

CUPE 951

Working to Keep Strong Communities

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

GENERAL MEETING

Wednesday, 22 January 2003, 11:30 am - 1:00 pm

University Centre A180

AGENDA

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

ELECTION

- For the position of Alternate to the Occupational Health and Safety Committee.

MOTIONS

- To send Kathy Mercer, Lloy Wylie, and Karen Walker to the "Newsletter" Workshop in Nanaimo, Feb 7-8, 2003.
- To send all interested members of the Negotiating Ctte to the Universities Coordinated Bargaining Ctte (UCBC) meetings.

- To endorse the POLIS Statement of Unity: ["We Call on the University: 1. To initiate a new campus planning process with a strong policy mandate and broad terms of reference. This process would include an open and extensive dialogue with the university and wider communities to encourage full information exchange, identify common concerns, and build trust in the process. The new process would engage citizens from the initial to final phases of plan development so as to create a long-term vision, meaningful guiding principles, and innovative design solutions. 2. Until the completion of this new planning process, to construct any new buildings (including those already approved) only on parking lots or pre-existing building sites. It is imperative that all greenspaces be preserved until this process is complete. We expect the University of Victoria to be a leading example of careful land stewardship."]

MINUTES, 11 December 2002

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:45.
2. **ATTENDANCE REPORT** – Norma Allison reported 71 present. (Final total: 85 members attended.)
3. **AGENDA** (Arlene Tulloch)...APPROVED.
4. **APPROVAL OF THE MINUTES 21 November 2002** (Diane Rennie)...CARRIED (addition: the final total was 36 members attended)
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS / INFO AVAILABLE:**
 - BC Hydro info and reply cards
 - CUPE FastFacts on implementing the Romanow Commission Report.
 - Disability Action Group, Community Solidarity Coalition event, Dec 14, noon Centennial Square
 - Wed Night Peace Vigils 7:00 – 8:00 Cenotaph at the Legislature (including Dec 25)

MS JANE BRETT
EQUITY ISSUES
SEDGEWICK BUILDING
ROOM C123

7. EXECUTIVE REPORT (Michael Siddon)

The Executive Cttee met on Tuesday, Dec 3rd and heard a presentation from Justine Stark and Rae St. Arnault from the POLIS Project on Ecological Governance concerning the University Campus Plan.

A report was also given by the delegates to the BC Federation of Labour Convention on the on the Federation's Action Plan as well as other issues which arose during the Convention. Motions arising under new business included motions to

- appoint Angela Cliff to the Joint Job Evaluation Cttee,
- approve Hotel expenses for any VIDC delegates wishing to stay over for the VIDC Christmas Social,
- donate funds to the Anti-Poverty Coalition (tabled pending further information being obtained as to their requirements).

Karen Walker was appointed to represent 951 on the Discrimination and Harassment working Group of the University Human Rights Cttee. In order to reactivate our own Human Rights Cttee (which has not met for some time) Laurie Whyte, Connie te Kampe and Jane Brett have been appointed to the Cttee with a Chair to be decided.

MOVED (Michael Sharon Warren) adoption of the Exec Report...CARRIED

8. PRESIDENT'S REPORT

Doug sits on the BC Fed Education Cttee and reported that the issues of lower tuition fees and government-cancelled apprenticeship programs were raised at convention. As a member of the CUPE BC Education Cttee, Doug is involved with planning the Spring week-long schools. As a member of the CUPE BC Exec, Doug will be involved with implementation of the BC Federation of Labour Action Plan.

MOVED (Doug, Jane) adoption of report...CARRIED

9. CORRESPONDING SECRETARY

Report will be made in January.

10. TREASURER'S REPORT

MOVED (Eileen Gormley, Sheilagh Allen)...CARRIED.

11. TRUSTEES REPORT (none)

12. CHIEF STEWARD'S REPORT

Laurie Whyte reviewed

- 6 grievances forwarded to arbitration involving violations of our certification, personal benefits, discrimination/parental leave, discipline, sick leave & personal leave.
- Kathy Mercer, Marylyn Roddick, Frederick Driver and Donna Mollin were thanked for standing up for the union rights of a member. The Stewards, with executive approval, have undertaken a direct collective action campaign button campaign in the member's department (may expand beyond department in the New Year).
- 3 grievances involving violation of our certification, the LOA regarding experienced casuals in the Bookstore, and seniority & promotions.

- 3 grievances pending which involve internal applicants not being granted interviews, excessive discipline and unreasonable extension of probation.

MOVED (Laurie, Donna Mollin) adoption of the report...CARRIED. (full report available from Laurie).

MOVED (Kathy Mercer, Jill Tate) that we spend \$250 plus applicable taxes on the purchase of "snap ad" badges....CARRIED

13. 50 / 50 DRAW FOR TRANSITION HOUSE

Arden Little was the big winner and generously donated his portion. *Thank you, Arden !*

14. NEGOTIATING COMMITTEE

Management priorities are

- how to reduce sick leave entitlement
 - how to fund the Long Term Disability
 - how to change the pension from a defined benefit.
- Because they are refusing to offer any wage/benefit increases for fear of government clawback, at the December meeting, our Negotiating Cttee formally questioned whether they even have a mandate to negotiate. They responded that we will not be dealing with any other committee.

MOVED (Doug, Arlene) adoption of report...CARRIED.

There was strong feeling that the local dedicate all the resources we can to pressuring or embarrassing the employer to bring forward a proposal that merits our serious consideration. Members are well aware of the increases to Faculty and PEA paycheques.

MOVED (Doug) adoption of the report...CARRIED

Adjourned 1:10.

*Many thanks to
Barbara Massignani, Donna Mollin, & Karen Walker*



*for arranging for festive foods & beverages
and for the purchase, wrapping & transportation of the
many door-prizes drawn throughout the meeting.*

*Many thanks to Helen Rezanowich,
Lesley Quin, Marilyn Van Imschoot, Donna Mollin,
Karen Walker, Laurie Whyte & Jill Tate*



*for the many hours spent collecting, sorting
& delivering Toiletries & Trinkets*

**NEXT MEETING: Wednesday, February 26
UniCentre A180**

FEB 26 2003

CUPE 951

Working to Keep Strong Communities

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

**vote YES
Feb 20 !!**

GENERAL MEETING

Wed 26 Feb 2003, 11:30 am - 1:00 pm

University Centre A180

AGENDA

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3. Approval of the Agenda
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16. Adjournment

MOTIONS

- ① ▪ To send Jill Tate and Connie te Kampe to CUPE's "Duty to Accommodate" March 28, UVic Senate Chambers
- ② ▪ To send Laurie Whyte to "Cross Examination" and "Non-Selection Grievances" on March 28 & 29 at the Capilano College, Labour Studies (Burnaby).
- ③ ▪ To send Kathy Mercer to "Issues in Women's Occupational Health," March 30 and April 6 at Capilano College, Labour Studies (Burnaby).
- ④ ▪ To send up to 2 members to CUPE's "Effective Stewarding (Basic)" on April 4-5 in HSD A264

{ Label }

PROPOSED RESOLUTION FOR CUPE BC CONVENTION

THEREFORE BE IT RESOLVED that CUPE BC demand through CUPE National that the federal government refuse the harbour visits of U.S. ships until the time when (1) they will accept Canadian inspection that they are without weapons of mass destruction, and (2) they no longer use nuclear power plants (mobile Chernobyls).

