



Minutes of CUPE 951

General Meeting

December 13, 2023

Michèle Pujol Room

11:45-1:15 p.m.

1. **Announcements**

- a. An updated Calendar is included at the end of the minutes
- b. Colin Newell presented with CUPE recognition and respect for Union service over the year, before retiring in 2024
- c. Laurie Whyte presented with CUPE BC Disability Activist award
- d. United Way UVic presentation by Robin Hicks

2. **Roll Call of Officers and Stewards, Recognition of the Territory, Equality Statement, CUPE Code of Conduct**

- a. 15 members of the Executive, Stewards, Trustees, and Membership & Meeting Coordinator participated in the meeting
- b. Kirk read the local's revised Recognition of the Territories where the University stands.
A copy is included at the end of the minutes. The Recognition of the Territories continues to be under review to ensure it is meaningful, transformative, and culturally appropriate
- c. Page read the CUPE National Equality Statement
- d. The Code of Conduct sets out standards of behaviour for participants of CUPE meetings, conferences, conventions, and events and is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution. The Code of Conduct is designed to create a safe, respectful, and supportive environment within all parts of CUPE and acts as a framework to deal with complaints. It is meant to enhance the rights and obligations outlined in the CUPE National Constitution, the Equality Statement, and applicable human rights legislation, not replace them.

The above Code of Conduct arises from the National Women's Task Force (NWTF) report, and Resolution 209 adopted at the 2007 CUPE National Convention. *The full text of the Code of Conduct is available in the attached pdf and on our website.*

3. **Attendance Report, Welcome**

- a. **Number of Members Signed-In**
124 members were signed in
- b. **Welcome and Oath of New Members**
Tabled

4. **Approval of the Agenda**

Motion: That the agenda be approved.– **MSCarried.**

5. **Approval of the Minutes from Previous Meeting**

Motion: That the October minutes and the November reports be approved as posted.– **MSCarried.**

6. **Matters Arising from the Minutes**

None

7. Treasurer's Report

The financial statements for September and October 2023 were presented and discussed.

Motion: To approve the September 2023 and October 2023 financials as presented.— **MSCarried.**

8. Executive Board Report – PDW

The Executive Board met on December 7, 2023.

Page provided an update on the migration of executive role-based email addresses and our member listserv; most are completed and ready to go; we also need to set up email forwarding and create archives of the uvic.ca email addresses. It was noted that education chair and sick benefits bank email addresses also need to be replaced.

Page also discussed UVic's Better Data Project. The union was asked to help communicate this new project to our members. We will be distributing info at the Holiday Social and publishing a post on our website.

Kirk followed up on the Conflict ready Executives and Member Engagement training last month. We will need to meet with our rep, Micha Pesta, in late January, so we can build a strategic plan and consider a cost share with 917.

We received calls for support from various charities and from CUPE National, in regard to a number of locals currently locked out. After considerable discussion, the following motions were passed:

Amended motion: that CUPE 951 donate \$100 to each of the Victoria and Sooke Transition Houses.—**MSCarried**

Motion: that CUPE 951 donate \$100 to the Mustard Seed Street Church.—**MSCarried**

Motion: that CUPE 951 donate \$100 to the BCSPCA.—**MSCarried**

Motion: that CUPE 951 donate \$100 to each of the 3 other Food banks: Saanich Peninsula Lions Food bank, Goldstream food bank and Sooke food bank.—**MSCarried**

Motion: that we donate \$100 to 1 UP Single Parent Resource.— **MSCarried**

Motion: that CUPE 951 send letters of support to locals 1490, 2614, and 2815.— **MSCarried**

In addition, there was a specific request related to the December 6th memorial; in the past this donation was made to PSAC, but they asked that the donations go directly to the Womens Transition House.

Motion: that we put forward a motion to the December General Meeting to donate \$200 to each of the Victoria and Sooke transition houses in recognition of the work that PSAC does around the December 6th vigil.—**MSCarried**

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

Meeting was adjourned at 1:15 pm.

