

# **CUPE 951**

***Working to Keep Strong Communities***

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

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## **GENERAL MEETING** **Tuesday, 21 February 2006** **11:30 a.m. - 1:00 p.m.** **Room A-180, University Centre**

**This meeting will be held on a Tuesday.**

### **Announcements**

UNIVERSITIES COORDINATED  
BARGAINING COMMITTEE REPORT

### **Elections**

- 5 delegates to the CUPE BC Convention in Vancouver, 26 - 29 April
- Nominations for the March 29 election of the Executive Committee and one Trustee will be received at the meeting (and through March 29). See <http://www.educ.uvic.ca/cupe951>

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

### **MINUTES of 25 January 2006**

- 1. Roll Call** – Called to order at 11:35 a.m.
- 2. Attendance Report & Welcome** – Sgt-at-Arms Norma Alison reported 130 members attending.

**3. Announcements** – Some copies of CUPE National's *Organize!* magazine are available from Cathrine Jansen. *Public Employee* is mailed to members at home by CUPE BC (see pp. 9 & 11).

**4. Agenda** – approved (Claire Friesen/Cathrine Jansen).

**5. Minutes of Nov 22 and Dec 7 '05** – adopted (C. Friesen/C. Jansen).

**7. Executive Report** (Michael Siddon) - The Executive Committee met on 10 & 11 Jan. It was announced that another staff lounge would be closing in the Sedgewick building to create a prayer space for Muslim students. Doug Sprenger would be withdrawing from the arbitration course at Harrison due to bargaining commitments. The 1<sup>st</sup> and 2<sup>nd</sup> Vice-Presidents and 1 Member-at-Large announced that they would not be seeking re-election in March.

The following motions were carried:

- to spend up to \$30.00 per member attending our 40<sup>th</sup> Anniversary Party for food and beverages;
- to move our website to the CUPE National server and appoint Nancy Kwong as Webmaster;
- to upgrade all Union computers with DVD burners to ensure adequate file back-ups;
- to appoint Kathy Mercer to the Joint University Health and Safety Committee, replacing Doug Sprenger;
- to appoint Rhonda Houston as Returning Officer, with Liliane Morgan and Christine McLaren assisting on our Elections Committee.

There will be an election for one member of the CUPE 951 Health and Safety Committee at the January General Meeting, and we will be appointing one member to the Job Evaluation Committee as soon as possible.

An Education Committee motion was passed to send Jill Tate and Sharon Warren to the *Accommodating Disabilities in the Workplace Conference* in Vancouver, 21 & 22 Feb, and to the *Bottom Line Mental Health in the Workplace Conference* 8 Mar.

The Executive Report was adopted (M. Siddon/Jill Tate) following a discussion of staff lounge closures. It was pointed out that the Muslim faith has specific requirements that are not met by the Chapel. Notwithstanding, there is now a pattern of targeting staff lounges, the loss of which is affecting staff health as well as morale.

Information on our March elections would be distributed on the Listserv as well as our website: <http://www.educ.uvic.ca/cupe951>.

**8. President's Report** – Doug Sprenger gave a progress report on contract negotiations, including a bargaining summary available at the meeting. The employer still has not tabled a formal proposal. A Town Hall meeting on pensions is planned for Valentine's Day. The President's Report was adopted (D. Sprenger/C. Jansen).

**10. Treasurer's Report** – Eileen announced that she retired from UVic in October, but is continuing as Treasurer until the March elections. Monthly reports for Oct, Nov & Dec were filed. The 6-month report

showed we are over budget in some areas, but in a surplus position on the whole, with a sizeable accounts payable yet due. The Contingency Fund is also in a surplus. The Treasurer's 2nd Quarter Report was adopted (E. Gormley, Jill Tate).

**12. Chief Steward's Report** – Doug welcomed Laurie Whyte back from her extended secondment. She remarked that Human Resources appears - on every issue, to be attempting to reinvent the contract to its own liking, despite arguments won by us years ago on those same issues. The Chief Steward's Report was adopted (L. Whyte, E. Gormley). Laurie will be standing in as our National Area Representative for three weeks in February.

**13. Education Chair's Report** – The report included details of the 7 Lancaster Audio Conferences we have subscribed to this term. Contact Puri Pazo Torres for more information. The Education Report was adopted (P. PazoTorres/C. Jansen).

**14. Reports of Committees and Delegates** – Dale Whitford reported on the activities of the Committee Against Racism (CAR), a CUPE BC committee to which he was appointed. He also sits on CAR's aboriginal subcommittee. Anyone interested in attending the aboriginal gathering this fall should let Dale or Doug know.

**15. Elections** – Melanie Cook was elected by acclamation to the Union OHS Committee, replacing Kathy Mercer.

**18. Adjournment** – 12:45 p.m.

☞ **Next Meeting – and Elections!** ☞

**Wednesday, 29 March 2006**

**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, 29 March 2006** **11:30 a.m. - 1:00 p.m.** **Room A-180, University Centre**

### **Important Announcement**

THE EXECUTIVE COMMITTEE AND TRUSTEE  
ELECTIONS HAVE BEEN POSTPONED TO THE  
MAY 3<sup>RD</sup> GENERAL MEETING

Information on the elections is available from Rhonda Houston, [rhouston@uvic.ca](mailto:rhouston@uvic.ca) or Liliane Morgan, [lmorgan@uvic.ca](mailto:lmorgan@uvic.ca) or the CUPE 951 website: <http://www.educ.uvic.ca/cupe951>. Nominations will be received up to and including the General Meeting on May 3<sup>rd</sup>. Biographies will be available in April. We have no nominations yet for the positions of 2<sup>nd</sup> Vice-President and 2<sup>nd</sup> Member-at-Large.

### **Universities Coordinated Bargaining Committee Report**

Please stay tuned to your bargaining bulletins for information we may or may not have for this meeting.