MINUTES, 22 January 2002

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:38.
2. **ATTENDANCE REPORT** – Norma Allison reported 37 present. (Final total: 58 members attended.)
3. **AGENDA APPROVAL** (Anita Sanchez)...CARRIED.
4. **APPROVAL OF THE MINUTES OF 11 December 2002** (Karen Walker)...CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS / INFO AVAILABLE**
 - Women's Conference, 19 February – please refer to the President's letter which encourages managers to make every effort to accommodate male / female staff who express an interest in attending. This is considered paid leave for professional development.
7. **EXECUTIVE REPORT** (Michael Siddon)

The Executive met Jan 7 & 8th with Jan 8 devoted to bargaining issues. Motions adopted Jan 7 included:

 - to endorse the POLIS statement
 - to send all interested members of the Negotiating Cttee to the Universities Coordinated Bargaining Cttee meetings in Vancouver
 - to absorb the BC Federation of Labour per capita increase out of our existing funds. The per capita

will rise by .05/member over the next year and will be used to fund the Fight Back campaign

- to strike a sub-cttee (Michael Siddon, Connie te Kampe, Eileen Gormley) to renegotiate our LOA on Union staffing which expires on March 31.

Education motions included a motion to send Doug Sprenger to an Employment Standards 1-day seminar in Vancouver Jan 29 and a motion to send Kathy Mercer, Karen Walker and Lloy Wylie to the CUPE Newsletter Workshop in Nanaimo on Feb 7 & 8. A motion to approve LWOP for Laurie Whyte to facilitate a workshop at Naramata May 5 -9 was also carried. Laurie agreed to draft a letter to the Salvation Army for Executive approval concerning poor treatment of employees and cutbacks to patients at Sunset Lodge which have made us reluctant to support their programs. Matters discussed at the Jan 8 meeting (attended by members of the Negotiating and Agreement Study Cttes, will arise during the Negotiating Committee report).

MOVED (Anita Sanchez) adoption of the report... CARRIED.

8. **PRESIDENT'S REPORT** – Doug will be attending CUPE BC Executive meetings next week regarding the fight back campaign. Preparations are underway for a rally February 11 when the Legislature re-opens. Later in the month, 1st V-P Michael Siddon will be joining Doug at an "All President's" CUPE BC meeting.
 9. **CORRESPONDING SECRETARY** – Reports for December and January distributed.
 10. **TREASURER'S REPORT** – There were 26 claims @ \$40 each to cover pay deductions for those unable to attend work due to pickets on October 7th, the Day of Defiance. There is a notable surplus at the time of year we usually show lower figures.
 11. **TRUSTEES** – no report
 12. **CHIEF STEWARD** – Acting Chief Steward Terry Wiley reported
 - Since December, Letter of Agreement #6 ("Employment Security for Regular Employees") has been applied to 3 people: 2 were retained in other positions, 1 was laid off with severance.
 - February 15 is the tentative date for one arbitration, but UVic has yet to agree on the arbitrator (Stephen Kelleher has been suggested).
 - Arbitration dates have been requested for the "extended health benefits" and for the "parental top-up" grievances, however, there appear to be no early dates available on Stephen Kelleher's calendar.
- MOVED** (Doug, Jane) adoption of the reports... CARRIED.
13. **MOVED** (Jill Tate) to send all interested members of the Negotiating Cttee to the Universities Coordinated Bargaining Cttee (UCBC) meetings..... CARRIED. Michael and Doug have been attending on a monthly basis at no charge to the local, as CUPE BC pays for the president and one delegate.
 14. **MOVED** (Karen Walker) To endorse the POLIS State-

ment of Unity: ["We Call on the University: (1.) To initiate a new campus planning process with a strong policy mandate and broad terms of reference. This process would include an open and extensive dialogue with the university and wider communities to encourage full information exchange, identify common concerns, and build trust in the process. The new process would engage citizens from the initial to final phases of plan development so as to create a long-term vision, meaningful guiding principles, and innovative design solutions. (2.) Until the completion of this new planning process, to construct any new buildings (including those already approved) only on parking lots or pre-existing building sites. It is imperative that all greenspaces be preserved until this process is complete. We expect the University of Victoria to be a leading example of careful land stewardship."] ... CARRIED.

15. REPORTS FROM COMMITTEES & DELEGATES

- **University Coordinated Bargaining Cttee & CUPE 951 Negotiating Cttee** – Doug reported on current discussions and their relationship to positions taken by UVic during bargaining. Management's package is expected to be delivered at the next day of bargaining (February 6th).
MOVED – adoption of the report... CARRIED
- **Sick Bank Cttee** – Sherry Harmsworth reported each member's contribution is expected to be one day less this year ☺ Exact numbers will be available in February.
- **Newsletter Cttee** – Kathy Mercer invited feedback on the Newsletter. Please send your ideas for the April edition to her.
- **Education Cttee**
MOVED (Sheilagh Allen) To send Kathy Mercer, Lloy Wylie, and Karen Walker to the "Newsletter" Workshop in Nanaimo Feb 7 & 8... CARRIED. Although this is a 2-day course, it only requires union payment of 1 day's wages.

ELECTION

- **Occupational Health and Safety Cttee** -.Karen Walker was warmly applauded for volunteering for the position of Alternate.

REPORTS (continued)

- **BC Federation of Labour Convention Report** – Connie, Jane, Michael and Doug gave verbal reports (printed copies of Jane's were distributed). Delegates' reports can be found on <http://www.educ.uvic.ca/cupe951/>
- **Retirement Seminar & Stress in the Workplace Workshop** – Mary Finnegan thanked members for sending her to these and invited members to read her reports on the web and to contact her for more information.

Adjournment 12:55.

Next Gen Meeting: March 26

UniCentre A180



Working to Keep Strong Communities

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

GENERAL MEETING

Wednesday, 26 March 2003, 11:30 am - 1:00 pm

University Centre A180

AGENDA

1. Roll Call of Officers and Stewards
2. Attendance Report, Welcome and Introduction of New Members
3. Approval of the Agenda
4. Approval of the Minutes of Previous Meeting
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12. Reports of Committees, Delegates
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14. Unfinished Business
15. New Business
16. Adjournment

NOTICE OF ELECTION

- To send four delegates to the CUPE National Convention October 26-31 in Quebec City. [Doug Sprenger & Michael Siddon would exercise their options to attend. Two other delegates plus one alternate to be elected.]