In solidarity,

Page DeWolfe,
First Vice President

For any questions about this report, please contact Page DeWolfe at: cdewolfe@uvic.ca

9. President's report - KM

Welcome friends,

2023 has been a great year for our local, we had successful negotiations with the largest wage increases in 20 years, the salary and benefits base is approximately \$43.5 million!

A few of the many highlights include:

- A Territory Acknowledgment that speaks to our work and commitment to reconciliation
- Inclusion of indigenous identity, Cultural Leave for Indigenous Employees
- Pay bands 6, 7, and 8 received a step 5 that equals 0.72% effective April 1, 2022
- Dental Plan C moved from 60% coverage to 80% and increase the lifetime maximum amount from \$2,000 to \$4,000 effective April 1, 2023
- Physiotherapy, massage therapy and naturopathic services will see an increase; from \$30 per visit to \$50 per visit effective April 1, 2023, within the existing combined maximum per calendar year
- New language under Article 24.11, means we do not have to rely on signing of LOA's every year and have now enshrined a practice we have had for the past 20 years
- New Sick Benefit Bank language that removes the notion that we had a cap of 500 days per year! putting to end a decade of contention between the parties
- Moving our child care workers into the Job evaluation plan

Back in June we were busy meeting with our CUPE lawyer as we prepped for arbitration. The update is that both parties were able to come to a settlement one day prior to the hearing date and signed off on June 29, 2023.

In the event that comparable unique and challenging circumstances arise in the future, the University is committed to consulting with the Union, with respect to a decision restricting an Union official and steward, from performing their Union duties during a graduated return to work period, to ensure every possible option is explored before such a decision is made.

We thank CUPE National for all the support. Without the CUPE lawyer and National Rep this would have had a very large impact on our defence fund.

I look forward to 2024, with a renewed hope for good relationships with HR so we can support our members to the best of our ability.

In Solidarity,
Kirk Mercer, President CUPE 951

For any questions about this report, please contact Kirk Mercer at: presidentcupe951@uvic.ca

10. Head Steward Report - SL

Tabled

11. Other Executive Committee Report

a. Trustees report

Dear Membership,

We have reviewed the books for July 1 2022 to June 30, 2023 and all our findings are in order. We deeply appreciate the organization of all the materials, with thanks to Kira, as this resulted in a seamless Audit. We do have small minor recommendations that \$1292.68 be moved from the General to Defense accounts, to correct a payment from November 2022, as well as noting the bonding premium in August 2022 should have been on a separate line, not included in the per capita line.

In Solidarity,

Susie Dancer, Trustee
Michael Ryan, Trustee
Jessica Fox, Trustee

12. Nominations, Elections, or Installations

None

13. Reports of Committees. Delegates

None

14. Unfinished Business

Tabled Reports from November

a. Executive Board Report – PDW

The executive board met on November 1, 2023.

We were updated on the situation with the GV CUPE Scholarship; Kirk was able to get commitment from other regional locals so this committee and the scholarship will go forward next year. There was discussion around members to be added to the Agreement Study Committee and three names were put forward and agreed to:

Motion: Appoint Teresa Dixon, Donnie Leong and Erica Burns to the Agreement Study Committee.–
MSCarried.

Page discussed the upcoming proposed Bylaw changes. These are available for review on our website now and will be voted on at the January meeting; <https://www.cupe951.ca/about/bylaws/proposed-bylaw-changes-jan-2024/>.

Motion: To recommend adoption of the changes to the CUPE 951 Bylaws as described by CUPE National–
MSCarried

Those who were delegates to CUPE National discussed the convention and Page said they would write a full report – this is now available on the website for review.

A motion to cover hotel rooms for the Saturday evening at VIDC was put forth and passed. We have historically covered this cost for the annual holiday celebration.

