



Minutes of CUPE 951

General Meeting

February 28, 2024

HSD room A270

12:00-1:00 p.m.

Held using a hybrid of in-person and the Zoom video-conferencing platform

1. Announcements

An updated Calendar is included at the end of the minutes

A list of United Nations International Days for March will be included at the end of the minutes

Pink Shirt Day – photo of those in the room to be taken at the end of the meeting

2. Roll Call of Officers & Stewards – LSW

12 members of the Executive, Stewards, Trustees, & Meeting Membership coordinator participated in the meeting. There were no guests.

Recognition of the Territory – KM

Kirk read the local's Draft 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 revision in order to ensure it is meaningful, transformative and culturally appropriate. The Territorial Acknowledgement was shared on screen.

Equality Statement – Shared

Kirk read the first paragraph of the CUPE National Equality Statement:

<https://cupe.ca/equality-statement> and then other members of the Executive, Trustees and Stewards each read a paragraph, to allow for a diversity of voices.

The Times We Are In – Addition to the CUPE National Equality Statement

We are living in times where it is more important than ever to uphold our CUPE National Equality Statement and not condone nor tolerate behavior that undermines the dignity or self-esteem of any individual. We are seeing increasing visibility of white supremacist groups, anti-Indigenous and Black racism and discrimination of racialized, 2SLGBTQI+ and other equity deserving groups. Open expressions of hate of all kinds are becoming more common. CUPE's Code of Conduct and Equality Statement clearly state that behaviors that are disrespectful, racist and/or discriminatory are not acceptable in our Union spaces. The space of this meeting is no exception.

Kirk read the locals' statement on the CUPE Code of Conduct

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.*

Health & Safety – Emergency Preparedness – ND

For information <https://www.uvic.ca/ohse/assets/docs/cdprevention/uvic-communicable-disease-prevention-plan.pdf>, please visit UVic's [Occupational Health, Safety & Environment](#) website.

- **Working from home:** ensure you have a safe exit from your home and that your home work station is ergonomically correct.
- **Working on campus:** ensure you know where the emergency exits and muster points are.

For any questions about Health & Safety please contact: Nykita Downie – Co-Chair of the Joint CUPE 951/University OH&S Committee at: souliere@uvic.ca

Green Statement – PDW

Page read the local's Green Statement – a copy is included at the end of the minutes

3. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Amy reported that 25 members were signed into the Zoom video-conference meeting at 12:21 p.m.

b. Welcome/Oath of New Members – KM

Kirk announced there were 10 new membership applications

List of 8 new members:

- 1. Ally Gatey**
- 2. James Pommetet**
- 3. Justin Holman**
- 4. Kristen de Jager**
- 5. Ruth Spooner**
- 6. Raymond Steacy**

-
7. Sarah Hostettler
 8. Yi Wang
 9. Sarah Rowland
 10. Adrianna Todesco

As per procedure, Kirk asked if there were any objections to these 10 people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed all 10 new members into CUPE 951.

4. Approval of the Agenda

a. Additions

b. Changes

Move #15 New business with two motions to just after #7, Treasurer report and move #12 Nominations, Elections, or Installations to, just after #8, Executive Board Report.

Motion: That the agenda be approved as amended – MSCarried

5. Approval of the Minutes from Previous Meeting

a. The minutes were posted on the CUPE 951 website and were also circulated with the notice of this meeting and agenda

b. Errors/Omissions

*Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: lwhyte@uvic.ca and she will make sure the minutes are corrected. Any more substantive errors need to be brought up at the next General meeting under the agenda item #5 **Approval of the Minutes from the Previous Meeting.***

Motion: That the minutes from the January general meeting be approved – MSCarried

6. Matters Arising from the Minutes

a. None

7. Treasurer's Report – MR

The financial statements were shared on screen and Michael went through the figures for the members.