MOTION

- To send Karen Walker to the United Way Union Counselling course May 1 – 4 in Victoria.

MINUTES 26 February 2003

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:38.
2. **ATTENDANCE REPORT** – Norma Allison reported 59 present. Welcome new member: Chris McLaren, University Communications. Congratulations were extended *in absentia* to Steward Hayley Hewson who left Bargaining yesterday to deliver a baby boy ! (Final total: 89 members attended.)
3. **AGENDA APPROVAL** (Arlene Tulloch)...CARRIED.
4. **APPROVAL OF THE MINUTES OF 22 January 2003** (Jill Tate)...CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS / INFO AVAILABLE** - none
7. **EXECUTIVE REPORT** (Michael Siddon)
The Executive met on the 4th and 5th of February and the following motions were carried: To
 - Book off up to 10 members for 1/2 day to attend the February 11th rally at the Legislature.
 - Appoint Dale Whitford to the Negotiating Cttee with Sean Adams as alternate in order to replace Hayley Hewson who will be on maternity leave.
 - Donate \$100 to the UVic Women's' Conference and \$100 to the Anti-Poverty Association towards the purchase of a printer.
 - Approve leaves for Laurie Whyte, Doug Sprenger and Sharon Warren to attend an arbitration.
 - Approve leave for Laurie Whyte to attend the BC Federation of Labour Summer Institute for Union Women as a facilitator July 9 - 13.

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- Send Michael Siddon to the CUPE BC All President's Meeting on February 21st, as Doug Sprenger will be attending on behalf of CUPE B.C.
 - Approve a proposed resolution for the CUPE BC Convention which [appeared on the February General Meeting agenda. Several motions arising from the Education Cttee Report also appeared on the agenda.]
- MOVED (Michael, Jill Tate) approval of report...CARRIED

MOVED (Kathy Mercer) to donate \$100 to Anti-Poverty Association toward the purchase of a printer...CARRIED

MOVED (Jane Brett, Larry MacKnicky) to send the following resolution to the CUPE BC Convention: THEREFORE BE IT RESOLVED that CUPE BC demand through CUPE National that the federal government refuse the harbour visits of U.S. ships until the time when (1) they will accept Canadian inspection that they are without weapons of mass destruction, and (2) they no longer use nuclear power plants (mobile Chernobyls)...CARRIED (opposed: Liliane Morgan)

8. PRESIDENT'S REPORT – Doug reported on the All CUPE Presidents meeting he and Michael had attended in Vancouver and on the impact of our strike vote. Doug will be letting his name stand for the position of regional VP (Vancouver Island) on the CUPE BC Executive.
MOVED (Doug, Terry) approval of report...CARRIED

9. CORRESPONDING SECRETARY – There were 67 items of correspondence in February. MOVED (Karen Walker, Sheilagh Allen) approval...CARRIED

10. TREASURER'S REPORT – Eileen Gormley circulated a report showing a surplus of \$4,716 in the account as of Jan 31 & a balance of \$289, 945 in the Contingency Fund. MOVED (Eileen Gormley, Pamela Nielsen)...CARRIED

11. TRUSTEES – no report. Doug inquired when there would a report. Trustee Paul Nightingale indicated he would meet with Doug after the meeting.

12. CHIEF STEWARD – Acting Chief Steward Terry Wiley:

- Pension issues: There are some eligible regular part-time members who missed enrolment and whose cases are still being investigated. Corrections have been made for the eligible regular full-time members missed.
- E-mail & Internet usage: refer to UVic's policy 6030 web.uvic.ca/uvic-policies/pol-6000/6030CTUR.html
- Arbitration: The excessive discipline grievance will be heard mid-March
- Dates are being sought for the parental leave grievance

13. REPORTS FROM COMMITTEES & DELEGATES

- **Bargaining Cttee** – Doug reported on current discussions and their relationship to positions taken by UVic during bargaining. Members indicated their strong support for the Bargaining Committee. MOVED (Doug, Sheilagh) adoption of the report...CARRIED

- **Union Counselling Referral** – Jill acknowledged the work of the editors of *The Friendly Ear* [applause] and gave a history of International Women's Day (March 8)
- **Education Cttee** - Eligibility requirements will be waived for the Victoria Labour Council courses; anyone interested please contact Puri Pazo-Torres.
- MOVED (Puri, Sheilagh) To send Jill Tate and Connie te Kampe to CUPE's "Duty to Accommodate" March 28, UVic Senate Chambers) ...CARRIED
- MOVED (Puri, Sharon Warren) To send Laurie Whyte to the "Cross Examination" and "Non-Selection Grievances" courses on March 28 & 29 at the Capilano College, Labour Studies (Burnaby)...CARRIED
- MOVED (Puri, Pamela Neilsen) To send Kathy Mercer to "Issues in Women's Occupational Health," March 30 and April 6 at Capilano College, Labour Studies (Burnaby)...CARRIED
- MOVED (Puri, Jill Tate) To send up to 2 members to CUPE's "Effective Stewarding (Basic)" on April 4-5 in HSD A264...CARRIED
- **Sick Bank Cttee** – Sheryl Harmsworth reported the Bank has surplus of 35 days so only ½ a day will be deducted from members this year! Some members apparently have been mis-advised to use their vacation days when they run out of sick leave, not realising they can apply to the Sick Bank. It should always be the member's choice whether they use vacation days.
- **Occupational Health and Safety Cttee** - Kathy Mercer advised members to report accidents & record incidents in a timely manner (Accident Books are available from UVic's department of Occupational Health & Safety).

NEW BUSINESS

MOVED (Doug, Jill) THAT we donate \$200 to Local 2278 (UBC Teaching Assistants)...
Amended (Liliane, Jill)...\$500...CARRIED
Amended Motion...CARRIED

ELECTION to the Sick Bank Committee: volunteer Helen Rezanowich was acclaimed.

Announcements:

- CUPE National President Judy Darcy has resigned citing 100,000 hours of travel. An election will be held in Oct at the CUPE National Convention in Quebec City.
- **Newsletter Cttee** – Kathy Mercer and Lloy Wiley will be producing a newsletter in the next few weeks and would like to have MS Word, as recommended at the Newsletter workshop they attended.
- **War on Iraq** – In case of war, protestors will mobilize on Fort Street at 5 pm in front of the Recruitment Centre.

Adjournment 12:45.