Motion: that CUPE 951 pay the cost of hotel rooms for 951 delegates who are attending.–**MSCarried**

The union has been directed to transition away from using UVic emails for union business and Stephen discussed the details with a meeting with Systems. This also requires a migration of our email listserv. We are looking into whether this can be done with the resources we have or if we will need to purchase additional services such as MailChimp or software such as Microsoft Outlook. It may be outside of the scope of Page's skillsets so outside help may be required. This work will begin as soon as possible so that we can meet a deadline of mid-January 2024.

Both CUPE National and the United Way Southern Vancouver Island sent letters encouraging locals to take part in local United Way campaigns. Our local has been a strong supporter of the UWSVI and will continue to do so through participation in events both on campus and off. Kirk mentioned that the next trivia night was coming up quickly and if we could pull together a team of five, the local could sponsor the team. Several members volunteered to take part.

Motion: that CUPE 951 cover the cost of registration costs to submit a team to the UWSVI Upcoming Pub Trivia event. –**MSCarried**

Reports were submitted by the President, Treasurer, Head Steward, Education Chair, JE Committee, and Trustees. The trustees are meeting December 4th to review the books. The following motions arose from other reports:

Motion: to send Margarita, new Steward to ITS November 14, 2023.–**MSCarried**

Motion: to send up to 3 members to the CLC Winter School.–**MSCarried**

Meeting was adjourned at 1:17 pm.

In solidarity,

Page DeWolfe, First Vice President

For any questions about this report, please contact Page DeWolfe at: cdewolfe@uvic.ca

b. President's Report – KM

Welcome friends,

The Executive had some CUPE training in Parliamentary procedures on the Nov 3 and will take Conflict Ready Executives with Member engagement on Nov 24 with CUPE 917 and our National rep Micha Pesta. This training came out of our strategic planning session in July.

I met with our VP Page DeWolfe, Braeden McKenzie, and Tash Goudar from EQRH Better Data on Nov 9 to go over concerns we had about the Better Data survey, and to help work with them to find a way to present it to the local. Importantly, data collection will be directly tied into meaningful action and progress around campus and the questionnaire has been developed in line with the highest possible standards of data privacy and security. We hope to have that information to share with you in Dec and the new year.

On Nov 21 at 3 pm, I will be meeting with Pacific Blue Cross to listen to a presentation on Enhanced Recovery Support offerings to the CUPE 951 and CUPE 917. This may be a useful benefit for us to consider.

On Nov 16, our local had a team entered to the United Way Pub Trivia night at the GSS restaurant. It was a really fun event and we were tied for 1st place! After a lightning bell round with the other team we came away with second place, so that make 2 years in a row that we placed second out of 18 teams!

Finally, I had lined up some folks from the UVic United Way campaign team come to our November meeting to give a presentation about this year's goal, but we have rescheduled that for the Dec 13 meeting.

You can join the payroll donation program or make a one-time donation. Both types of donations can be made through the [United Way e-pledge system](#).

In Solidarity,

Kirk Mercer President CUPE 951

For any questions about this report, please contact Kirk Mercer at: presidentcupe951@uvic.ca

c. Head Steward's Report – SL

Hello All,

I am currently in Week 6 of the Toronto University/Lancaster House online labour relations course. It is interesting and informative so if you have questions, I can do my best to answer!

Typical things have come up since the last meeting: workload and job descriptions, as well as interpersonal conflicts with supervisors and managers.

On a positive note, our most recent layoff has been placed in a new position. Also, a few temporary positions have been made into continuing positions. OREM has adopted a trial period for our members so they can keep their modified work week, even when working from home.

Communication is great with HR and most cases are dealt with in a positive, collaborative way. With more stewards we can help more members as issues arise.

The big change on the horizon is the email change. You will note from the automatic reply that the current head steward email will be phased out in the new year. The new email will be headsteward@cupe951.ca.

In solidarity,

Stephen E. Leckie, Head Steward, CUPE 951

For any questions about the Head Steward's report, please contact Stephen Leckie, Head Steward at headstewardcupe951@uvic.ca.

d. Reports of Committees, Delegates

- **CUPE National Convention 2023 – KM, PDW, AI, ND,HN**



We would like to thank the local for sending us, Kirk, Page, Amy, Nykita, and Heidi, to the CUPE National Convention, held in Quebec City the week of October 21-28, 2023. Over 2200 delegates representing 740,000 CUPE members from across Canada attended. The schedule was a full one, beginning with sectoral caucuses and a welcome reception on Sunday and running through to the end of convention business on Friday.