For any questions about the Treasurer's report please contact Michael Rheault at: mrheault@uvic.ca

Motion: That the Treasurer's report be approved – MSCarried

8. Nominations, Elections or Installations

a. Elect three delegates to CUPE BC Convention – April 21-24, 2024

- **Nominations**

1. **Nykita Downie – accept**
2. **Michael Rheault – accept**
3. **Page DeWolfe – accept**
4. **Laurie Whyte – accept**

- Nominees, in reverse order were allowed a few minutes to speak as to why they want to attend the convention
- The person with the least number of votes will be the Alternate
- **Elected: Nykita, Laurie, Michael, Page is the Alternate**

9. Executive Board Report – PDW

The executive board met on Feb 14, 2024.

While several key members of the executive board were not able to attend, we did make quorum. In the brief meeting we opened with a discussion around edits to the policy resolution we had already agreed to submit and a second resolution, in regards to the ongoing drug overdose and poisoning epidemic, which we had the option to adopt and submit appended to this report.

Motion that CUPE 951 adopt and submit both of these resolutions to the CUPE BC Convention 2024 – MSCarried

Next was a discussion on the level of pay for the Head Steward, now that Stephen has completed extensive training and has more experience, which were the reasons we had started the compensation at a lower rate. There will be no change to the current book off time (two days per week) but the proposed top up would recognize the level at which the Head Steward is currently working, including much correspondence in the midst of his non-book off time.

Motion: to recommend at the next GM that CUPE 951 increase the rate of pay for the Head Steward to 50% at PB14A – MSCarried

Two committee discussions followed; in the first, we agreed to circulate the invitation Laurie had drafted for members to join the IDEA committee. In the second we noted that we needed someone to step up (or be asked) to run the elections in May; Victoria Simpson, Nykita Downey have put their names forward – they can either be Chair or sit on the Elections committee.

Reports were received from the Head Steward and the Education Chair. One motion from the Education chair was brought to the table:

Motion CUPE 951 send Stephen Leckie to the Labour Law Review April 10th to 11th in Vancouver – MSCarried

Meeting was adjourned at 12:41 pm.

After the meeting had adjourned, we received a motion to be heard at the next General Meeting. The motion, calling for a ceasefire in Gaza was circulated for discussion among the executive and it was agreed that it would be brought forward under new business.

In solidarity,

Page DeWolfe,
First Vice President

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

Motion: That the Executive Board report be approved – MSCarried

10. New Business

a. Statement on Gaza

Motion: that CUPE 951 release a statement calling for an immediate permanent ceasefire in Gaza – MSCarried

Motion: that CUPE 951 call upon the University of Victoria to update its statement from October 2023 to include a call for an immediate permanent ceasefire in Gaza – MSCarried

Kirk read the motions and Amogha Halepuram Sridhar came and spoke to it, with updated statistics on the horrific death toll in Gaza and the fact that information has not be updated since October 2023. Kirk also informed the meeting on CUPE BC and CUPE National's support for these issues. Kudos for the new member speaking to the motions!

"The death toll in Gaza as of 6 hours ago has been at least 29,954 people killed including more than 12,300 children. And we have seen the horrific images and footage coming out of Gaza under the occupation and during the ongoing genocide of the Palestinian people. Rather than persuade the membership with statistics or graphic detail, I want to insist that Gaza is not far away and our efforts are not futile. I want to emphasise the local context.

The University of Victoria President's statement was last updated in October 2023 and falls short of calling for a ceasefire. [<https://www.uvic.ca/news/topics/2023+notice-statement-middle-east+news>]. Universities in North America are powerful economic and political actors, and Palestinians have called upon them to stand in solidarity. Note that universities and archival institutions in Gaza have been destroyed and North American universities have vastly remained silent. There are no remaining higher education institutions in Gaza. The last one standing, Israa University, located in the south of Gaza city, was demolished by Israeli military forces detonating 315 mines. UVic students are calling for a clear statement

from the President that calls for an immediate permanent ceasefire. Other demands that local and global activist groups have outlined include an arms embargo on Israel and opening of humanitarian corridors.

Our efforts do have an impact, and however alienated we may feel, our labour within this institution lends us a way into refusing the genocide and a voice to oppose it. I am open to elaborating on any of these points or answering any questions, and would be happy to direct the executive board or other members of the union toward additional resources."

