



Minutes of CUPE 951

General Meeting

January 31, 2024

HSD A270

11:45-1:15 p.m.

1. **Announcements**

- a. An updated Calendar is included at the end of the minutes

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

- a. 11 members of the Executive, Stewards, Trustees, and Membership & Meeting Coordinator participated in the meeting
- b. Michael 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. Kirk 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**

23 members were signed in

b. **Welcome and Oath of New Members**

Kirk announced there were 22 new membership applications

As per procedure, Kirk asked if there were any objections to these 22 people becoming members of CUPE 951. There were no objections, as the application declares the Oath Kirk welcomed all 22 new members into CUPE 951.

- | | | |
|-------------------------|----------------------------|---------------------|
| • Lia Glidden | • Larissa Simmons Fielding | • Madeline Melville |
| • Alana Duthie | • Blendaerreira Vilaca | • Nick Snitchuk |
| • Mimami Momi | • Laurel Maclean | • Amogha Halepuram |
| • Bennett Issel | • Marla Maddin | • Sridhar |
| • Lindsay Mair | • Alessandra Percival | • Lilian Brunet |
| • Amelia DeGraff-Castro | • Nicholas Fletcher | • Darian Sernoski |
| • Sydney Ellis | • Julie Hobbs | • Hailey Mcleod |
| • Katie Rowe | • Bailey Fennellow | |

4. **Approval of the Agenda**

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

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

Motion: That the December minutes be approved as posted. – **MSCarried.**

6. **Matters Arising from the Minutes**

None

7. **Treasurer's Report**

The financial statements for November and December 2023 were presented and discussed.

Two member asked questions about why the per capita was not shown in the Dec report, and if it was added the number would be different, Michael said it will be reflected in the January report.

Motion: To approve the November 2023 and December 2023 financials as presented. – **MSCarried.**

8. **Executive Board Report – PDW**

The executive met on January 10, 2024 in a hybrid format.

With the CUPE BC convention on the horizon, the first item of discussion was around delegates. Our local is entitled to seven delegates and one alternate but Kirk noted that our past practice has been to not send the full delegation to conventions outside Victoria. Additionally, hotel and travel costs have risen steeply in the past two years and the suggestion was to send fewer than our full delegation, especially as this is not an election year. There was considerable debate before a motion was tabled, and further discussion on the motion including the difficulty of using WE Travel, the comparison to BCFed convention, and questions about future budgets.

MOTION: A recommendation go to the general membership for a motion to send five delegates to the CUPE BC Convention in Vancouver BC from April 24-27 2024. M/S/C (two voting against)

Kirk was tasked with coordinating a photoshoot of CUPE 951 members for the Vancouver Island District Council (VIDC) as part of a new campaign. The event was to take place on Thursday Jan 18th in the morning. HR would be notified and members would sign waivers for the use of their photo in the campaign. Five executive members volunteered.

As Kirk will be away for the majority of May 2024, there was discussion around the backfill to cover his absence, including how to manage the Executive Election at the May general meeting, where the following positions are up for election: First VP, Head Steward, Communication Chair, one Member at Large and one Trustee. We will need to find someone to chair the elections committee as the current chair is running for a position. The IDEA committee will also need to make an internal decision as to its leadership prior to the General Meeting so that the IDEA chair can be sworn in, as outlined in our Bylaws.

The Agreement Study committee has been fully elected and appointed and is preparing for its first meeting.

We received a request from the Vancouver Island Library Staff Conference (VILSC) for financial support; we have helped to sponsor this conference since its first year and are recommending that we continue the practice as it is good visibility for the union and we join other organizations including VIDC and CUPE BC.

MOTION: a recommendation go to the General Membership in January to sponsor the Vancouver Island Libraries Conference on May 3, 2024 in the amount of \$500 M/S/C

Page brought forward a proposed policy resolution to be submitted to CUPE BC for Convention, that CUPE BC will amend its policy on pornography to remove the opposition to pornography in the community in order to align with more recent policies around sex trade work. Where the existing policy within the Human Rights section reads, “We oppose pornography wherever it is found in the workplace or community,” it should be amended to read, “We oppose pornography wherever it is found in the workplace.” Discussion followed and the following motion was made:

MOTION: CUPE 951 submit the presented resolution to the 2024 CUPE BC Convention M/S/C

Kirk raised two issues around office management: first, the office server is no longer functional and is needed to share files securely among officers and the Executive assistant. A replacement has been sourced and replacement is recommended. In addition, following our communications overhaul it became clear that calendaring was no longer synchronized and a recommendation was made to purchase a subscription to Microsoft Business to allow better control of this critical function. The following motions arose:

MOTION: CUPE 951 pay for a replacement server box for the union office, up to a cost of \$500 M/S/C

MOTION: That CUPE 951 purchase a subscription to Microsoft Business for the union office, including installation and configuration. M/S/C

Finally, there was a reminder that the United Way Plasma Car Race was coming up February 7th and it was agreed that there was interest in registering a team as registration is free.