Some of the issues to be raised in the Post Secondary caucus included follow up on the Laurentian University debacle, which has increased calls for financial transparency at the University of Regina and other institutions; the commodification of housing as well as post-secondary institutions becoming landlords; executive bloat; living wage fights; the tuition hike at

Quebec Universities; and intellectual property. We also heard the outcome of some strikes and campaigns, and some wins in bargaining and organizing.

Page attended the 2SLGBTQIA+ Workers' caucus bright and early Monday morning where talk focused on some of the fights around the ongoing Anti-trans and Anti-SOGI protests; the pushback against Scott Moe using the notwithstanding clause in Saskatchewan; plus, the campaign for the Constitutional Amendment, C9 that would add diversity representation to the National Board. One of the wins that was highlighted was the Gay Men's Rugby team in Vancouver who are hoping to travel to an international competition in

Italy next year; the member who spoke said the team was thriving as it was also breaking some stereotypes and boundaries in men's sports.

Monday also saw the official open of Convention, and after a welcome from CUPE Quebec, we heard and debated the President's Report. Midday there were two more caucuses: first the CUPE BC caucus in which we discussed several important resolutions that we hoped would reach the floor for debate. Then an equity caucus (for all equity groups) encouraged members to bring up some of the resolutions from across the equity groups to better coordinate an understanding of each other's issues. After lunch, we heard and debated the Secretary-Treasurer's report before getting into election forums.

Monday evening, Kirk attended the District Council caucus while Page attended the Human Rights Forum. At the District Council caucus, important discussion surrounded the situation in Ontario where there has been a steep decline in District Council activity, leading to a reduction in the number of Councils. In the Human Rights forum, the focus was on immigration and the fact that Canada has a robust system to welcome those refugees who come through official channels but continues to turn a blind eye to those seeking asylum outside official channels.

The business of convention continued Tuesday with committee presentations and reports, plus debate of emergency resolutions, constitutional amendments, and other resolutions. We also got our first look at the Strategic Directions document. Over the lunch hour the Women's Caucus met and after convention closed, Kirk and Page attended the Persons with Disability caucus which included a lot of discussion about the lack of accessibility for many in the room.



Wednesday opened with Gurdeep Pandher and a Bhangra lesson before we got into the business of elections. Mark Hancock was reelected as President and Candace Rennick was reelected as Secretary-Treasurer. Regional caucuses then broke out to select their caucus choices for representation on the board and most were uncontested; Karen Ranellata was endorsed as General Vice President for the West, with Trevor Davies and Barb Nederpel both endorsed as Regional Vice Presidents.





Over the lunch hour there was a rally to support cannabis dispensaries looking to get wage parity with liquor store workers, and the Common Front for all public workers in seeking a fair wage increase to match inflation. Most of our delegates were able to take part.

The afternoon session included more debate on Strategic Directions; Kirk and Page spoke to issues around apprenticeships (under Protecting work), and accessibility accommodations (under Human Rights), respectively. No one from our delegates was able to attend the Global Justice Forum.



Thursday was heavily focused on getting through debate on amendments and resolutions. While some important changes were made to the Constitution to reduce duplication of work, the proposed amendment to add Diversity Seats was defeated, following emotional debate and a call for electronic balloting that involved a challenge to the chair and essentially the floor deciding to go against the constitution (as convention business goes, this was “new territory” and quite exciting for the nerds among us). We also heard more committee reports and completed the elections for General and Regional Vice Presidents, Trustees, and the two Diversity Vice Presidents (Indigenous: Debra Merrier was re-elected with John Kubrakovich as alternate; Racialized workers: Aubrey Gonsalves was re-elected with J.R. Simpson alternate). We also adopted the final report of the Safe Union Spaces Working Group.