Thank you and in solidarity,
Amogha Halepuram Sridhar (she/they)

11. President's Report – KM

Welcome, friends!

Stephen Leckie and I met with HR on February 8th to discuss the new budget reductions for 2024/2025. As part of this meeting, we renewed our letter of agreement on the Labour Adjustment Agreement. This agreement gives the Union the ability to assist members who experience a layoff due to the budget reductions with enhanced severance. Here are some excerpts from the agreement

"This LAA applies in all circumstances of management driven reductions of CUPE 951 regular staff in a department but does not limit or replace the provisions contained in Article 17 of the collective agreement and is intended to provide to individuals affected by a layoff additional voluntary options and transition assistance effective the date of this agreement."

"In response to the 2024-25 budget reduction, and as an alternative to issuing notice of layoff under Article 17, UVic may offer a more senior employee in the department enhanced severance of 3 weeks wages per year of service (4 weeks wages per year of service for Printing Operators or Technicians) to a maximum of 104 weeks of severance."

If you are asked about this or offered it, please make sure to contact Stephen Leckie or myself.

On Feb 20, I had the honor of attending the Provincial Government throne speech on behalf of CUPE BC. I discussed concerns about funding for post-secondary institutions as well as the impact from international students with many MLAs. It was nice to see the new Minister of Post-Secondary Education and Future Skills, Lisa Beare, and to talk with Parliamentary Secretary for International Credentials, Ravi Parmar.

Finally, I have submitted our resolutions to the CUPE BC Convention and look forward to joining our elected delegates in Vancouver at the Westin Bayshore from April 24-27, 2024.

In Solidarity,
Kirk Mercer President CUPE 951

For any questions about this report, please contact Kirk Mercer at: president@cupe951.ca

Motion: That the President's report be approved – MSCarried

12. Head Steward's Report –SL

Hello Membership,
February has been a steady month, with some common things slowing down, while other unique situations are still ongoing or nearing completion. Currently, the big theme is around budget cuts. All members are asked to reach out to myself or other stewards with any questions.

Big news on the term and regular/continuing job front. Our members who have work permits can now hold regular/continuing positions while they work on their Permanent Residency applications. This should apply to current as well as new members. If you are unsure if it applies to you, please email me with questions.

There is upcoming training for anyone who is interested in becoming a steward, as well as other educational opportunities for all members. I am also meeting with EQHR soon to talk about the procedure for the updated harassment and discrimination policy. Provisional pay will also become more important in the coming months, so if you are asked to cover a role at a higher pay band, please reach out to the Union before you agree to any changes.

Stephen E. Leckie

Head Steward, CUPE 951

For any questions about the Head Steward's report, please contact Stephen Leckie at: headsteward@cupe951.ca

Motion: That the Head Steward's report be approved – MSCarried

13. Other Executive & Committee Reports

14. Reports of Committees, Delegates

a. Sick Bank Committee – Amy Issel

Hello CUPE 951 members,

The Sick Benefit Bank has transitioned to a new email address;
sickbenefitbank@cupe951.ca.

A reminder, Sick Benefit Bank Applications should be submitted to the new email address with a copy to the Benefits Office at benefits@uvic.ca. You do not need to copy the Benefits Office if you have questions or require additional information.

After a small break from receiving applications due to the annual sick leave entitlements, we are starting to receive applications again. Outlined below, is the current process from when applications are received to notifying the member.

1. Member submits application and supporting document (copying benefits@uvic.ca)
2. The application is reviewed by the Sick Benefit Bank Committee
3. If approved the Committee Chair notifies the Benefits Office (if not approved, the member will be contacted and advised of the outcome)
4. After the members' leave report has been submitted and approved, the Benefits Office notifies the Sick Benefit Bank Committee of the number of days being used from the Sick Benefit Bank
5. The Sick Benefit Bank Committee will review the information received from the Benefits Office
6. If approved, the Committee Chair notifies the member and their supervisor

HR and I are currently working together to schedule a meeting to look at ways that we can improve the above process.