Next General Meeting: April 30



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

GENERAL MEETING

Wednesday, 30 April 2003, 11:30 am - 1:00 pm

→ → *Note Change of Location: MacLaurin D288* ← ←

AGENDA

1. Roll Call of Officers and Stewards
2. Attendance Report, Welcome and Introduction of New Members
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14. Unfinished Business
15. New Business
16. Adjournment

MINUTES 26 March 2003

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:38.
2. **ATTENDANCE REPORT** – [Sgt. at Arms Norma Allison reports a total of 77 members attended.]
3. **AGENDA APPROVAL** (Kathy Mercer)... CARRIED.
4. **APPROVAL OF THE MINUTES OF 26 February 2003** (Jill Tate) with corrections ("E.ar" = "Ear", "Mach" = "March"... CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS / INFO AVAILABLE**
 - Posters for the Walk for Global Justice: April 26th
 - "War & Poverty," April 3rd, Bayanihan Centre
7. **EXECUTIVE REPORT** (Michael Siddon)

The Executive Committee met on March 4th and 5th and all Executive Officer and Committee reports were given and approved as submitted. On March 5th members of the Negotiating and Agreement Study Committees were in attendance for a discussion on bargaining issues. Other items of business and corresponding motions included:

 - Discussion on assigning the role of Job Evaluation advisor to the 2nd V- P position with a Job Evaluation package being created for the use of members considering applying for upgrades to their positions. The plan has been approved in principle.
 - CUPE 951 has put forward the names of Karen Walker and Sarah Baylow to the EFAP committee with one to be selected as our representative on the Committee.
 - We have declined to participate on the Discrimination and Harassment Appeal Committee, as we prefer our members to use the Grievance procedure.

MS JANE BRETT
EQUITY ISSUES
SEDGEWICK BUILDING
ROOM C123

- Motions to purchase a Microsoft Word program for Kathy Mercer for use by the Newsletter Committee and to grant LWOP for Puri Pazo-Torres to attend a Communities Solidarity Committee planning meeting were approved.

Several Motions arising from the Education Committee were also approved including motions to send:

- Dale Whitford to the CUPE Advanced Effective Stewarding course in Victoria, March 28-29
- Up to 10 delegates to the VLC Weekend seminar courses on May 3 – 4
- Karen Walker to the Union Counseling course in Victoria on May 1 – 4
- Doug Sprenger & Connie te Kampe to the Workplace Privacy and Human Rights conferences in Vancouver on May 29 – 30
- Four delegates to the CUPE National Convention in Quebec City on October 26 - 31. Two Delegates and one alternate will be elected as Doug Sprenger and Michael Siddon will exercise their options to attend.

MOVED (Michael Siddon, Pam Nielson) acceptance of report...CARRIED

8. PRESIDENT'S REPORT & NEGOTIATIONS REPORT

Doug Sprenger gave reports from the CUPE BC Executive Meeting and from the UBC picket lines (for which members expressed appreciation that he attended in solidarity). Arbitrator Mark Brown has been appointed to the UBC negotiations and he made "flexibility" a condition of his appointment. Our local has requested a mediator and mediation dates, as we expect to continue bargaining with the employer. Doug will be attending a meeting on Friday at the regional office. The Negotiations Committee appreciates the support of our strike vote and the strength of the CUPE-wide Solidarity Vote.

MOVED (Doug, Arlene Tulloch) adoption of the report...CARRIED

Corresponding Secretary Report

MOVED (Karen Walker) to adopt as distributed...

Treasurer's report

MOVED (Eileen Gormley) to adopt as distributed...

9. TRUSTEES REPORT: Paul Nightingale reported that the audit of the 1999 books have been completed and found to be in order. MOVED (Paul) adoption of report...

MOVED (Suzanne Lanthier) adoption of all of the previous reports...CARRIED

10. CHIEF STEWARD'S REPORT: Laurie Whyte reported on resolved and outstanding grievances. The complete report will be up on the web-site www.educ.uvic.ca/cupe951/

MOVED (Laurie, Terry Wiley) adoption of the Chief Steward's Report...CARRIED

MOVED (Laurie, Michelle Favarger) to waive attendance requirements and to accept Ash Senini and Pam Nielsen as Stewards for Local 951...CARRIED

11. REPORTS OF COMMITTEES & DELEGATES

STRIKE COMMITTEE: Pam Nielsen, Karen Walker, and Sharon Warren

PHONE TREE COMMITTEE: : Carol Rohdin, coordinator

EDUCATION COMMITTEE: Puri Pazo-Torres announced there were still 4 spaces available in the Victoria Labour Council spring courses.

MOVED (Puri Pazo-Torres, Pam Nielsen To send four delegates to the CUPE National Convention October 26-31 in Quebec City...CARRIED.

Doug Sprenger & Michael Siddon will exercise their options to attend; **Laurie Whyte** and **Connie te Kampe** were elected as the other two delegates and Jane Brett as Alternate.

- MOVED (Puri Pazo-Torres, Suzanne Lanthier) To send Karen Walker to the United Way Union Counselling course May 1 – 4 in Victoria....CARRIED

OCCUPATIONAL HEALTH & SAFETY COMMITTEE:

Kathy Walker urged members not to use their own vehicles during working hours as they will only have their own ICBC coverage in the event of accident. The issue of fragrance has been removed from the Joint Safety Committee and the University is now drafting a policy which will empower Deans, Directors and Chairs to do something. Michelle Favarger requested the committee investigate the use of light-controlled cross-walks.

HUMAN RIGHTS COMMITTEE: Connie te Kampe reported on the March 20th presentation by BCGEU speaker Karen Wickham: "Restoring Funding to Women's Services."

CUPE SCHOLARSHIP COMMITTEE: Marg Varga reported that a revised form will be available in May.

JOINT JOB EVALUATION COMMITTEE: Marg Varga reported the committee's work on job audits should be completed mid-April. Doug suggested that in order to prevent alerting managers, employees may be able to access JJE Questionnaires on the CUPE web-site. Additional duties for the 1st V-P may be to be a JJE advisor.

CUPE RETIREMENT BENEFIT PACKAGE – Jill Stringer reported this will be distributed at the end of May.

Adjourned 12:42

***Next General Meeting
Wednesday, May 28
MacLaurin D288***



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

GENERAL MEETING

Wednesday, 28 May 2003, 11:30 am - 1:00 pm

→ → *Note Change of Location: MacLaurin D288* ← ←

AGENDA

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MOTION

To send one delegate to the Summer Institute for Union Women sponsored by the BC Federation of Labour: "Women's World Order, Raising Our Voice – Building Our Power," Canadian and American Union Women will come together at the University of Victoria.

MINUTES 30 April 2003

1. **ROLL CALL** – President Doug Sprenger called the meeting to order at 11:35.
2. **ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 31 members present; the final total was 49.
3. **APPROVAL OF THE AGENDA** (Arlene Tulloch)...CARRIED.
4. **APPROVAL OF THE MINUTES OF 26 March 2003** (Jane Brett, Catherine Corey) with corrections (Under JJE: "1st VP" should have been "2nd V.P.". Under OH & S: "Walker" = "Mercer") ...CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS**

MS JANE BRETT
EQUITY ISSUES
SEDGEWICK BUILDING
ROOM C123

Doug displayed one of the April 28th "yellow canary" National Day of Mourning t-shirts he purchased at the CUPE BC Conference. Lorna Daniels had the winning number.