### **Elections**

- one member of the CUPE 951 Occupational Health and Safety Committee (to April 2007.)

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

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### **MINUTES of 21 February 2006**

1. **Roll Call** – Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** – Three new members were welcomed to the Local. Sgt-at-Arms Norma Alison reported 124 attending.
3. **Announcements** – Post cards are available to send to Jack Layton re ensuring that MPs face by-elections if they want to switch parties. ⚡ Our coordinated UVic media campaign, "Universities Work Because We Do", is in full swing with ads in the local papers.
5. **Minutes of 25 January 2006** – adopted with a correction to the abbreviation (CARD) for the Committee Against Racism and Discrimination. (Claire Friesen / Cathrine Jansen).
7. **Executive Report** (Michael Siddon) - The Executive Committee met on Feb. 1<sup>st</sup> and the following motions were carried:
  - to extend our 2-day/week employment of Eileen Gormley as clerical support until the end of June.
  - to provide financial assistance to Local 3886 at Royal Roads to enable their continued participation in co-ordinated bargaining meetings.
  - to send Nancy Kwong to the CUPE Advanced Health & Safety course at Naramata, May 14-19.
  - to send three additional members to the Naramata courses in May 2006.



- to send our full compliment of delegates to the CUPE BC Convention in Vancouver, April 26-29.
- to send Jill Tate to the CUPE Financial Officers and Trustees workshop in Victoria, April 7-8.
- to send up to 10 members to the CUPE Health & Safety course to be held on campus, Feb 27-28 [revised at the Feb General Meeting to up to 15].
- to send up to 10 members to CUPE's Bargaining Unit Supervisors workshop in Victoria, March 24.

Extensive reports were given on Local bargaining, Coordinated Bargaining, and the Media Campaign we are undertaking with Locals 917, 4163 and 3886 (R. Roads) and cost-sharing with CUPE National.

The Executive Report was adopted (M. Siddon/Margaret Varga). There were discussions about the CUPE Supervisors workshop, as well as our support of Royal Roads. Several of the smallest locals in coordinated bargaining, such as Royal Roads, are being "adopted" by the larger locals in order to allow their continued participation.

**8. President's Report / Coordinated Bargaining Report** – Doug Sprenger gave a progress report on contract negotiations and on the Universities Coordinated Bargaining Committee (UCBC), which tabled a joint proposal in January. University employers had just recently received permission to table wage proposals; however, UVic still had not done so. The President's Report was adopted (D. Sprenger/C. Jansen). There were discussions about a vote for a strike mandate. Doug thought the government is serious about its 31 March deadline.

**9. Corresponding Secretary's Report** – Cathrine Jansen reported an unusual number of Leaves processed for bargaining, etc. the past month.

**10. Treasurer's Report** – Eileen Gormley reported a surplus for the month of January. The apparent deficit in the Contingency Fund was temporary, due to the payout of Day of Protest cheques. The year-to-date showed a surplus overall with accounts payable still due from CUPE, and a surplus in the Contingency Fund.

**12. Chief Steward's Report** – Doug welcomed Laurie Whyte back from 3 weeks as the National Rep for our area. Laurie believes it may be necessary to file more grievances to force HR to listen to our concerns. Human Resources' reorganization last year appears to be causing significant problems. ⚡ Stewards are still needed; it would be very useful to have one in every building.

⚡ Doug reported on the case going to arbitration, now in the hands of Suze Kilgour, our CUPE National Rep, and our lawyer, Leo McGrady, a leading BC human rights lawyer.

The Chief Steward and Treasurer's Reports were then adopted (D. Sprenger, Michele Favarger).

### 13. Education Chair's Report

Motion (D. Sprenger/Puri Pazo-Torres): to send a full delegation to the CUPE BC Convention in Vancouver, 26-29 April. Carried.

Doug will attend and 1 credential will be held back, probably for the new 1<sup>st</sup> Vice-President, leaving 5 delegates and an alternate to be elected (see below).

Motion (D. Sprenger/Puri Pazo-Torres): that CUPE 951 send a resolution to the CUPE BC Convention in support of CUPE BC's request that CUPE National assign a second Educational Staff Representative to British Columbia. Carried.

Motion (P. Pazo-Torres/Arlene Tulloch): to send up to 15 members to the two-day Health and Safety workshop to be offered by CUPE on campus for all UVic CUPE locals, Feb 27-28. Carried.

Motion (P. Pazo-Torres/Arlene Tulloch): to send up to 10 bargaining unit supervisors to the CUPE Bargaining Unit Supervisors one-day course in Victoria, March 24. Carried.

Motion (P. Pazo-Torres/Arlene Tulloch): to send Jill Tate to the CUPE Financial Officers and Trustees two-day workshop in Victoria, April 7-8. Carried.

**15. Elections** – The following members were elected as delegates to the *CUPE BC Convention*: Laurie Whyte, Kirk Mercer, Sheilaigh Allan, Paul Totzke, and Eileen Gormley. ⚡ Rhonda Houston reported on nominations received to date for the *Executive Committee Elections*. ⚡ Doug thanked the Elections Committee for their work recruiting in addition to handling the nomination process. He then gave a special thanks to Michael Siddon, Connie te Kampe and Kathy Mercer for their many contributions as Executive members; we can be sure they will not be retiring from the Union.

⚡ **Next Meeting – and Elections!** ⚡

**Wednesday, 3 May 2006**

**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**

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## **GENERAL MEETING**

### **Wednesday, 3 May 2006**

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

### **Room A-180, University Centre**

#### **Notice**

THE EXECUTIVE COMMITTEE AND TRUSTEE  
ELECTIONS WILL BE HELD AT THIS MEETING.  
NOMINATIONS MAY BE SUBMITTED  
NOW OR AT THE MEETING.