Please feel free to reach out via email or phone if you have any questions or require additional information.

Respectfully submitted,

Sick Benefit Bank Committee

Amy Issel, Sick Benefit Bank Chair

Nykita Downie

Stephen Leckie

Michael Rheault

Andrea Roszmann

For questions or information please contact Amy Issel: sickbenefitbank@cupe951.ca

b. OH&S Committee – Nykita Downey

Occupational Health and Safety Report

University Safety Committee

-
- In follow-up to the USC meeting of September 2023 regarding working alone in labs, Andy reviewed the new resources for laboratory supervisors that have been developed by OHSE. These resources are designed to assist supervisors and ensure compliance with WorkSafeBC.
 - Rob reviewed the events that led to the ammonia release in the compressor room at ISC and resulting closure of the ice rink. When alarms sounded at 9:30am on January 13, the FMGT shift mechanic radioed the emergency and made himself safe. CSEC and FGMT have done training/ practice exercises for such an emergency and activated the site response team. Saanich and Oak Bay fire departments were also on scene. Preliminary investigations believe an oil filter head froze and cracked, resulting in ~ 2lbs of ammonia to be released (the facility holds ~200lbs).
 - Jaclyn summarized that ECPs are required, as per WorkSafeBC, when an employee may be exposed to air contamination above 50% of its exposure limit, a biological agent or other hazardous substances. Seven departments as well as researchers using risk group 2 pathogens and/or cytotoxic drugs maintain their own ECPs in consultation and annual review with OHSE.
 - Andy advised that Transport Canada periodically inspects campus to review the shipping and receiving of dangerous goods. An inspection and meeting was coordinated with TC, the manager of Science Stores and OHSE resulting in confirmation that we are in compliance with no deficiencies noted.
 - Andy shared that training provided by the EAO and BCFED can fulfil the annual educational leave entitlement of up to 8 hours for LSC and USC members. These providers have both virtual and in-person education available.

Joint Occupational Health and Safety Committee

- Rob advised that all COVID signage has now all been removed by FGMT. He requests that if anyone sees COVID-specific signage on campus to please let him know. Test kits have now expired and are in the process of being recycled, as much as possible. Rob noted there are no updates from the provincial health officer at this time.
- January has been an eventful month for Emergency Planning and CSEC with three issues arising from the extreme, cold weather in the region. The weekend of January 5 brought the loss of heat and ventilation in the DSB. Thank you to FGMT and OREG for working very quickly to get the repairs completed and building opened for occupancy; as well as rescheduling classes.
- A power outage in ISC (and Family Housing) on January 11 may have contributed to the ammonia leak at ISC on January 13. Thank you to FMGT, CSEC and other groups who assisted with the response and for keeping everyone safe.

-
- Fiona advised that CSEC hired 2 new security officers starting this month. There has been 5 bike thefts campus wide so far this year. All cable locks.
 - Fire drill season – every building being asked to schedule as soon as possible.
 - Usual information about learning central. Please visit <https://www.uvic.ca/hr/learning-development/index.php>

Monthly CUPE 951 WorkSafeBC accidents/incidents – January Report

- 3 incidents – Category: 1 time loss/approved, 1 health care/approved, 1 health care/pending.

Retirements: Congratulations!!

- Lynne Meyers
- Fiona Puszka

Nykita Downie (she/her)

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

Joint Local Safety Committee Co-Chair, CUPE 951

For any questions about Health & Safety please contact: Nykita Downie – Co-Chair of the Joint CUPE 951/University OH&S Committee at: souliere@uvic.ca

c. Benefits Committee – Michael Rheault

The Staff Personnel Benefits Committee met on November 22 2023 for our mid-year review meeting.

Firstly, we discussed the LTD plan. For background, the plan is currently provided through BC Life and Casualty Co. and covers 1,024 of our members as of October 2023. Total claims in 2023 for our local were 29. Of these, most will remain on LTD until retirement with only a handful expected to return to work.