7. **EXECUTIVE REPORT** - Michael Sidon reported there were no motions from the April 1st Executive Committee meeting, as the discussion centered largely around SARS. A SARS coordinator has been hired and the Executive is satisfied that everything is being done. Please refer to information on the UVic homepage for updates. Jane Brett requested that any defaced SARS posters, as well as any other racially defaced posters, be removed and sent to her.

MOVED (Michael) to adopt the Exec report...CARRIED.

8. **PRESIDENT'S REPORT** - Doug Sprenger asked for patience in getting e-mail responses; he has been away for 2 weeks .

9. **CORRESPONDING SECRETARY**- Karen Walker circulated her report.

10. **TREASURER'S REPORT** - Eileen Gormley noted expenses were higher than expected under Seminars & Education as well as Negotiations. Doug indicated that the membership will be asked at the end of Negotiations to approve transferring the Negotiations costs to the Contingency Fund, as (after the Strike Vote) they are legitimately "strike avoidance" expenses. They are being shown separately in the budget until then.

MOVED (Eileen, Marilyn van Imshoot) approval of the Treasurer's Report...CARRIED.

11. CHIEF STEWARD'S REPORT

Laurie Whyte described 4 outstanding grievances which will be going to arbitration. Regarding Sick Leave, if you

become ill and must leave work, be sure to ask your supervisor for permission to leave because you are sick.

MOVED (Laurie, Pam Nielson) approval of the Chief Steward's report...CARRIED

12. **NEGOTIATING COMMITTEE** - Doug Sprenger reported on the April 14th UCBC (Universities Coordinated Bargaining Committee) meeting held in Vancouver, coincidentally the date the binding arbitration was handed down to the UBC locals. The SFU's non-binding Industrial Inquiry Commission ruling was also discussed. Mark Brown's rulings will probably now be applied to the whole sector as "the pattern". UNBC (Prince George) settled last week without mediation.

The 951 Negotiating Committee and UVic's Committee had its first meeting this morning with Debbie Cameron (a Mediator from Mark Brown's office) and there have been signs of movement on some long-outstanding issues.

MOVED (Doug, Claire Friesen) adoption of Negotiating Committee Report...CARRIED

13. CUPE BC DELEGATE REPORTS:

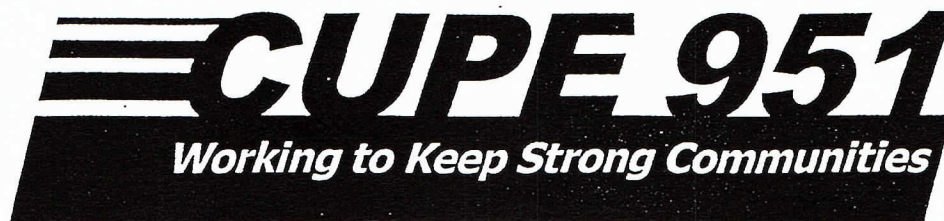
Sharon Warren, Laurie Whyte, Puri Pazo Torres, Michael Siddon, Jane Brett, and Doug Sprenger reported on the 40th CUPE BC Convention held in Prince George, April 23-26.

**Next General Meeting
WEDNESDAY, JUNE 28
MacLaurin D288**

YOU CAN FIND IT ON THE WEB:

www.educ.uvic.ca/cupe951/

- Executive List
- Steward Contacts
- Chief Steward's Reports
- Bargaining Reports
- Delegate Reports



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

GENERAL MEETING

Wednesday, 25 June 2003, 11:30 am - 1:00 pm

→ → *Note Location* → → **MacLaurin D288** ← ←

AGENDA

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

{ Label }

ELECTIONS FOR THE POSITIONS OF

- Recording Secretary (until March 2004)
- Trustee (until March 2006)

MINUTES 28 May 2003

The meeting began with screening of the CUPE BC video "40 Years Strong/Strong Communities"

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:35.
2. **ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 27 members present; the final total was 34.
3. **APPROVAL OF THE AGENDA** (Pamela Nielson)... CARRIED.
4. **APPROVAL OF 26 March 2003 MINUTES** (Jane Brett) with corrections: (under next Meeting, "June 25"; under the Treasurer's Report: "van Imschoot)... CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS**
Karen Walker invited members to be involved with the Human Rights Committee's "noon activism". Next opportunity: June 18 on "Sweatshops"

Jane Brett thanked members for the privilege of serving and invited those interested in the position to contact her.

7. **EXECUTIVE REPORT** - Michael Siddon reported on the May 8th Exec meeting:

- Reports were given by the Negotiating and Union Staffing Committees in addition to the regular Executive Officer and Committee reports.
- Jane Brett announced that she would be resigning her position as Recording Secretary after the June 2003 General Meeting. A by-election will be held at the June meeting for the balance of the term.
- Details of the new Union Staffing LOA regarding members access to the President and Chief Steward has been published on the list-serve.
- A motion to send one delegate to the B.C. Federation of Labour Summer Institute for Women to be held here at the University was carried with an election to be held at this meeting.

There was much discussion regarding the Letter of Agreement effecting changes in the Chief Steward's hours. The membership requested that the Exec strike a committee to further study the Chief Steward's position.

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

8. **PRESIDENT'S REPORT** - Doug reported that he has been re-elected to the CUPE BC Exec. A Think Tank for the local Exec, committee members, and stewards will be held in the next few weeks.

9. **CORRESPONDING SECRETARY**- Karen Walker circulated the April & May reports.

10. **TREASURER'S REPORT** – In Eileen's absence (IAAP, Niagara Falls), Doug reported that the apparent \$4,000 "deficit" is actually the costs of negotiations and will be billed to the Strike / Avoidance Contingency Fund when all expenses are in. Re-imburements will be forthcoming from CUPE BC & CUPE National to cover the advances for non-951 events. These show up in the Accounts Payable and then the Accounts Receivable lines. Members suggested it would be helpful to reprint monthly the Budget & the Contingency Fund showing expended and balance.

MOVED (Doug, Pamela) to adopt the Treasurer's Report... CARRIED

11. **TRUSTEES** – no report

12. **CHIEF STEWARD** – Laurie Whyte indicated that of the 4 outstanding grievances: the Bookstore one has been withdrawn, the two parental leave top-up grievances have been resolved in favour of the union, and the paramedical grievance will be going before Arbitrator Stephen Kelleher.

Laurie's new hours are:

M Th F	7:15 am – 4:00 pm	union business
T W	7:30 am – 4:00 pm	Library only

Terry Wiley and Arden Little are available in Laurie's absence.

This Thursday evening: Stewards will be meeting with Al Gallop (temporarily replacing National Rep, Kevin Galichon). Exec invited.

MOVED (Laurie) to adopt the Corresponding Secretary's and the Chief Steward's Reports ... CARRIED.