#### **Elections**

- Executive Committee (2-year terms):
  - President
  - 1st & 2nd Vice-Presidents
  - Treasurer
  - Chief Steward
  - 2 Members-at-Large
  - Education Committee Chair
  - Corresponding Secretary
  - Recording Secretary
- One Trustee (3-year term):

Information is available from Rhonda Houston [rhouston@uvic.ca](mailto:rhouston@uvic.ca); Liliane Morgan [lmorgan@uvic.ca](mailto:lmorgan@uvic.ca) or our website: <http://www.educ.uvic.ca/cupe951>. Nominations will be received up to and including the General Meeting on May 3<sup>rd</sup>. There are no nominations yet for the positions of 2<sup>nd</sup> Vice-President and 2<sup>nd</sup> Member-at-Large.

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

#### **MINUTES of 29 March 2006**

**1. Roll Call** ☐ Called to order at 11:45 a.m. Members of the Negotiating Committee were in contract mediations in Vancouver, including most of the Executive Committee. Connie te Kampe was Acting President/Chair of the Meeting.

**2. Attendance Report & Welcome** ☐ Two new members were welcomed to the Local. Sgt.-at-Arms Norma Alison reported 71 attending.

**3. Announcements** ☐ Connie recounted the latest Bargaining Bulletin issued by Doug from Vancouver. ☞ Michael Gaudet thanked Donna Mollin and all the organizers for their tremendous work, making our 40<sup>th</sup> Anniversary Party a splendid success.

**5. Minutes of 21 February 2006** ☐ adopted. (Claire Friesen / Arlene Tulloch).

**7. Executive Report** (prepared by Claire Friesen; read by Connie te Kampe) ☐ The Executive Committee met on March 1<sup>st</sup> and at a special meeting on March 16<sup>th</sup>. All Executive Officer and Committee reports were given and approved as submitted. On March 1st, the following motions were carried:

- a motion to allow the Free Tibet Committee to use the CUPE 951 Flag for a Free Tibet rally;
- a motion to purchase a second assured-loading pass for 10 trips on BC Ferries, mainly for return travel from coordinated bargaining;
- a motion to allow the members from Child Care to elect a Child Care delegate to attend the

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CUPE BC Convention, in lieu of the new 1<sup>st</sup> Vice-President;

- a motion to appoint Paul Totzke to the Libraries Tech. and Org. Change Committee, replacing Laurie Whyte;
- a motion to appoint Louise Labonte to the Joint Job Evaluation Committee;
- a motion to approve hall rental, catering and printing expenses for the 40<sup>th</sup> Anniversary Party;
- a motion to approve entertainment and door prize expenses for the 40<sup>th</sup> Anniversary Party, estimated at \$1000;
- a motion to replace the Union printer-copier unit;
- a motion to continue benefits assistance for the member involved in the arbitration case until it is resolved; and
- a motion to approve Leave Without Pay for Laurie White to facilitate courses for CUPE National on March 3, 17 and 31, subject to cancellation if bargaining dates conflict.

Education Committee motions were also approved:

- to pay registration and per diem costs to send Sheilaigh Allan to the two-day CUPE National Resolving Conflict course in Port Hardy, March 31 □ April 1 [unable to attend, however];
- to send one member to the United Way Union Counselling Course in Victoria, May 4 - 7, at a cost of \$250 registration plus lunch expenses;
- to send Doug Sprenger and one steward to the Human Rights & Accommodation Conference, and the Workplace Privacy Conference in Vancouver, June 8-9, at a cost of \$690/ registration per person.

In a report on the arbitration case, it was announced that Joan Gordon had been appointed to chair the arbitration panel. She is a former vice-chair of the Labour Relations Board and is considered very fair.

There was an extensive report on coordinated bargaining, which was moving toward sectoral mediations at the Labour Relations Board in Vancouver. Plans for a strike vote to be held on March 6<sup>th</sup> were also discussed.

On March 16<sup>th</sup>, a special meeting of the Executive and stewards was held to discuss progress of the mediations. A joint Special General Meeting was held that evening with members of 917 and 4163.

On March 21, a decision was reached by phone poll to postpone the Executive and Trustee elections until

the next General Meeting on May 3<sup>rd</sup>. It was felt we should not proceed with the elections until members of the Negotiating Committee could be present.

The Report was adopted (C. te Kampe/ Pam Nielsen). There was discussion about the delegation of a member from Child Care to the CUPE BC Convention. It was also noted, Prime Minister Harper is cancelling the National Child Care Program.

**10. Treasurer's Report** □ Eileen Gormley reported a surplus for the month of February. A deficit in the Contingency Fund was temporary due to the many bargaining expenses paid out in February. The year at the two-thirds mark showed an overall surplus 135% above budget with accounts payable still due.

**12. Acting Chief Steward's Report** (Sharon Warren) □ Sharon reported on the challenges the remaining stewards have faced with three stewards away at the contract mediations. She was hopeful the new contract would embed solutions to some of the systemic issues we have had to deal with in recent years. ☞ She welcomed new steward, Jane Stewart. The Report was adopted (SW/Kirk Mercer).

**13. Education Chair's Report** □ In her absence, Puri Pazo Torres provided a written report which was adopted (C. Friesen/Sheilaigh Allan). It was noted that the Bargaining Unit Supervisor course was full, but CUPE plans to schedule another.

Motion (C. Friesen/Karen Carter): to register for the following Spring 2006 Lancaster House Audio Conferences, at a registration cost of \$195:

- April 20 □ Investigating Misconduct
- May 2 □ Safety Concerns in the Workplace
- May 18 □ Bargaining: What's Legal, What's Not?
- June 1 □ Innovative Contract Language
- June 15 □ Psychological Harassment Carried.

**15. Elections, Installations** □ Sonia Pronk was elected by acclamation to the 951 Occupational Health & Safety Committee for the remainder of Kathy Mercer's term (to Apr 2007). Sonia was sworn in along with new steward, Jane Stewart.