MOTION: CUPE 951 registers a team for the Plasma Car Race on Feb 7 2024 M/S/C

No other reports were presented and the meeting adjourned at 1:06 pm.

In solidarity,

Page DeWolfe, First Vice President

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

The following Motions were moved:

MOTION: That CUPE 951 send five delegates to the CUPE BC Convention in Vancouver BC from April 24-27 2024. M/S/C

MOTION: That CUPE 951 sponsor the Vancouver Island Libraries Conference on May 3, 2024 in the amount of \$500 M/S/C

MOTION: CUPE 951 submit the presented resolution to the 2024 CUPE BC Convention M/S/C

CUPE BC will

1. Amend its policy on pornography to remove opposition to pornography in the community to align with more recent policies around sex trade work.

-
2. Amend the existing policy within the Human Rights section which reads “We oppose pornography wherever it is found in the workplace or community” to: “We oppose pornography wherever it is found in the workplace.”

BECAUSE

- pornography is created through sex trade work and CUPE BC adopted a policy in 2022 that sex trade work is work.
- inclusive feminism includes the protection of sex trade workers, including those who make pornography.
- this policy has been on the books since 1985 and our world has evolved considerably since then.
- maintaining opposition to pornography in the workplace is an important aspect of consent culture and prevention of sexual harassment.

MOTION: CUPE 951 pay for a replacement server box for the union office, up to a cost of \$500 M/S/C

MOTION: That CUPE 951 purchase a subscription to Microsoft Business for the union office, including installation and configuration. M/S/C amendment to the motion to include Premium after the word business.

As amended **MOTION: That CUPE 951 purchase a subscription to Microsoft Business Premium for the union office, including installation and configuration. M/S/C**

9. President’s report – KM

Welcome friends,

January has kicked off meetings with CUPE BC committees, where many of our members participate. The calendar included with the meeting PDF will show local representatives who contribute to various sectors and standing committees. These representatives bring forward resolutions and reports to the CUPE BC Convention, which is scheduled to be held from April 24 to 27, 2024.

Given the recent Federal Government announcements regarding International Students, we are deeply concerned about the potential impact on UVic’s 2024 budget. On January 25, I met with the Faculty Association, PEA, and CUPE 917 & 4163 to raise awareness of the issues we may encounter. We continue to see layoffs of our members in 2024, partly due to budget reductions from the previous year.

Our Agreement Study committee will soon meet to begin reviewing the collective agreement in preparation for bargaining in the spring of 2025.

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

Happy New Year! I hope that you all enjoyed a restful break and an eventful 2024 so far.

I'd like to report that things are going well with the relationships with the University, even when we need to navigate challenging situations. As the new year is upon us there were 2 layoffs that were pushed to 2024 from the 2023 budget cuts. As our members had long-standing experience, they were given the option of the enhanced severance package.

We have had the typical things come up since December 2023: interpersonal conflict, job description interpretations, and sick leave and return to work. There has also been a trend of our members filling in for other positions in their department. If you or someone else is offered provisional pay to fill in, please make sure the boundaries and expectations are clear. Stewards are here for you if you are unsure.

I'm hoping that 2024 will bring new opportunities for engagement and education. There are several opportunities available through the Union, so don't hesitate to reach out if you would like to learn more and become involved.

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.

11. Other Executive Committee Report

a. Bylaw Committee report

The following changes are required to ensure we are in line with the CUPE National Constitution:

5A. DEFINITIONS:

- i) Majority vote: Majority votes are used for elections of officers, strike votes, and contract ratification. A majority is more than 50% plus 1 of total votes cast.
- ii) Plurality vote: Plurality votes are used for elections of delegates, motions and other yes/no decisions, except in the case of By-Law changes. A plurality is the number of votes obtained that is greater than any other option.
- iii) Two-Thirds vote: A two-thirds vote is used for By-Law changes. The vote is passed if two thirds of the total number of votes cast are in favour.