13. **COMMITTEE & DELEGATE REPORTS**

- **Negotiating Committee** – Doug reviewed features of the final settlement package.

MOVED (Doug, Jane) adoption of the Negotiating Committee Report... CARRIED.

- **Education Report**

MOVED (Puri, Jill) To send one delegate to the Summer Institute for Union Women July 9 – 13 sponsored by the BC Federation of Labour and held at UVic.

MOVED (Pamela, Jill) to amend the motion to "two delegates" CARRIED.

Main Motion as amended... CARRIED

ELECTED: Pam Nielson, Catherine Corey !

Kathy Mercer announced that a workshop had been cancelled and likewise the "Let's Talk" which would have followed it.

- **Board of Governors** – Jill Tate announced that the 917 & 951 collective agreements have been ratified.

Next General Meeting:

WEDNESDAY, SEPTEMBER 24

CUPE 951

Working to Keep Strong Communities

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

GENERAL MEETING

Wednesday, 24 September 2003, 11:30 am - 1:00 pm

→ → *Note Location* → → MacLaurin D288 ← ←

AGENDA

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

MOTION

- To approve CUPE 951 Budget.
- To approve new Contingency Fund Policies and Procedures.
- To send two delegates to the BC Fed Convention November 24th - 26th. (Doug Sprenger will exercise his option to attend and the other delegate will be elected.)
- To send up to ten people to the Victoria Labour Council Weekend Seminars October 18th & 19th.
- To send up to eight people to the CUPE Retirement Planning Seminar November 27th - 29th.

MINUTES 25 June 2003

The meeting began with screening of the CUPE BC video "40 Years Strong/Strong Communities"

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:35.
2. **ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 37 members present; the final total was 40 plus guest Allan Gallupe, CUPE National (substitute) rep.
3. **APPROVAL OF THE AGENDA** (Cheryl Gonnason)...CARRIED.
4. **APPROVAL OF 28 May 2003 MINUTES** (Catherine Corey) with corrections: Bookstore Grievance resolved not withdrawn...CARRIED

{ Label }

5. **MATTERS ARISING** – BC Fed 2002 Convention Proceedings are available from Jane Brett. Judy Darcy's Globe & Mail article "Campbell's surgical strike" is on the CUPE BC web-site.

6. **ANNOUNCEMENTS** - none

7. **EXECUTIVE REPORT** - Michael Siddon reported on the June 3rd & 4th Exec meetings:

- A report was given on a Union software program demonstration. It was decided that further investigation was needed to determine if it would benefit the Local at reasonable cost.
- A discussion was held on plans to conduct Job Evaluation workshops for interested members. Connie te Kampe will report progress on plans at the July meeting.
- It was noted that we neglected to elect a Trustee at the March General meeting. A motion was carried to conduct an election at the June meeting with the term to be July 2003 to March 2006.
- It was agreed during the Treasurer's Report that the current budget year will be extended one month until the end of June as this will make it much easier to close the books. A new budget will be submitted at the July Executive meeting.
- Additional motions carried included; A motion to approve LWOP for all individuals appointed to CUPE BC Committees. The names put forward are: Karen Walker-Committee Against Racism and Discrimination, Puri Pazo-Torres - International Solidarity Committee, Kathy Yardley -Library Committee, Michael Siddon -Universities Committee, Laurie Whyte - Women's Committee.
- A motion to purchase two desktop computers for the President & the Chief Stewards' office at a cost of \$4000 with the Presidents current laptop being passed to the Treasurer with a new economy printer and carrying case added.

MOVED (Michael, Pamela Nielsen) to adopt the Exec report...CARRIED.

PRESIDENT'S REPORT - Doug has been reappointed as Chair of the Universities Committee & will chair the Coordinated Bargaining Committee in the next round of bargaining. He is also chair of the Provincial Education Committee. He recently attended a CUPE BC Think Tank in Kelowna where dominant issues were (1) support for The Action Plan, (2) opposition to a National Strike Fund dues increase.

MOVED (Doug, Eileen Gormley) to adopt the Presidents report...CARRIED.

8. **CORRESPONDING SECRETARY**- Karen Walker reported 23 items of new business.

MOVED (Karen, Marg Varga) to adopt the Corresponding secretary's report...CARRIED.

9. **TREASURER'S REPORT** – Eileen Gormley plans to report the Contingency Fund and Investments quarterly

10. **TRUSTEES** – no report

11. **CHIEF STEWARD** – Laurie Whyte reported a total of 4 layoffs; there is probable placement for the 3rd & the 4th is still covered under the LOA & is also waiting for placement. A Labour - Management meeting has been requested because internals are not getting interviews. Management has been asked to produce details on past practice for shift differential for part-timers, so this may go to grievance. The Paramedical policy grievance will go to arbitration in Oct/ Nov (Connie Kilfoil will lead the arbitration & Laurie & Al Gallupe will begin preparing next week.)

MOVED (Laurie, Pamela) to adopt the Chief Steward's Reports ...CARRIED.

MOVED (Laurie) ratification of Catherine Corey as Steward...CARRIED

12. COMMITTEE & DELEGATE REPORTS

Human Rights: "No Sweat" featured a presentation of Bookstore purchasing practices by Linda Maasch; another meeting is planned. Contact Karen Walker to get involved in lunch-time activism. Connie te Kampe has stepped down as co-chair and was thanked by Laurie for re-activating the committee.

Swearing In: Congratulations to Pamela Nielsen, elected as new Recording Secretary, and Ron McKenzie, re-elected as Trustee. They were sworn in along with new stewards Ash Senini & Catherine Corey.

NEXT GENERAL MEETING:

WEDNESDAY, OCTOBER 22nd



CUPE 951

Working to Keep Strong Communities

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

GENERAL MEETING

Wednesday, 22 October 2003, 11:30 am - 1:00 pm

University Centre Room A180

AGENDA

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

MINUTES 24th September 2003

- 1. ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:35.
- 2. ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 30 members present; the final total was 47.
- 3. APPROVAL OF THE AGENDA** (Mary Finegan)...CARRIED.
- 4. APPROVAL OF 25 June 2003 MINUTES** (Diane Rennie) no changes required...CARRIED
- 5. MATTERS ARISING** – none
- 6. ANNOUNCEMENTS** - none
- 7. EXECUTIVE REPORT** - Michael Siddon submitted his written report to Connie te Kampe & Connie reported on the July, August, & September Exec meetings. Motions arising from the Executive meeting were reported to the membership attending the General Meeting they included motions from the Treasurers' reports, the Education committee and from a Safety Review of the Union Office.

Motion to donate \$100 each to the Community Solidarity Committee and the Together against Poverty Society and a Motion to boycott the JE process until full gender equity is achieved were defeated.

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

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8. PRESIDENT'S REPORT - Doug deferred his report in order to make sure that we had enough time to cover the motions brought forward to the meeting.