Friday included the presentation of the revised Strategic Directions document which incorporated Kirk's and Page's requested additions, and a visit from Jagmeet Singh before getting back into the last block for resolutions. We debated just a couple more before quorum was lost and Convention was officially closed. Locals, Divisions, and District Councils submitted 39 Constitutional Amendments and 221 Resolutions for consideration; 9 Constitutional Amendments and 18 Resolutions made it to the floor for debate. Four Emergency Resolutions were also submitted during the Convention, three of which were debated and adopted. The remaining resolutions and amendments were referred to the Executive Board for consideration prior to the close of convention.

- **Occupational Health and Safety Report – ND**

Some Jamie Cassels Centre staff may have heard by now of the second small fire incident that occurred Thurs Oct 19th. This may cause concern for some folks. Please know that we (CSEC) are working with our community partners (police and fire) and will be increasing patrols. Allison and Fiona are always available if anyone has specific questions or concerns about safety.

Allison's email is psmanager@uvic.ca

Fiona's email is psc@uvic.ca.

Employees have access to free confidential supports if anyone would find that helpful.

If you could please share this information with your safety committee members, who represent each area, that would be much appreciated.

Please report immediately to Campus Security's 24/7 dispatch 250 721 7599 if you see anything or anyone suspicious.

This is now in the hands of police and fire – no update on if the suspect was caught.

Halloween went smoothly, some intoxication and fireworks but other than that better than previous years.

JOHSC –

This meeting was cancelled as we did not have quorum.

USC –

- **Emergency Planning (EP) & COVID 19**

Rob was unable to attend the meeting today but provided for the committee's review a summary of events that have occurred on campus recently, fire drills, winter readiness planning, and training led by EP. Rob also reported that new emergency management legislation is being introduced in BC. Andy noted this is known as the *Emergency and Disaster Management Act*, under the Ministry of Emergency Management & Climate Readiness. Vaccinations are now also available for most age

categories in BC with the Heart Pharmacy on campus one of many pharmacies across the region taking [registrations](#) for both COVID and influenza vaccinations.

- **Business Arising**

- a. Review of consultation calendar

Terri reviewed the revisions to the calendar which include 3 category headings, the addition of outdoor air quality to April (in preparation for summer heat safety/wildfire smoke planning) and moving first aid to August as currently there is not a topic assigned for that month.

Motion: to adopt the revised calendar for 2024.

- **New Business**

- a. Consultation topic: WHMIS

Andy reviewed the program where individuals working with chemicals and other hazardous materials complete training every 3 years. [WHMIS training](#) is provided by OHSE and is available both online and in-class. Terri enquired about the difference in training completion numbers year-to-year and requested 2019 be included to compare pre & post pandemic. Upon successful completion of the course, a certificate of completion is available via [Learning Central, My Courses](#).

- b. Updates to the UVic Communicable Disease Prevention Plan & Self-Assessment and Sick Leave protocol

Andy reviewed the revisions made to the two documents. The UVic CD Plan has been updated to reflect current legislation (WSBC) and public health guidance (BC CDC). The CD Plan recognizes various illnesses as communicable diseases, including COVID-19. The five main prevention measures outlined in the CD Plan include:

1. Staying home when sick
2. Promoting hand washing and hygiene practices
3. Routine cleaning
4. Building ventilation
5. Supporting vaccination

- **WorkSafeBC**

- c. Elizabeth reviewed the 1 time loss claim submitted to WSBC in September.

- d. Third quarter claims summary

Andy reviewed the third quarter trends for 2023. Overall, the number of claims is similar to previous years, however durations and costs are significantly higher this year due to a few complex claims which disproportionally contribute to increased overall costs.

CSEC Staffing update:

New Director: Jess MacLean

Associate Director: Keith Bell

Regards,

Nykita

Nykita Downie (she/her)

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

- **Sick Benefit Bank Committee – AI**

The Sick Benefit Bank Committee continues to work collaboratively with the Benefits Office; and we are looking forward to meeting to discuss and implement a more efficient process.