14F. The TREASURER will:

- sign all cheques and ensure that the Local Union's funds are used only as authorized or directed by the CUPE Constitution, Local Union bylaws, or vote of the membership. In consultation with the Executive Board, designate a signing officer during prolonged absences;
- be responsible for maintaining, organizing, safeguarding and keeping on file all supporting documents, authorizations, invoices and/or expense claims for every disbursement made, receipts for all money sent to CUPE National, as well as records and supporting documents for all income received by the Local Union;
- work with the President and the Trustees to develop the Union's annual budget, and to monitor expenditures;

- regularly make a full financial report to meetings of the Executive Board as well as a written financial report to each General membership meeting, detailing all income and expenditures for the period (in accordance with Article B3.6 of the CUPE Constitution);
- forward to CUPE National all financial obligations for the previous month by the last day of the following month (in accordance with Article B3.8 of the CUPE Constitution);
- accept all applications for membership, collect initiation fees, issue membership cards to initiated members, and replace lost cards upon application;
- provide an accurate monthly membership report including dues to all General meetings and to the National CUPE office and to all affiliates who are entitled to per capita payments;
- audit the dues deductions made by the Accounting Department on a monthly basis;
- receive all initiation fees, dues and assessments and keep a record of each members payments and promptly deposit all money received within 15 days after receipt in the name of the Local in a bank or credit union selected by the Local and receive receipt for same;
- be a signing authority for financial transactions that have been authorized for payment by the Executive board or membership at a general meeting except that no authorization will be needed for payment for per capita fees to any organization with which the local is affiliated;
- be bonded for not less than \$1,000 (taking into account the assets of the Local and the amount of cash and cheques handled by the Treasurer) through a master bond held by the CUPE National Office. Any Treasurer who cannot qualify for a bond will be disqualified from office (in accordance with Article B3.9 of the CUPE Constitution);
- record all transactions in a manner acceptable to the Executive Board and Trustees and in accordance with good accounting practices;
- make all books available for inspection by the Trustees and/or auditors on reasonable notice. Ensure that the books are audited at least once each calendar year and within a reasonable time, respond in writing to any recommendations and concerns raised by the Trustees.
- ~~deliver the Local's books to the Trustees for audit annually after December 31 and provide the Trustees with any information they may need to complete the audit report forms supplied by CUPE;~~
- upon relinquishing office, ensure that all records are balanced and in good order before handing them over to the new Treasurer;
- note and report to the Executive Board any discrepancies between the dues check-off list supplied by management and the total number of signed "Authorization Cards for Dues Deduction" and "Appointment Notices" which are still valid and on file;
- be empowered, with the approval of the President, to authorize clerical assistance under Section 16 of these By-Laws;
- be a member of the Union's Education Committee and provide a monthly budget report of education expenditures.

14K. The TRUSTEES will:

- be responsible for ensuring that monies have been paid out with proper constitutional or membership authorization;
- ensure that proper financial reports are made to the membership;
- act as an auditing committee on behalf of the members and audit the books and accounts of the Treasurer and standing committees annually and will be permitted to keep the books for a period sufficient to check all entries;
- make a written report of their findings to the first membership meeting following the completion of each audit.
- inspect annually any stocks, bonds, securities, office furniture and equipment, titles of deeds to property that may at any time be owned by the Local and report their findings to the first membership meeting following the completion of each inspection;
- use audit forms supplied by the National CUPE office and send a copy of each yearly audit to the National Secretary-Treasurer and the area CUPE office in accordance with the provisions of the CUPE Constitution;

-
- submit in writing to the President and Treasurer any recommendations and/or concerns they feel should be reviewed in order to ensure that the Local's funds, records, and accounts are being maintained in an organized, correct and proper manner;
 - request approval of the membership for an independent auditor whenever such audit is deemed advisable;
 - attend General and Special meetings; may also attend Executive meetings but are not members of the Executive Board
 - work with the President and the Treasurer to develop the Union's annual budget, and to monitor expenditures, checking in with the treasurer quarterly.

By-Laws amendments approved by the membership at the following CUPE 951 General Meetings:

- November 14, 2001
- January 29, 2004
- June 23, 2004
- October 27, 2004
- September 28, 2005
- September 26 2007
- December 5, 2007
- June 17, 2009
- October 27, 2010
- January 26, 2011
- May 30, 2012
- May 21, 2014
- March 30, 2016
- October 31, 2018
- April 26, 2023
- **JAN 31 2024**

APPENDIX – CUPE CODE OF CONDUCT

The mandate of our union, the Canadian Union of Public Employees (CUPE), is to organize and defend workers and to promote economic and social justice for our members and for all workers. In carrying out our work, we in CUPE strive to promote our core values which include the principles of solidarity, equality, democracy, integrity, and respect. We are committed to mobilizing our energy and skills to work together to promote these values and to attain these goals in our union, our communities, and globally.