**17. New Business** □ A motion was carried (Donna Mollin/Kathy Mercer) to demonstrate our support, appreciation and thanks to the members of the Bargaining Committee on their return. Cheers of support were also conveyed by a cell phone call during the meeting to the Committee in Vancouver.

**Next Meeting**  
**Wednesday, 31 May 2006**  
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, June 28, 2006

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

Room D288, MacLaurin Building

THIS MEETING IS IN  
MACLAURIN D-288.

*The May 30<sup>th</sup> meeting was cancelled.*

### MINUTES of 3 May 2006

#### Notice of Motion to Amend By-Laws at September 27 General Meeting

- to amend By-Law 15.D to state that the Chief Steward shall appoint two Deputy Stewards (i.e. 2 Deputy Chief Stewards) rather than one; to revise the title of the Deputy Stewards; to revise By-Law 15.L, 18.B.v and any other housekeeping amendments to reflect these two changes.
- To amend other by-laws as circulated at the June 28<sup>th</sup> General Meeting.

#### Motion

- to amend the CUPE 951 Policies and Procedures for Good and Welfare, Union Leave, Stewards' Out-of-Pocket Expenses, and Telephone & Fax.
- to increase the Chief Steward's Union hours from 0.6 FTE to full time.

#### Elections

- Sick Bank Benefits Committee - 3 members (terms 2006 – 2008)

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

1. **Roll Call** - Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** - Sgt.-at-Arms Norma Alison reported 60 attending.
3. **Announcements** - Norma reminded members about Bike to Work week, May 29 - June 2. Fred Driver reported that a petition is circulating regarding Royal Roads' decision to fence in Hatley Park and charge an admission fee.
5. **Minutes of 29 March 2006** - adopted (Claire Friesen/Sherry Harmsworth).
7. **Executive Report** (Michael Siddon) - The Executive Committee met on Tuesday, April 4<sup>th</sup>, and an extensive Negotiating Committee report was given on the new tentative agreement. Additional new business included the following motions:
  - to appoint Cheryl DeWolfe to the Communications Committee as she will be taking over administration of our website; and a motion to book Cheryl off for 4 days to transfer our site to the CUPE National web server.
  - to approve the purchase of a new laptop and printer that were required during negotiations at the Labour Board, at a combined cost of \$ 1132.
  - to give a \$25 honorarium for entertainment at the Anniversary Party to Michèle Favarger.



- to book off Laurie Whyte to facilitate courses and attend meetings on April 10, April 21, May 1-3, May 4-5 and May 15-19.

It was reported that approximately \$500 had been raised by the silent auction at the Anniversary Party and the funds would be sent to both the Victoria and Sooke Women's Transition Houses. The Executive Report was adopted (M. Siddon, Kirk Mercer).

Terry explained that the old laptop caught a nasty virus during the mediations and became unusable.

**8. President's Report** - Doug said the past two years had been tougher than the previous 20, but it was a privilege to be President of the Local; the rewards were incredible. The level of support and involvement by members now is unprecedented, and this makes his work easier. He was glad we all had a bit extra on our pay cheque now. The President's Report was adopted (D. Sprenger/Eileen Gormley).

**10. Treasurer's Report** - Eileen's third quarter report showed a surplus overall, with some lines predictably over the 75% mark for this point in the year. The Contingency Fund took a hit from the 25 days of mediation in Vancouver, but is still in a surplus position. There has been no consideration of a dues increase to replenish the Contingency Fund, since it is healthy, and no dues will be deducted from the signing bonus. Revenue from dues will likely increase - as a percentage of our pay raises. The Report was adopted (E. Gormley/Cheryl DeWolfe).

**12. Acting Chief Steward's Report** (Terry Wiley) - Issues Terry reported on included tardy performance evaluations, unbalanced letters of expectation, ongoing problems with the posting and interview process, and the stewards' workload. It is difficult dealing with three HR consultants who each interpret our Collective Agreement differently. He is hopeful that the Letters of Agreement signed in the new contract will foster a change in management's tone over the next four years. Terry thanked the stewards for their hard work while he and Laurie were in Vancouver. With regard to the Arbitration case, we have a panel chair, but the dates have been moved back to Sept. Doug's assistance on the preliminary preparations has saved the Local a considerable amount in legal fees. The Acting Chief Steward's Report was adopted (T. Wiley/Marg Varga).

#### **14. Reports of Committees and Delegates**

Motion (D. Sprenger/Sharon Warren): to stand down the Negotiating Committee. Carried.

The Good and Welfare Committee provided coffee,

cake and "survivor" medals for the *Negotiating Committee*, since they had missed our 40<sup>th</sup> Anniversary Party. Sheilaigh Allan congratulated the Committee on their work; it was a tremendous fight. Doug acknowledged the personal sacrifices the Committee members made over the four weeks of mediations in order to get the job done.

Margaret Varga reported that the *Joint Job Evaluation Committee* is performing a large job audit of departmental secretaries which has slowed response time to JE submissions, but please continue to send them in.

Dale Whitford reported on the *CUPE BC Convention*, where he was very impressed by guest speaker Carlos Gonzales from Columbia. There were discussions about a policy statement on human rights and a response to the new child care tax credit - a gesture that will hardly replace a real national child care policy. Dale invited members to sign the child care petition circulated earlier on our listserv. ☞ Paul Totzke reported that, on the National Day of Mourning, the Convention was informed of 188 workers in BC killed on the job during the past year. ☞ Eileen Gormley reported on the CUPE BC Women's Committee which is looking at ways to move women up in the CUPE organization. ☞ Doug Sprenger reported that a move to disband the sectoral committees, such as the Universities Committee, was defeated at the Convention.