9. CORRESPONDING SECRETARY- no report.

10. TREASURER'S REPORT – Eileen Gormley submitted her reports for June, July and August, 2003. In addition Eileen reported on the Contingency Fund for January 2002 – June 2003 and the locals investments as of June 20th, 2003.

There was a motion to approve the budget July 1, 2003 – June 30, 2004 the local has trimmed the budget this year to clear up the deficit owing. The Per capitas will increase in the new year due to the technical workers and nurses receiving their wage adjustments.

There was a motion to approve the revised Contingency Fund Policies and Procedures the new procedures are to reassure the local that there are policies and procedures in place and that the locals money is used / invested wisely.

Eileen reported that the books for 2002 – 2003 are complete and ready to go to the Trustees. Eileen also reported that she did not need to purchase a new printer but was instead able to replace a part on her current printer saving the local money.

MOVED (Eileen, Terry) to adopt the June 2003 Treasurers report...CARRIED

MOVED (Eileen, Jill Tate) to adopt the July & August 2003 Treasurers report...CARRIED

MOVED (Eileen, Jill) to approve the CUPE 951 Budget...CARRIED

MOVED (Eileen, Jill) to approve the new Contingency Fund Policies & Procedures...CARRIED

11. TRUSTEES – They have just about finished the 2000 report and are now beginning the 2001.

12. CHIEF STEWARD – Laurie Whyte reported that there are four outstanding grievances two in the Bookstore, the third is Paramedical Fees and the fourth is based on shift differential. The arbitration dates for Paramedical Fees has been set for December 8th & 9th. Probably December 8th for 951 and the 9th for 917 the arbitrator will be Colin Taylor.

There is one new grievance pending as extra hours being offered to part timers but not at the appropriate rate. Other issues the stewards are also dealing with are inappropriate & ineffectual supervision, attendance allegations, performance issues, questionable hiring practices, concerns over the safety of cash handling practice and off duty conduct. All laid off employees have been successfully placed.

MOVED (Laurie, Terry) to adopt the Chief Stewards Report...CARRIED

13. COMMITTEE & DELEGATE REPORTS

Sick Bank: Sherry Harmsworth addressed the need to change the sick benefit policy in order to assist our members who have chronic illnesses or disabilities. This change to the Sick Bank policy will allow those members to manage their illness or disability without having to take off five consecutive days when they may only need a couple of days. There will need to be a historical use of the bank, a Doctors note & application made to the bank for each use.

MOVED (Sherry, Puri Pazo Torres) to approve the recommended changes to the Sick Benefit Bank Policy...CARRIED

Education Committee: Four motions were made one motion required an election and members should contact Puri Pazo Torres if they are interested in attending either the VLC Seminars or the Retirement Planning Seminar.

MOVED (Puri, Eileen) to send Doug Sprenger and Connie te Kampe to the B.C. Federation of Labour Convention in Vancouver...CARRIED

MOVED (Puri, Marge Varga) to send Connie te-Kampe to a Parliamentary Procedure workshop in November in Victoria...CARRIED

MOVED (Puri, Jill) to send up to 10 members to the Victoria Labour Council Weekend Seminars on October 18th and 19th CARRIED

MOVED (Puri, Scott Schultz) to pay registration costs for up to eight members to the CUPE Retirement Planning Seminar in Victoria on November 27th to 29th CARRIED

NEXT GENERAL MEETING:

WEDNESDAY, NOVEMBER 19th



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

GENERAL MEETING

Wednesday, 19 November 2003, 11:30 am - 1:00 pm
University Centre Room A180

AGENDA

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

MINUTES 22nd October 2003

1. **ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:35.
2. **ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 25 members present; the final total was 30.
3. **APPROVAL OF THE AGENDA** (Eileen Gormley)...CARRIED.
4. **APPROVAL OF 24th September 2003 MINUTES** (Sharon Warren) Correct the spelling of Marg Vargas name...CARRIED
5. **MATTERS ARISING** – none
6. **ANNOUNCEMENTS** - none
7. **EXECUTIVE REPORT** – The Executive Committee met on Tuesday, October 7th. Motions arising from new business included:
 - A motion to approve overnight hotel expenses for VIDC delegates interested in attending the annual VIDC social after the December 6th meeting in Nanaimo
 - A motion to send Laurie Whyte to the UCBC meeting in Vancouver November 17th.

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Motions arising from the Education Committee report included:

- Motions to send Ash Senini to CUPE Leadership Training in Victoria on November 7th and 8th and to Advanced Stewarding in Nanaimo on November 14 and 15th
- A motion to send Doug Sprenger and Connie teKampe to Pension Sense – Shaping the Future of Retirement Security on November 27th following the BC Fed Convention which they are attending
- A motion to send Jill Tate to Workplace Ergonomics, in Victoria on November 18th.

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

8. PRESIDENT'S REPORT - Doug reminded everyone that there will be a group of them attending the convention next week in Quebec. Doug will send around an email with the names and numbers of those people that will be acting on their behalf while away. Doug also reported that he will be attending with Dale Whitford a Child Care Conference that CUPE BC will be paying for.

9. CORRESPONDING SECRETARY- no report.

10. TREASURER'S REPORT – Eileen Gormley submitted her report for September 1st - 30th, 2003. In addition Eileen reported on the Combined Report for the period of July 1, 2003 to June 30, 2004, The Contingency Fund for July 2003 – June 2004 and the locals investments as of July 31st, August 30th and September 30th, 2003.

There was a motion to not produce the investment reports on a monthly basis as there is not much change but instead to produce them quarterly. This would save a great deal of paper. Eileen also reported that we have a surplus of \$2425 for September and that we have paid ahead a number of the expenses for Quebec convention.

Doug explained that if the membership was interested in how to read the treasurers combined report (Budget vs Expenditure) that they should consider that we are a quarter of the way through the fiscal year so our expenses should be approximately a quarter of our budget. The Local is right on track with our budget.

MOVED (Eileen, Sharon) to adopt the September 2003 Treasurers report...CARRIED

11. TRUSTEES – They have finished the 2000 report and are half way through the 2001. The 200 report has been signed off and submitted to CUPE BC. They are working on getting caught right up to 2002.

12. CHIEF STEWARD – Laurie reported on four new grievances one having to do with Child Care part-timers being given extra hours, but not paid at the appropriate rate, and the other three are around termination. (Alleged off duty misconduct an alleged unsuccessful completion of probationary period and the posting of terminated an employee's position before termination grievance resolved.)

The paramedical grievance is going to arbitration on December 8th and 9th. There are still two outstanding grievances in the Bookstore one on the hiring practices and the other related to experienced casual guidelines. Laurie noted that it is important for the membership to note that HR is monitoring all absences very closely and looking for patterns.