CUPE is committed at all levels to creating a union which is inclusive, welcoming, and free from harassment, discrimination, and all types of bullying and intimidation. CUPE needs to ensure that we provide a safe environment for members, staff, and elected officers to carry out our work. CUPE's expectation is that mutual respect, understanding, and co-operation will be the basis of all our interaction.

This Code of Conduct sets out standards of behaviour for participants at national convention, conferences, schools, meetings, and any other union events organized by CUPE National, Local 951, or any other CUPE chartered body. It is consistent with the expectations outlined in the Equality Statement and the CUPE National Constitution.

This Code of Conduct is intended to deal with complaints of inappropriate behaviour at events organized by CUPE National and at events, meetings, and activities by other CUPE bodies. It does not apply to complaints arising in the workplace, as those are dealt with through the grievance procedure and/or the applicable workplace harassment policy. As CUPE members, staff, and elected officers, we commit to one another and to the union to be governed by the principles of the Code of Conduct and agree to:

- Abide by the provisions of the Equality Statement.
- Respect the views of others, even when we disagree.
- Recognize and value individual differences.
- Communicate openly.
- Support and encourage each other.
- Make sure that we do not harass or discriminate against each other.
- Commit to not engaging in offensive comment or conduct.
- Make sure that we do not act in ways that are aggressive, bullying, or intimidating.
- Take responsibility for not engaging in inappropriate behaviour due to use of alcohol or other drugs while participating in union activities, including social events.

Harassment is objectionable behaviour which may include actions, language, gestures, and/or written material, and which the harasser knows or ought reasonably to know is abusive and unwelcome. Bullying is a form of harassment which is serious ongoing behaviour which targets an individual or group and which threatens that person or persons' mental and/or physical well-being.

A complaint regarding the Code of Conduct will be handled as follows:

1. If possible, a member may attempt to deal directly with the person alleged to have engaged in behaviour contrary to the Code by asking them to stop such behaviour. If that is not possible, or if it does not resolve the problem, a member may bring forward a complaint.
2. A complaint shall be brought to the attention of an ombudsperson when there is one available. Should an ombudsperson not be available, a person properly appointed and designated to be in charge shall receive the complaint.
3. The ombudsperson or the person in charge will work to seek a resolution. If this fails to resolve the matter, the ombudsperson shall report the matter to the person in charge. The person in charge has the authority to expel members from the event for serious or persistent offenses.
4. If the complaint involves a national staff member, it shall be referred to the appropriate director for investigation and the complaint shall be dealt with in accordance with the applicable staff collective agreement. If the complaint involves a staff member employed by another CUPE chartered organization, the complaint shall be referred to the person responsible for their employment.
5. If the person in charge is a party to the complaint, an alternate will be designated to assume the role.
6. In a case where a member has been expelled from a National event, the National President shall receive a report on the matter. For other events, the presiding officer shall receive a report on the matter.

-
7. For events organized by CUPE National, the National President shall determine if further remedial action is appropriate, including restricting a member's participation in future events organized by CUPE National. For other events, the presiding officer shall consult the National President.

This Code of Conduct is designed to create a safe, respectful, and supportive environment within CUPE. 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.

This Code of Conduct does not replace a member's right to access the trial provisions under Appendix F of the CUPE National Constitution.

Motion: That CUPE 951 approve the changed to the bylaws as presented Jan 31, 2024 –MSCarried (100%)

12. Nominations, Elections, or Installations

None

13. Reports of Committees. Delegates

OH&S report Occupational Health and Safety Report

Local Safety Committee (LSC) Update

Andy reported that there are no new updates on the LSC since last month's update.

University Safety Committee (USC) Update (November 28, 2023 meeting)

Emergency Planning (EP) – Rob Johns, EP Manager provided a summary of the tuberculosis (TB) case on campus, and Student Wellness continues to lead UVic's response working closing with Island Health. Emergency Planning continues to work on winter weather communication planning for response to now and ice. Fire drills have been completed for 2023. EP also participated in a province-wide emergency exercise on November 15th. Rob noted that there have been ongoing demonstrations on campus in regards to the conflict in the Middle East. Campus Security has been on-hand to assist and offer a sense of safety for the campus community. Rob is looking for new volunteers to join emergency teams at UVic.