**15. Elections, Installations** - Rhonda Houston, Chair of the Elections Committee, announced the nominations submitted; nominations were also taken from the floor. Results of the 2006 Executive Committee and Trustee elections are as follows:

*President* - Doug Sprenger, acclaimed  
*1<sup>st</sup> Vice-President* - Terry Wiley, acclaimed  
*2<sup>nd</sup> Vice-President* - Sheilaigh Allan, acclaimed  
*Chief Steward* - Laurie Whyte, acclaimed  
*Corresponding Secretary* - Cathrine Jansen, acclaimed  
*Recording Secretary* - Claire Friesen, acclaimed  
*Treasurer* - Eileen Gormley, acclaimed  
*Education Com. Chair* - Puri Pazo Torres, acclaimed  
*Member at Large* - Kelly Rose, elected  
*Member at Large* - Melanie Cooke, elected\*  
*Trustee* - Diane Rennie, acclaimed, term 2006-2009

#### **Next Meeting**

**Wednesday, September 27, 2006**

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

☞ **Room A-183 – University Centre** ☞



# **CUPE 951**

***Working to Keep Strong Communities***

## **GENERAL MEETING**

**Wednesday, Sept 27, 2006**

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

**Room A180, University Centre**

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### **Motions**

- to amend By-Law 15.D to state that the Chief Steward shall appoint two Deputy Stewards (i.e. 2 Deputy Chief Stewards) rather than one; to revise the title of the Deputy Stewards; to revise By-Laws 15.L and 18.B.v and make any other housekeeping amendments to reflect these two changes
- to amend other by-laws as circulated at the June 28<sup>th</sup> General Meeting
- to adopt the 2006/07 budget as circulated at the meeting
- to donate \$500 to the Vancouver Island Human Rights Coalition

### **Elections**

- Personnel Benefits and Pensions Committee - one member (to May 2007)
- BC Federation of Labour Convention, Nov 27 - Dec 1 - two delegates

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

### **MINUTES of 28 June 2006**

1. **Roll Call** - Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** - Sgt.-at-Arms Norma Alison reported 40 members attending.
3. **Announcements** - Doug presented retirement cheques to outgoing members of the Executive Committee Michael Siddon, Connie te Kampe and Kathy Mercer, and thanked them for their many years of service to the Union. Dale Whitford and Julie Robertson then led a reading of the CUPE equality statement.
4. **Agenda** - amended to include a by-election for Treasurer. Adopted (Doug Sprenger/Puri Pazo Torres).
5. **Minutes of 3 May 2006** - adopted (Claire Friesen/Arlene Tulloch).
7. **Executive Report** (Terry Wiley) - The Executive Committee met on 6 & 7 June. There were discussions of moving the Chief Steward's position from .6 FTE to full time and raising compensation by one pay band. UVic had stated that they now saw merits in the continuity of a full time position and were prepared to endorse a 2-year letter of agreement, subject to review in 2008 (see motions on June 28 agenda). Full time status would also make it easier to book off an Acting Chief Steward when required. Doug gave a status report on the case going to Arbitration. There was discussion



whether the Union and an academic department could administer a new scholarship/bursary. Business included the following motions:

- to pay salary top-up for the President and Chief Steward at the highest step in their appropriate pay band (e.g. step 5), as of 1 April 2006;
- to establish the pay differential for the Chief Steward at 4 pay bands of the incumbent's home position (to the maximum of JE pay bands);
- to fund the increased cost of changing the Chief Steward's position to full time effective 1 July 2006;
- to reimburse a member of the Negotiating Committee \$350 for exceptional expenses incurred during the negotiation of our collective agreement;
- to approve appointments to contract and standing committees;
- to approve draft amendments to the By-Laws and Policies and Procedures (see June 28 agenda);

and the following Education Committee motions:

- to send Sheilaigh Allan to the CUPE National JE course given by Carol Cameron on June 19, at a cost of \$20 registration plus one day's wages;
- to send Diane Rennie, Donna Mollin and Ole Heggen to the SHARE pension training seminar in Vancouver, June 12-15.

The Executive Report was adopted (T. Wiley, J. Tate). There was discussion of alternatives for setting the Chief Steward's pay band, and of HR's creative interpretation of the new contract.

Motion (D. Sprenger/Kirk Mercer): to amend Sections B & E of the 951 Policies and Procedures concerning Good & Welfare, Union Leave, Stewards' Out-of-Pocket Expenses, and Telephone & Fax, as circulated at this meeting. Carried.

Motion (Puri Pazo Torres/Kirk Mercer): to increase the Chief Steward's hours from .6 FTE to full time. Carried.

Notice of Motion was served re By-Law amendments that will be brought to the Sept General Meeting.

**9. Corresponding Secretary's Report** - Cathrine Jansen reported 377 leave requests from Nov to Apr - most of them for the contract mediations. The Report was adopted (C. Jansen/C. Friesen).

**10. Treasurer's Report** - Eileen Gormley's April report showed a deficit, owing to the contract mediation expenses and the 40<sup>th</sup> Anniversary Party; however, by the end of May we were back on track with a surplus in both the general account and the Contingency Fund. It was necessary to cash in a term deposit due to pressure on the chequing account from mediation expenses. Revenue from dues will likely increase alongside our pay raises. The Report was adopted (E. Gormley/D. Mollin).

**11. Trustees' Report** - Jill Tate reported to the membership on the 2002-03 audit, which included several recommendations by the trustees and a general memo from CUPE BC re WCB coverage. Overall, the Union's books were well-kept with all appropriate supporting documentation, and the Treasurer was commended for a job well-done. The Report was adopted (J. Tate/Sharon Warren) and was referred to the Exec for implementation. Members recommended that we also look at off-site back-up for other, non-fiscal union documents.

**12. Chief Steward's Report** - Laurie Whyte thanked the members for their support in formalizing her position as full time. On behalf of the Local, she also thanked resigning steward, Hayley Hewson, for her service to the members. The Chief Steward's Report on issues, grievances and mediations was then read and adopted (L. Whyte/J. Tate).