As per the new language in our collective agreement, thank you to our members who have copied the Benefits Office when submitting their Sick Benefit Bank Application.

A couple of key notes for members below:

- Medical conditions never need to be disclosed
- If you have questions about eligibility please email cupe951sickbank@uvic.ca
- When seeing a Physician, members are encouraged to have a [Physicians Certificate](#) completed rather than a doctor's note, avoid any delays in receiving application decisions
- The Committee is here for you, and will do everything we can to assist you with the process and approval of your application – submit the application, even if you have been told you are not eligible or approved

Respectfully submitted,

Amy Issel, Sick Benefit Bank Chair, CUPE 951

15. New Business

Tabled

16. Adjournment

The meeting ended at 1:15 pm.

Next General Meeting:
January 31,2024
HSD A270
12:00-1:00 p.m.





Songhees



ESQUIMALT NATION
Community Engagement



WSÁNEĆ
TSWAKWEN
COUNCIL

WSÁNEĆ Peoples

The **Coast Salish** is a group of ethnically and linguistically related [Indigenous peoples of the Pacific Northwest Coast](#), living in [British Columbia](#), Canada and the [U.S.](#) states of [Washington](#) and [Oregon](#). They speak one of the [Coast Salish languages](#).

The Coast Salish are a large, loose grouping of many tribes with numerous distinct cultures and languages. Territory claimed by Coast Salish peoples span from the northern limit of the [Salish Sea](#) (aka [Strait of Georgia](#)) on the inside of [Vancouver Island](#) and covers most of southern Vancouver Island, all of the [Lower Mainland](#) and most of [Puget Sound](#) and the [Olympic Peninsula](#)

CUPE 951 Territory acknowledgement (Revised)

We acknowledge and respect the *Lək̓ʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (Songhees and Xwsepsum/Kosapsum [Esquimalt] and WSÁNEĆ (S̓ÁUTW/Tsawout, W̓JOL̓EP/Tsartlip, BO̓KEĆEN/Pauquachin, WSIKEM/Tseycum) whose historical relationships with the land continue to this day. May we build strong working relationships with all local nations with trust, humility, kindness, respect and continue to walk softly on these ancestral lands

Green Statement – written by retired CUPE 951 member, Michèle Favarger

As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE 951 members should be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your in-person meetings, and commit to walk, bike, and carpool or take public transportation when you can.

In this way, we respect our environment, each other and future generations

CALENDAR UPDATE to CUPE 951 General meeting – Dec 2023

(* under consideration) (changes are underlined)

Dec 1-2 –VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

Dec 4,5 Trustee Audit- Jessica Fox, Michael Ryan, Susie Dancer

Dec 7 – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns

Dec 13 - General meeting /Holiday Social - Michele Pujol room

Jan 10 – CUPE BC OH&S committee – Burnaby- Amy Issel

Jan 10 – CUPE BC Pink Triangle Committee – Burnaby – Page DeWolfe

Jan 15- CUPE BC Universities Committee – Burnaby – Kirk Mercer

Jan 18 – CUPE BC International Solidarity Committee – Burnaby – Nykita Downie

Jan 18 – CUPE BC PWD Committee – Burnaby- Laurie Whyte

Jan 22- CUPE BC Skilled Trades Committee- Burnaby – Kirk Mercer

Jan 21-26 CLC Winter school – Harrison Hot springs Laurie Whyte

Jan 28- Feb 2 CLC Winter school Harrison Hot springs – Amy Issel, Nykita Downie

Jan 31 – General meeting HSD A270

Feb 3- VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

Feb 11-16 CLC Winter school Harrison Hot springs- Kirk Mercer (VLC)

Feb 21-22 CUPE BC Executive Anvil Center - New Westminster - Laurie Whyte, Kirk Mercer

Feb 28 – General meeting HSD A270

March 27 General meeting HSD A270

April 23 – CUPE BC Executive Westin Bayshore Vancouver – Kirk Mercer, Laurie Whyte

