a VIDC delegate.

The following motions were carried:

- to dispose of any old, defunct Union cell phones;
- to hire Eileen Gormley an average maximum 2 days/week until 31 Mar 2006, in order to prepare a Treasurers manual and do filing for the President and Chief Steward's offices;
- to endorse Laurie Whyte for re-election as VIDC President;

and from the Education Committee:

- to send the members of the Benefits and Pensions Committee to the BC Federation of Labour Pension Forum in Vancouver, Dec 1;
- to send up to 3 members to the CLC Winter School at Harrison Hot Springs.

The Executive Report was adopted (MS/JT).

8. President's Report – Doug reported on the harassment and failure-to-accommodate case going to arbitration; the Task Force on Disability /Accommodation Procedures; the Public Sector Bargaining Conference and Arbitration Conference.

Reports from the Corresponding Secretary, Treasurer, and Acting Chief Steward were filed and adopted.

13. Education Chair's Report

Motion (PPT/TW): to send Doug Sprenger to the Advanced Labour Arbitration Workshop and to send up to 2 other members to relevant workshops offered at the CLC 2006 Harrison Hot Springs Winter School, Jan-Feb 2006, at a cost of approx. \$1100/ea plus a week's wages. Carried.

MINUTES of 7 December 2005

Business was minimal due to the Holiday Social.

- 1. Roll Call** – Called to order by Acting President, Michael Siddon, at 11:45 a.m.
- 2. Attendance Report & Welcome** – Sgt.-at-Arms Norma Alison reported 104 members attending.
- 4. Agenda** – approved as circulated (CF/CJ).
- 7. Executive Report** (MS) – The Executive Committee met on Dec 6. The date of Friday, March 24th, has been selected for our 40th Anniversary Celebration and the Michèle Pujol Room in the Student Union Building booked for the evening. It was announced that Laurie Whyte was not successful in her bid for re-election as VIDC President, but was elected Member-at-Large. During a briefing on our current arbitration it was announced that our selection for the upcoming arbitration panel would be Conni Kilfoil, CUPE National Equality Staff Rep from Burnaby.

The following motions were carried:

- to provide financial assistance of up to \$300 to a member currently on medical leave.
- to cover benefits expenses for up to 3 months for a member [not the same person] who has run out of sick leave;

- to appoint Dale Whitford to the Negotiating Committee due to Connie te Kampe stepping down;
- to book off Doug Sprenger for 4 days' lieu time for days spent over the last several weekends preparing the files for our upcoming arbitration;

and from the Education Committee Report:

- to approve sending Sharon Warren and Pat Shade to the Duty to Accommodate course at the CLC 2006 Harrison Hot Springs Winter School, Jan-Feb 2006;
- to cover the registration, per diem and accommodation costs for Sheilaigh Allan to attend the CUPE 2-day Conflict Resolution Course in Campbell River.

The Executive Report was adopted (MS/DR).

8. Acting President's Report – Michael Siddon gave an update on bargaining issues and reported on the recent Public Sector Bargaining Conference. He responded to questions on the recent problem with bus passes, sold by the University to staff as a taxable benefit without their knowledge and without prior consultation with the Union. ❧

12. Acting Chief Steward's Report – Arden Little praised the dedication and hard work of Terry Wiley, Sharon Warren and all the stewards during Laurie's leave of absence. A round of applause was given in appreciation for all their support.

14. Reports of Committees and Delegates – Paul Totzke reported on the BC Federation of Labour Convention, and Jill Tate on the BCFED Pension Forum.

17. New Business

Motion (H. Hewson/CJ): to donate \$100 to a 27-year member who resigned last summer and has since been struck with family tragedy.

Following a friendly amendment to \$200 (PPT/DR), the motion carried.

18. Adjournment – Members thanked Donna Mollin and Jill Tate for all their work arranging a very enjoyable Holiday Social.

❧ Next Meeting ❧

<<Tuesday>>, 21 February 2006

11:30 a.m. – 1:00 p.m.

Room A-180 ❧ University Centre

The February meeting will be held on a **TUESDAY**.