Andy Mavretic advised on the 'Emergency Preparedness & Response' consultation document that provides an overview of regulatory requirements that employers must conduct as per WorkSafeBC for specific emergency response hazards, in addition to UVic's campus-wide planning and response procedures.

Rob Johns reviewed emergency procedures, fire safety and campus evacuation. EP will be reviewing campus evacuation plans as well as increasing awareness on what to do in the event of a major emergency. Topics on emergency preparedness training continue to be available by the EP team.

Personal Safety Coordinator/CSEC update

It's that time of year again where CSEC posts winter closure crime prevention tips on their website and the digi-casters. Here are those reminders for your workplace when you leave:

- All office and exterior doors should be closed and locked.
- All alarm systems should be armed.
- Close and secure all windows. An unlocked window can provide easy access to the rest of the building. This includes upper floor windows not just ground floor, as we have had break ins through high windows.
- Office lights and electronic equipment should be turned off.
- Illumination can create increased visibility from outside.

-
- All blinds or curtains should be closed, especially when computer equipment is visible from ground level windows.
 - All portable equipment, tools, and computers should be secured or locked away.
 - All valuable personal items should be taken home or securely locked away. Do not leave building or office keys at work unless stored in a locked safe in an alarmed area. If stolen, this puts the department at greater risk.
 - Employees working during the holidays should be aware of their personal safety. Let someone know where you are and when you are expected to return - take advantage of Campus Security's Campus Alone program.

If you are popping in on campus and see something suspicious, please let dispatch know immediately.

Student demonstrations kept CSEC quite busy this Fall. When these are occurring, CSEC might get a little bit of information about it and a day's notice.

Students in residence – this time next week CSEC will get an update on the number of students remaining in residence over the Holiday closure. Last year there were around 100 students and its expected that number will be similar this year.

Workplace training – refresher discussions on what to do on what to do if faced with someone disgruntled. Call CSEC right away. * Lots on the calendar for training – see Learning Central.

Incident Reports

Monthly CUPE 951 WorkSafeBC accidents/incidents – November 2023 Report

There was 1 incident in IACE involving a trip and fall over a brick sticking up out of the walkway, covered by leaves, near the Pharmacy at the SUB. Nykita attended the investigation, which was very straight forward. Time Loss claim approved.

Andy provided an update, on behalf of Jaclyn Davidson, on the Child Care incident from the October 2023 report. New procedures have been developed for removing the tarp over the sand box – this will not be performed by 2 people (previously removed by 1 person), and staff are reminded to be mindful of trip-and-fall items in the sand box that need to remain there because those items are needed to hold down the tarp.

Regards,
Nykita

Nykita Downie (she/her)

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

Joint Local Safety Committee Co-Chair, CUPE 951

For any OH&S questions, please contact Nykita Downie at: souliere@uvic.ca

14. Unfinished Business

None

Door Prizes

Lilian Brunet – umbrella

Lorrie Barth - \$20 GC to the Bookstore

Amogha Halepuram Sridhar-\$20 GC to the Bookstore

Tatiana Percival - \$20 GC to the Bookstore

Victoria Simpson - \$20 GC to the Bookstore

Colin Newell - \$20 GC to the Bookstore

15. **New Business**

none

Some questions came up on when to add new business, recommending to be brought up under the approval of the agenda at the next meeting

16. **Adjournment**

The meeting ended at 1:15 pm.

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



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 *Ləkʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (Songhees and Xwsepsum/Kosapsum [Esquimalt] and WSÁNEĆ (SʔÁUTW/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

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 – Jan 2024

(* under consideration) (changes are underlined>)

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

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

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

Jan 17 – VLC – Kirk Mercer, Page DeWolfe, Michael Rheault

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

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

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

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 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 – 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, Page DeWolfe

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 - Page DeWolfe, Amy Issel, Laurie Whyte, Michael Rheault, Nykita Downie

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

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 – 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

Feb 1 World Interfaith Harmony Week, 1-7 February

Feb 2 World Wetlands Day

Feb 4 International Day of Human Fraternity

Feb 6 International Day of Zero Tolerance to Female Genital Mutilation

Feb 10 International Day of the Arabian Leopard

Feb 10 World Pulses Day

Feb 11 International Day of Women and Girls in Science

Feb 12 International Day for the Prevention of Violent Extremism as and when Conducive to Terrorism

Feb 13 World Radio Day

Feb 17 Global Tourism Resilience Day

Feb 20 World Day of Social Justice

Feb 21 International Mother Language Day

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.