April 24-27 CUPE BC Convention Westin Bayshore Vancouver – Kirk Mercer, Page DeWolfe

May 4- VIDC Victoria - Page DeWolfe, Amy Issel, Laurie Whyte, Michael Rheault, Nykita Downie

May 26-31 CUPE BC weeklong Spring School – Kamloops*

July 16-18 CUPE BC Think Tank – Harrison Hot Springs – Kirk Mercer, Laurie Whyte

Sept 13 – VIDC strategic Planning - Amy Issel, Kirk Mercer, Laurie Whyte, Nykita Downie

Sept 14 - VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

Oct 7-10 CUPE National Sector Conference – Winnipeg

Nov 23- VIDC Parksville - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

Nov 25-29 BCFED Convention – Vancouver – Kirk Mercer

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Nov 1, – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns

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

Nov 24 – Executive Training – GSS Room 108 - Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Teresa Dixon, Erica Burns

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

Nov 22 - General meeting David Strong C130

Nov 29-30 CUPE BC Executive Anvil Center - New Westminster - Laurie Whyte, Kirk Mercer

Dec 1-2 –VIDC Nanaimo - Page DeWolfe, Amy Issel, Kirk Mercer, Laurie Whyte, Michael Rheault, Nykita Downie

Dec 4,5 Trustee Audit- Jessica Fox, Michael Ryan, Susie Dancer

Dec 7 – Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Stephen Leckie, Laurie Whyte, Nykita Downie, Michael Rheault, Amy Issel, Ranbir Prihar, Teresa Dixon, Erica Burns

Dec 13 - General meeting /Holiday Social - Michele Pujol room

United Way 2023-24 presentation to CUPE 951

The United Way is an international network of local agencies that raise funds to aid community-based non-profit organizations.

I think its probably not difficult to understand why society need agencies like the United Way. Demand for food banks in our region jumped by 20% from September to December 2022. Southwestern BC is in the midst of a toxic drug crisis, now the leading cause of death in youth in BC. 26% of Canadians expect to use or are already using charitable services to meet basic necessities.

Here in southern Vancouver Island, the United Way has supported the development of healthy, caring, and inclusive communities, and assisted those in need, since 1937. In 2022-23, United Way supported 54,000 individuals on Southern Vancouver Island. That's about one in six people in our region - empowering individuals, connecting with them in meaningful, pragmatic, and critical ways, and helping build better lives.

The values that the United Way promote align nicely with UVic's values, so it's no surprise that as an organization, UVic has supported the United Way since 1994 and raised over \$5.5 M since then.

This year Cassbreea and I are honoured to be co-chairs for this years annual campaign, which officially kicked off last month. We have goals of raising **\$250,000**, and increase our participation rate by attracting 50 NEW donors.

How can you contribute? Check out the UVic United Way website, which has detailed information about signing up for payroll donations, making one-time donations, and detailed event information – including popular favourites such as the trivia night, artisan market and plasma car race.

If you're not sure how much to give? The simplest answer is, give something that's meaningful to *you*. And know that you have lots of flexibility in indicating how you want donation to be used. Please also consider giving your *time* – many of the organizations affiliated with UW are in need of volunteers, so this is another way to have a positive impact.

This year the United Way is focusing on three broad “areas of action” under which there a number of local organizations you can contribute to.

One area is **Mental health & addictions**. One community partner under this theme is *The Victoria Cool Aid Society* has an Outreach and Support Program to provide direct, individualized support to people facing challenges due to mental health, substance use and/or other related challenges.

A second area of action focuses on **seniors** – exemplified by *More Than Meals*, which provides social connection and access to nutritious meals for isolated, vulnerable seniors in the CRD

The final area of action focuses on **Families**, under which the *Burnside Gorge Community Association* exists. This program is an innovative, asset building and financial literacy skill development program for families with low incomes. We partner with the United Way knowing it is an experienced and responsible organization that builds strong communities, takes people from poverty to possibility, and enables kids to be all they can be.

What is the Better Data Project?