**15. Elections & Installations** - Jackie Degenstein was elected Treasurer by acclamation (to 2008). Sherry Harmsworth, Cathrine Jansen and Michael Gaudet were elected to the Sick Bank Benefits Committee by acclamation (to 2008). The four newly elected officers were sworn in.

**Next Meeting**  
**Wednesday, October 25, 2006**  
**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, Oct 25, 2006**

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

**Room A180, University Centre**

#### **ELECTION**

- Personnel Benefits and Pensions Committee - one member (to May 2007)

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

#### **MINUTES of 27 September 2006**

1. **Roll Call** - Called to order at 11:35 a.m.
2. **Attendance Report & Welcome** - Sgt.-at-Arms Norma Alison reported 47 members attending. Doug welcomed Rebecca Taylor, Chair of the Vancouver Island Human Rights Coalition, who spoke about their work.
3. **Announcements** - Nominations are being accepted for the Women's Conference until Dec 15 - contact Michèle Favarger. The GULU walk for children in Uganda will be held on Oct. 21 - contact Jill Tate. Dale Whitford and Michèle led a reading of the CUPE Equality Statement. Our new website may be found at <http://951.cupe.ca> - Cheryl DeWolfe would appreciate any feedback. Helen Rezanowich distributed copies of the first issue of the revamped Newsletter, *CUPE 951 Community News*.
4. **Agenda** - amended to hold the Chief Steward's Report before the President's Report. Adopted (Doug Sprenger/Helen Rezanowich).
5. **Minutes of 28 June 2006** - Adopted (Claire Friesen/Cheryl DeWolfe).

**7. Executive Report** (Terry Wiley) - The Executive Committee met on July 11 & 12, Aug 1 & 2, and Sep 12 & 13. Business on July 11 & 12 included:

- approving By-Law amendments;
- debating the 2006/07 Budget;
- appointing Diane Rennie a (provisional) Trustee to the Joint Staff Pension Plan.
- approving \$100 in student orientation prizes to raise awareness on campus of CUPE, of organ donor support, and Island Water Watch.

Education motions on July 11 & 12:

- to send up to 4 delegates to the SHARE Intermediate Pension Investment and Governance course, Sep 25-28;
- to send Kathy Yardley to the SHARE Basic Pension Investment and Governance course in Regina, Oct 17-20;
- to send up to 10 members to the CUPE All-Locals Basic Stewarding course on campus, Sep 29-30;
- to send Terry Wiley and Laurie Whyte to the CUPE National University Workers' Strategy Meeting in Montreal, Oct 12-14;
- to send up to 6 aboriginal members to the CUPE BC Aboriginal Gathering, in Victoria, Oct 13-15;
- to send up to 10 delegates to the CUPE All-Locals Basic Health & Safety Course Part 2 on campus, Oct 16-17;
- to send the President and Chief Steward to the Lancaster Bargaining in the Broader Public Sector Conference in Vancouver, Nov. 28;
- to send the President and Chief Steward to the Lancaster Labour Arbitration Conference in Vancouver, Nov. 29;
- to participate with other UVic CUPE Locals in the Lancaster Audio Conferences scheduled this Fall.



Business on Aug 1 & 2 included approving:

- 951 participation in United way campaign and hosting a CUPE-sponsored event;
- a 2<sup>nd</sup> \$100 for Day of Welcome student prizes;
- arbitration preparation expenses;
- a draft Budget for 2006/07;
- union staffing Letters of Agreement;
- appointment of Valentina Sutcliffe to the JJEC;
- LWOP for Laurie Whyte to facilitate a Resolving Conflict course.

It was decided we could not formally endorse the Health Information Science Prescription Drug Cost Study, but member participation in focus groups could be encouraged. Regeneration, recruiting & goal-setting for our committees was also discussed.

Education motions on Aug 1 & 2:

- to send up to 10 members to the CUPE All-Locals course, *Representing Members*, on campus, Sept 27;
- to send Paul Totzke (*Advanced Effective Stewarding*) and Sheilaigh Allan (*Women Breaking Barriers*) to the CUPE Week-long School in Parksville Oct 22-27;
- to send 2 members of the OHS Committee to the Lancaster Health & Safety Conference, Nov 1, & Lancaster WCB Conference, Nov 2, Vancouver;
- to send up to 4 members to CUPE BC Education Sector Conference, Vancouver, Nov 2-4;
- to send up to 10 members to CUPE all-Locals' *Facing Management*, on campus, Nov 17-18;
- to send up to 8 members to the CUPE National Human Rights Conference, Vancouver, Nov 23-25.

Business on Sept 12 & 13 included:

- discussion of proposed Donna Trenholm Scholarship in the Humanities for 951 Members;
- amending the budgets for the Benefits Assistance Fund and the new Hardship fund;
- arbitration hearing update;
- approving one-day Think Tank for stewards;
- approving LWOP for Laurie Whyte to facilitate a Resolving Conflict course(s);
- appointing Jane Stewart Deputy Chief Steward;
- approving a \$300 donation to CUPE BC for support of Vancouver Island Water Watch;
- recommending a \$500 donation to the V.I. Human Rights Coalition [see motion below].
- approving purchase of PDAs to improve communications for President & Chief Steward.

Education motions on Sept 12 & 13:

- to send 3 additional members to the CUPE Week-long School in Parksville, Oct 22-27 (*Advanced Stewarding*);

- to send 2 delegates to the BC Federation of Labour Conference in Vancouver, Nov 27-30.

The Executive Report was adopted (T. Wiley, J. Tate).

Motion (D. Sprenger/Kirk Mercer): to approve the By-Law amendments circulated at this meeting. Carried.

Motion (T. Wiley/Rebecca Taylor): to donate \$500 to the Vancouver Island Human Rights Coalition. Carried.