MOVED (Laurie, Arden Little) to adopt the Chief Stewards Report...CARRIED

13. COMMITTEE & DELEGATE REPORTS

Education Committee: Two motions were made to pay the registration fees (\$20) as follows:

MOVED (Puri, Arlene) to send Ash Senini to the Leadership I – CUPE workshop...CARRIED
MOVED (Puri, Sarwan) to send Ash Senini to the Advanced Effective Stewarding – CUPE workshop ...CARRIED

Delegates Reports: Doug reported that Laurie Whyte, Puri Pazo Torres, Karen Walker, Michael Siddon and Kathy Yardley have all been appointed to Provincial Committees with CUPE BC. Doug also reported that he has been selected by CUPE BC to attend the upcoming NDP convention.

Kathy Mercer reported on her WCB course there have been major changes in how you can appeal a WCB decision. Please make sure that you are in contact with Kathy kmercerc@uvic.ca or 721-8254 or the Health and Safety Committee if you are dealing with any WCB claims.

NEXT GENERAL MEETING:



TUESDAY, DECEMBER 9th

CUPE 951

Working to Keep Strong Communities

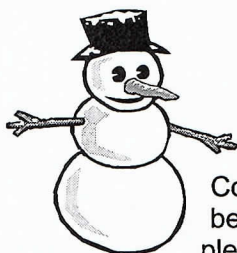
CANADIAN UNION OF PUBLIC EMPLOYEES - OFFICE, TECHNICAL & CHILD CARE



GENERAL MEETING & HOLIDAY SOCIAL



Tuesday, 9th December 2003, 11:30 am - 1:00 pm
University Centre Room A180



Holiday Social

The Local's Good & Welfare Committee has arranged for hot beverages, snacks and there will be plenty of door prizes on December

9th. Please join us in celebrating the season together!



Boxes for Transition Houses

Yes, again this year the Union Counselling Committee is collecting "Toiletries & Treats" for Transition Houses. Things like toiletries, underwear, socks, non-perishables, bed linen & toys ect. are greatly appreciated. Please bring your donations to the meeting.

ELECTION

- For the position of Alternate to the Occupational Health and Safety Committee.

NOTICE OF MOTION

- Proposed By-Law amendment 15C – 2nd Vice-President (Library Affairs)

MOTIONS

- To make a one time donation of \$600 to the Stephen Lewis Foundation to fight the pandemic of AIDS in Africa.
- To send Laurie Whyte to the CLC Winter School – Critical Incident Stress Course.
- To send up to two Aboriginal members to CUPE BC's First Aboriginal Gathering.

MINUTES 19th November 2003

- 1. ROLL CALL** – President Doug Sprenger called the Meeting to order at 11:35.
- 2. ATTENDANCE REPORT** – Sgt. at Arms Norma Allison reported 33 members present; the final total was 41.
- 3. APPROVAL OF THE AGENDA** (Catherine Corey)...CARRIED.
- 4. APPROVAL OF 22nd October 2003 MINUTES** (Sharon Warren) Under the president's report it should read on their behalf and under the trustees report it should read the 2000 report...CARRIED
- 5. MATTERS ARISING** – none
- 6. ANNOUNCEMENTS** - none
- 7. EXECUTIVE REPORT** – The Executive Committee met on Tuesday, November 4th. Motions arising from new business included:
 - A motion to spend up to \$700.00 for the annual December social.

{ Label }

- A motion to pay up to three months benefits costs for a member waiting for LTD approval.
- A motion to approve leave without pay for Laurie Whyte, to attend a CUPE BC meeting on November 18th.

Motions arising from the Education Committee report include:

- A motion to send Jill Tate to "Critical Incident Stress" at the CLC Winter School, on January 25th to 30th.
- A motion to send Doug Sprenger to "Health and Safety Level II" at the CLC Winter School, on February 8th to 13th.

The delegates who attended the CUPE National convention also gave informal reports.

MOVED (Michael, Arlene Tulloch) to adopt the Exec report...CARRIED.

8. PRESIDENT'S REPORT - Doug reported that he will be away at the NDP convention as a CUPE BC delegate and will be voting for Carol James to be the new leader of the British Columbia New Democrats.

9. CORRESPONDING SECRETARY- no report.

10. TREASURER'S REPORT - Eileen was contacted by Kathy from the Community Savings office in Vancouver. She has recommended that the money going into Plan 24 be run into a renewable 30-day term. The interest in Plan 24 is .15% and the 30-day term interest would be 1%. Also on \$10,000 she is offering a cashable (after 60 days) term for 2 years at 2% or 3 years at 2.35%.

Eileen also received info from Coast Capital Savings and they have a 3-year Rising Rate GIC that is 2.5% for year 1; 3% for year 2; and 4% for year 3. However they are not a union Credit union.

MOVED (Eileen, Sharon Warren) to adopt the October 2003 Treasurers report...CARRIED

11. TRUSTEES – no official report was given but the estimated date for completion of the 2001 books is December 31st, 2003. Doug mentioned that we have been overpaying our per capita fees. We should only be paying the fees on regular wages but instead we have been paying fees on regular wages, shift differential and overtime. Doug has spoken with CUPE National and they will allow us to go back 3 years and fix the mistake. It will not be a lot of money but the local is working very hard to trim the budget.

12. CHIEF STEWARD – Laurie reminded everyone that the paramedical grievance is going to arbitration on December 8th and 9th. The grievances from mentioned in October are still in a holding pattern for this month. Human Resources are claiming that we are holding things up on our end. This is not the case and the local is working very hard to clear this up.

MOVED (Laurie, Jill Tate) to adopt the Chief Stewards Report...CARRIED

13. COMMITTEE & DELEGATE REPORTS

Education Committee: Two motions were made to send Jill Tate and Doug Sprenger to the CLC Winter School as follows:

MOVED (Puri, Marg Varga) to send Jill Tate to the CLC Winter School – Critical Incident Stress course...CARRIED

MOVED (Puri, Jill Tate) to send Doug Sprenger to the CLC Winter School – Health & Safety Level II course...CARRIED

Health & Safety Committee: Kathy thanked Karen Walker for her service on the committee. Kathy also acknowledged our seven members who have been dealing with the Cunningham Building fire situation. The local was not aware that our members had not received adequate information from HR. Several of the members have been experiencing a variety of medical ailments subsequent to the fire and Doug has said he will speak to the University regarding this situation. Kathy advised everyone to remember to write every incident in the accident logbook regardless of how minor it may seem.

MOVED (Kathy, Anita Sanchez) to adopt the Health & Safety Report...CARRIED

Delegates Reports: Jill Tate thanked the local for sending her to the Ergonomics workshop she learnt a number of valuable skills that she would be happy to share with interested members. Ash Senini thanked the local for sending him to the Leadership I and Advanced Effective Stewarding workshops. He also learnt a number of valuable skills that he will put into practice as a steward. Connie te Kamp thanked the local for sending her to the Parliamentary Procedures workshop. It was a great course where they were given an opportunity to practice the skills they had just learnt.



NEXT GENERAL MEETING:

WEDNESDAY, JANUARY 28th