UVic launched the ***Better Data Project*** in November 2023. It is focused on collecting demographic details of UVic's campus community (Faculty, Staff and Students). It replaces the *Employee Equity Survey* and provides an ongoing collection point for students. Once aggregated, the data will be used to help inform support structures, strategies, and institutional plans. The goal is to better understand who makes up the University community and to adjust programs to better serve that community.

What you need to know:

Above all else, the information you choose to provide is **voluntary**; there is an option to "prefer not to answer" for each category and for all categories. It is also collected and housed in a secure database separate from other employee and student records. Collection is confidential but not anonymous, which allows users to update their data as it changes; reporting is anonymous as it is aggregated data.

- There are six categories of interest, and these align with equity-deserving groups: Gender identity; Sexual orientation; Disability; Indigenous identity; Racial and/or ethnocultural identity; and Religious and/or spiritual identity.
- The information you provide is connected to you as far as being uniquely yours to provide or decline to provide but cannot be traced back to you in its aggregate form. Small offices will not be shown to data analysts so there is no way to reverse-identify who provided which data.
- An extremely limited number of individuals in Systems and EQHR have access to the raw data for the purpose of database maintenance and oversight. They must adhere to the highest standards of privacy and confidentiality when interacting with non-aggregate data.
- the goal is to improve diversity -- through limited and preferential hiring or to build strategies for better attraction and retention in key populations -- while also building better supports including mentorship programs for specific under-represented populations.

For more information (including FAQs), please see the [Better Data Project page](#).

To take the survey, or to change your responses, you can find a link in your Online Tools section once logged in:

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Apply Library A-Z Find a person Maps

Online tools

Student services Employee services Your profile Help

Online tools

Most used

- [Email](#)
- [Brightspace](#)
- [Banner](#)
- [Chrome River \(expense management system\)](#)
- [Microsoft Teams](#)
- [Zoom video conferencing](#)
- [Apex Applications](#)
- [ONECard account](#)
- [Manage your parking](#)
- [The Better Data Questionnaire](#) New

Online tools

- Most used
- Employee
- Personal & account profile



We are all different and that is beautiful!



United Nations International Days

November 2, 2023	International Day to End Impunity for Crimes against Journalists
November 5, 2023	World Tsunami Awareness Day
November 6, 2023	International Day for Preventing the Exploitation of the Environment in War and Armed Conflict
November 10, 2023	World Science Day for Peace and Development
November 14, 2023	World Diabetes Day
November 16, 2023	World Philosophy Day
November 16, 2023	International Day for Tolerance
November 18, 2023	
	World Day for the Prevention of and Healing from Child Sexual Exploitation, Abuse and Violence
November 19, 2023	World Day of Remembrance for Road Traffic Victims
November 19, 2023	World Toilet Day
November 20, 2023	Africa Industrialization Day
November 20, 2023	World Children's Day
November 21, 2023	World Television Day
November 25, 2023	International Day for the Elimination of Violence against Women
November 26, 2023	World Sustainable Transport Day(
November 29, 2023	International Day of Solidarity with the Palestinian People
November 30, 2023	Day of Remembrance for all Victims of Chemical Warfare
December 1, 2023	World AIDS Day
December 2, 2023	International Day for the Abolition of Slavery
December 3, 2023	International Day of Persons with Disabilities
December 4, 2023	International Day of Banks
December 5, 2023	International Volunteer Day for Economic and Social Development
December 5, 2023	World Soil Day
December 7, 2023	International Civil Aviation Day
December 9, 2023	International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime
December 9, 2023	International Anti-Corruption Day
December 10, 2023	Human Rights Day
December 11, 2023	International Mountain Day
December 12, 2023	International Day of Neutrality
December 12, 2023	International Universal Health Coverage Day

December 18, 2023	International Migrants Day
December 18, 2023	Arabic Language Day
December 20, 2023	International Human Solidarity Day
December 21, 2023	World Basketball Day
December 27, 2023	International Day of Epidemic Preparedness

For more information about the meaning and significance of each of these days, please go to <https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.