Motion (D. Sprenger/Michele Favarger): to donate \$300 to the CUPE Library Campaign. Carried.

**12. Chief Steward's Report** - Laurie Whyte reported on the stewards' summer caseload. She gave a huge thank-you on behalf of the Local to resigning steward, Arden Little, for his generous service over the years. There was discussion of our mandatory retirement grievances. Adopted (L. Whyte/J. Tate).

Motion (L. Whyte/Marg Varga): to ratify Kirk Mercer and Rory Beise as stewards. Carried.

**10. Treasurer's Report** - Eileen Gormley's final report as outgoing Treasurer included a 2005-06 Budget v. Expenditure Report, which at year's end showed a surplus in the general account, and a deficit in the Contingency Fund owing to bargaining expenses. Our investment portfolio grew more than expected last year. Adopted (E. Gormley/Jackie Degenstein). Doug thanked Eileen for her excellent work as Treasurer: our finances are in great shape.

Incoming Treasurer, Jackie Degenstein then walked members through the 2006-07 Budget. Members indicated they would like to see the Hardship Fund built up over time.

Motion (J. Degenstein/Michael Gaudet): to adopt the 2006-07 Budget as presented at this meeting. Carried.

**8. President's Report** - Doug referred to membership articles in the Newsletter, and stressed the importance of educating our activists in the light of ongoing conflicts. Some language and clerical challenges have delayed printing the new contract. He suggested referring to the notes presented at our contract ratification meeting in the interim.

**15. Elections & Installations** - Laurie Whyte and Kirk Mercer were elected delegates, and Sheilaigh Allan alternate, to the BC Federation of Labour Convention, Nov 27-Dec 1. The election to the Personnel Benefits & Pensions Committee will be brought forward again in October. Kirk Mercer and Rory Beise were sworn in as stewards.

### Next Meeting

**Wednesday, November 22, 2006**

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

↪ **Room D-103 – MacLaurin Building** ↪



# **CUPE·951**

## ***Working to Keep Strong Communities***

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

### **GENERAL MEETING**

**Wednesday, November 22, 2006**

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

**Room A180, University Centre** *MacLaurin D-103*

#### **ELECTION**

- Personnel Benefits and Pensions Committee - one member (to May 2007)

The annual  
❧ **Holiday Social** ❧  
will be held on  
**Wednesday, December 6**  
11:30 a.m. - 1:00 p.m.  
Room A-180, University Centre

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

#### **MINUTES of 25 October 2006**

- 1. Roll Call** - Called to order at 11:35 a.m.
- 2. Attendance Report & Welcome** - Sgt.-at-Arms Norma Alison reported 34 members attending.

**3. Announcements** - *Keep Our Water Public* water bottles were given out to raise awareness of this issue. ❧ Several members spoke in honour of Mary Finnegan, retiring on Oct 31, who has taken on many roles for Local 951 over the years. Mary thanked the members, and made a point of thanking the Negotiating Committee for protecting our pensions. ❧ It was pointed out that United Way donations can be directed to a particular cause if you specify this on the donation form. ❧ Puri Pazo Torres made a presentation to Connie te Kampe on behalf of the Vancouver Island District Council. ❧ Julie Robertson invited any interested members to attend meetings of the Human Rights and Equity Committee, the third Wednesday every month.

**4. Agenda** - Adopted (Doug Sprenger/Norma Alison).

**5. Minutes of 27 September 2006** - Adopted (Claire Friesen/Diane Rennie).

**6. Business Arising from the Minutes** - Several members spoke against the Local's participation in the United Way Campaign.

**7. Executive Report** (Terry Wiley) - The Executive Committee met on Oct 3 & 4. Business included:

- appointing a subcommittee to review the Good & Welfare Policy and recommend a policy for the new Hardship Fund;
- reviewing our Listserv guidelines - referred to Communications Committee;
- approving 2 additional delegates, for a total of 10, to the Human Rights Conference Nov 23-25;
- approving up to 10 delegates to attend the BC Education Workers Conference, Nov 2-4;



- approving LWOP and an honorarium of \$75 per issue for the 951 Newsletter editor;
- approving a budget of up to \$1000 for the Holiday Social;
- approving continued participation and shared funding (with 917 and 4163) of on-campus education for union activists;
- discussing potential use of the Oracle scheduling calendar, now free for staff;
- accepting the resignation of Ole Heggen as provisional Pension Trustee.

The Executive Report was adopted (T. Wiley, Mary Finnegan). Doug put a call out for anyone interested in taking the training for pension trustees, and potentially replacing Ole Heggen as an alternate, to contact him.

**8. President's Report** (Doug Sprenger) - Doug said the Local is working hard to ensure that everything we worked for in Bargaining does not go astray. He stressed the importance of educating and strengthening our activists in preparation for the 2010 negotiations, which will likely be difficult. Committee work, conferences and educationals all play a role. He reported on the Montreal Strategy Conference, where he sat on the National Planning Committee. BC's delegation was a large one and our voice was heard. President Paul Meist has sent praises from CUPE National for our Newsletter,

particularly the articles on water, aboriginal and human rights - these issues are national in scope. The Report was adopted (D. Sprenger/Valentina Sutcliffe). The next issue of the Newsletter is due out in December; contact Helen Rezanowich with any articles, comments, or ideas.

**10. Treasurer's Report** - Jackie Degenstein filed a preliminary report on the status of both the General Fund and the Contingency Fund as of July 31. She is fine-tuning our new accounting software and will have a complete report at the next meeting.

**12. Chief Steward's Report** - Laurie Whyte gave a detailed report on stewarding activities and new and outstanding grievances, some of which have in fact been resolved. She stressed the importance of asking for union representation when in doubt about any meeting with a manager(s) or supervisor(s). The meeting can be stopped or postponed until representation is available. She asked anyone having difficulty obtaining compassionate or emergency leave to contact her. The Report was adopted (L. Whyte/Melanie Cooke). Our new contract is now posted on the web at <http://951.cupe.ca>

**15. Elections & Installations** - Since there were no nominations, the election to the Personnel Benefits & Pensions Committee will be brought forward again in November.