Causes for claims fall into 5 general categories: Musculoskeletal (e.g. arthritis, lower back pain), injury or poisoning (e.g. sprains, dislocations, burns, allergies), circulatory diseases (e.g. heart disease, high blood pressure, etc.), metal disorders, and cancer. Of these, mental health issues are the main cause for claims, with statistically 1 in 2 Canadians experiencing mental health issues by the age of 40. This is followed at a distant second by musculoskeletal issues.

Next, we discussed the part of the plan administered through Pacific Blue Cross. Overall, roughly 50% of claim payouts are for dental care. This number used to be closer to 45%, but fee increases through the BC Dental Association have encouraged this increase. Overall, dental, as well as drug and vision-related claims at UVic trend higher than other Post Secondary institutions, while paramedical claims tend to be lower. This lower number is most likely to our per visit limits.

Finally, a reminder that our Employee & Family Assistance Program (EFAP) is now being administered by Telus Health. More information and the login portal for this can be found through the university's HR website.

Michael Rheault

Personal Benefits Committee chair, CUPE 951

For more information/questions, please contact Michael Rheault at mrheault@uvic.ca

d. CLC Winter School at Harrison – Amy Issel

I would like to thank the entire membership for sending me to the attend Labour Arbitration Level 1 at the CLC Winter School at the end of January 2024.

This course provided me the knowledge (conducting interviews, document collection and preparation, opening and closing statements, etc.) on how to prepare and present an arbitration case at a hearing. I left the Winter School feeling grateful for the opportunity and amount of information I was able to absorb. I am looking forward to learning more about the arbitration process and being able to assist our members as required.

Thank you again for this opportunity!

e. CLC Winter School at Harrison – Nykita Downie

I would like to thank the local for sending me to the Canadian Labour Congress - Building Psychologically Healthy Workplaces. The skills and knowledge that I gained not only from the instructors but the other students was such an amazing experience. The conversations we had comparing how different unions handle different levels of safety were fascinating. Thank you for letting me build my OH&S portfolio.

Motion: That all reports of committees & delegates be approved – MSCarried

15. Adjournment

Motion: to adjourn the meeting at: 1:11 p.m. – MSCarried

Next General Meeting:

March 27, 2024

HSD room A270

12-1:00 p.m.

In-person and Using the Zoom Video-Conference Platform



Songhees



ESQUIMALT NATION
Community Engagement



WSÁNEĆ
1952-2021

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 (SṪÁUTW/Tsawout, WJOLELP/Tsartlip, BOKÉCEN/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

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.

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 – Feb 2024

(* under consideration) (changes are underlined)

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

Feb 14 - 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

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

Feb 21– VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

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

Feb 28 – General meeting HSD A270

March 6 -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

March 20 - VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

March 27 General meeting HSD A270

April 3 - 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

April 10 -11 – Labour Law Review – Stephen Leckie

April 17 - VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

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

April 24-27 CUPE BC Convention Westin Bayshore Vancouver – Kirk Mercer, Amy Issel

May 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

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

May 15 – VLC – Michael Rheault, Page DeWolfe

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

June 5- 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

June 18-21 – CUPE BC Supper Con – Kelowna*

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

July 24-27 – VIDC Education Con – Nanaimo*

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 – Kirk Mercer

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

Nov 25-29 BCFED Convention – Vancouver – Kirk Mercer



We are all different and that is beautiful!



United Nations International Days – March

March 1st – World Seagrass Day

March 1st – Zero Discrimination Day

March 3rd – World Wildlife Day

March 5th – International Day for Disarmament and Non-Proliferation Awareness

March 8th – International Women's Day

March 10th – International Day of Women Judges

March 15th – International Day to Combat Islamophobia

March 20th – International Day of Happiness

March 21st – International Day for the Elimination of Racial Discrimination

March 21st – World Poetry Day

March World Down Syndrome Day

March 21st – International Day of Forests

March 22nd – World Water Day

March 24th – World Tuberculosis Day

March 24th – International Day for the Right to the Truth concerning Gross Human Rights Violations and for the dignity of Victims

March 25th – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade

March 25th – International Day of Solidarity with Detained and Missing Staff Members

March 30th – International Day of Zero Waste

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.