**Next Meeting and**

**❧ Holiday Social ❧**

**Wednesday, 6 December 2006**

**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, January 31, 2007**

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

**Room A180, University Centre**

#### **ELECTIONS / BY-ELECTIONS**

Executive(both to March 2008):

- Recording Secretary
- Education Chair

CUPE BC Convention, Victoria, May 9-12

- seven (7) delegates

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

#### **MINUTES of 6 December 2006**

- 1. Roll Call** - Called to order at 11:45 a.m.
- 2. Attendance Report & Welcome** - Sgt.-at-Arms Norma Alison reported 109 members attending. Two new members from Admissions were welcomed
- 3. Announcements** - *BC's Water - Keep It Public* water bottles and CUPE BC book bags were sold at the meeting to raise funds for Women's Transition House. Michèle Favarger and Laurie Whyte spoke regarding the National Day (Dec 6) of Remembrance and Action on Violence Against Women, and on building a strong community without violence.

**5. Minutes of 22 November 2006** - Adopted with the correction of a typo under # 8. (C. Friesen/ J. Tate).

**7. Executive Report** (Terry Wiley) - The Executive Committee met on December 5, 2006.

Business arising:

The committee discussed the possibility of a change to mandatory retirement at the age of 65. While this may arise out of legislation, we agreed that while we could not contravene the Human Rights Code on a person's right to work past 65, as a union we would continue to work for wages and pensions that would keep members from retiring below the poverty level and would maintain the right of full retirement at 65 years or earlier.

New business:

The university safety committee is talking about striking a Smoking Task Force to discuss the issue of smoking on campus. A motion was carried to appoint Melanie Cooke as the Local's representative on the Task Force.

Doug Sprenger and Laurie Whyte received the Executive's endorsement for elections at the CUPE BC Convention. They are running as the incumbents in their respective positions (RVP and Trustee), and would like to continue their work while promoting our Local at the provincial level.

The executive passed a motion to grant leave for Laurie Whyte to attend the Facilitators Refresher course, Feb 4-9 2007, at the Harrison School. The Local has already benefited from Laurie's work as a facilitator with a Basic Stewarding course this fall and



a Resolving Conflict course scheduled for our members this spring.

Education Committee motions:

- sponsor a *Harassment Handling Workshop for Shop Stewards* with lawyer Leo McGrady, to be held January 26 (since postponed);
- send Marisa Louisier and Cheryl Vermaning to the Duty to Accommodate course at Harrison Hot Springs, Jan 28-Feb 2;
- send Laurie Whyte to the CUPE Ontario University Workers Regional Conference, Feb 23-24 in Niagara Falls;
- send up to 2 members of the Disability and Return to Work Committee to the Bottom Line Conference: Mental Health in the Workplace, March 7 in Vancouver;
- send up to 10 members to each of the CUPE courses to be held on campus with costs shared by the three Locals and priority given to anyone who could not attend the last workshop(s);
- send up to 4 members to the CUPE Naramata School offered April 23-27 and Apr 30-May 4;
- send up to 10 members to Arbitration Advocacy and Expert Evidence Workshop with CUPE lawyer Leo McGrady, April 16-17 in Victoria;
- send full delegation to the CUPE BC Convention, May 9-12 in Victoria.

Executive Report was adopted (Sheilaigh Allan/ Michèle Favarger). With regard to the mandatory retirement discussion, Doug explained that our contract protects retirement at age 65. However, the Union cannot reasonably say no if a member is offered work beyond that age.

Motion (S. Allan/ J. Tate): to endorse Laurie Whyte for Trustee at the May 2007 CUPE BC election. Carried.

Motion (S. Allan/ M. Favarger): to endorse Doug Sprenger for Regional Vice-President for Vancouver Island at the May 2007 CUPE BC election. Carried.

**8. President's Report** (Doug Sprenger) - Doug will continue working in the new year on Local issues like the joint trusteeship of our Pension Plan, as well as raising awareness of national issues such as

ongoing federal and provincial cutbacks to education funding. He reported that our Newsletter has drawn positive attention from both the Provincial and National Executives. Report adopted (L. Whyte/ Kirk Mercer).

**12. Chief Steward's Report** (Laurie Whyte) - There is now a second harassment case going forward to arbitration. Reminder: if you find yourself at any meeting which you *believe* may affect the terms and conditions of your employment, you may respectfully request that it be discontinued until you have representation from the Union. Members were asked to consider becoming a steward; the Local offers an extensive mentoring program. Report adopted (L. Whyte/ Kirk Mercer). Several questions surrounded the snow day when UVic was closed. UVic is working on guidelines for closure information in future - the radio stations as well as the internet. University Safety Committee to discuss the hazards and injuries caused by uncleared, icy sidewalks and parking lots on the working days subsequent to the closure. Question raised whether staff that need to work outside can refuse under hazardous conditions.

**13. Education Chair's Report** (given by D. Sprenger) - see Exec Report above for motions.

**14. Reports of Committees**

Helen Rezanowich announced that the next issue of the 951 Newsletter will appear in January. Michèle Favarger reported on the *CUPE National Human Rights Conference*, and thanked the Local for sending her as a delegate.

Motion (J. Tate/ M. Favarger): that the funds raised at the meeting for Women's Transition House from sale of book bags and water bottles be matched by CUPE 951. Carried.

*Good and Welfare Committee* reported that this brought the total funds raised for Transition House at the meeting up to \$500.

On behalf of the Local, Doug thanked Kelly Rose and Jill Tate for their work putting together the Holiday Social.

**Next Meeting:**

↻ **Wednesday, 28 February 2007** ↻

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

**Room A-180, University Centre**