



Minutes of CUPE 951

General Meeting

March 27, 2024

HSD A270

12-1:30 p.m.

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

1. Announcements

An updated Calendar will be included at the end of the minutes

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

2. Roll Call of Officers & Stewards – LSW

10 members of the Executive, Stewards, Trustees, & Sergeant-At-Arms participated in the meeting. There were 0 guests

3. Recognition of the Territory – KM

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

All of the Calls to Action from the Truth & Reconciliation Commission (TRC) have been read and members are encouraged to re-read the TRC's Calls to Action on their own at: <http://trc.ca/assets/pdf/Calls to Action English2.pdf>

4. Equality Statement – Shared

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

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

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

We are living in times where it is more important than ever to uphold our CUPE National Equality Statement and Code of Conduct, and not condone nor tolerate behavior that undermines the dignity or self-esteem of any individual. CUPE 951 creates a safe space for our meetings by following our Equality Statement and Code of Conduct during our time together. We are seeing increasing visibility of white supremacist groups, anti-Indigenous and Black racism, and discrimination towards racialized, marginalized, 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. Thank you.

CUPE Code of Conduct Statement: KM

Kirk read the local's statement on the CUPE National Code of Conduct.

The CUPE 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 CUPE 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 CUPE 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 National Convention. Access the full Code of Conduct here:

https://www.cupe951.ca/wpcontent/uploads/2023/06/code_of_conduct.pdf.

5. Health & Safety – Emergency Preparedness – ND

Nykita encouraged members to go to the University's OHSE website: COVID-19 Health and Safety: <https://www.uvic.ca/ohse/covid-19/index.php> for information on safely returning to work on campus and any COVID updates.

Please ensure you know where the emergency exits and muster areas are both when working remotely and when working on campus.

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

6. Green Statement – KM

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

7. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Catherine reported that 22 members were signed into the Zoom video-conference meeting at [12:15pm] and there were 9 members attending the meeting in-person.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 1 new membership applications.

List of new members: Isabella Komorci

As per procedure, Kirk asked if there were any objections to the new people becoming members of CUPE 951. There were no objections, so Kirk read the Oath of Membership and welcomed all 1 new member into CUPE 951.

8. Approval of the Agenda

a. Additions

b. Changes – to move Nominations, Elections, and Installations to after the Treasurers report.

Motion: That the agenda be approved as amended – MSCarried

9. 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 #9 **Approval of the Minutes from the Previous Meeting.***

Motion: That the minutes from the February 28th, 2024 general meeting be approved – MSCarried

10. 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: treasurer@cupe951.ca

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

11. Nominations, Elections, and Installations

Elections Committee 2024

- Susie Dancer
- Sarah Rowland
- Victoria Simpson

12. Executive Board Report – PDW

The executive board met on March 6, 2024.

In a discussion prior to the meeting, we realized the following motion was not brought to the table last month, despite being in the report, so we are including it again:

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

Following up on the Elections committee, we had to course correct as current officers cannot be on the committee, but we do have three members willing to form the committee and preside over the election. The committee will be ratified at the next general meeting. We also followed up on the IDEA committee. As an email invitation hadn't yet gone out as planned there was further discussion on next steps.

There was some discussion around increasing the hours for the Executive Assistant who currently only works four days a week. It was agreed that additional Friday shifts were within budget and could be offered. A motion was made regarding paying for a wreath at June's Miners' Memorial Weekend which we have done for many years.

Motion: that CUPE 951 Spend up to \$100 on a bouquet to be laid at the gravesite ceremony for the Miner's Memorial Weekend in Cumberland June 14-16, 2024 – MSCarried

Kirk read the call for ceasefire in Gaza, drafted in response to a motion that passed at the February General Meeting. This letter was sent to the President of UVic as well as posted on our FB page and webpage. Laurie asked that donations be made to both the Sooke Shelter and Victoria Pandora Our Place Society who each manage the Coldest Night of the Year event in their areas. While the event has passed, the need continues.

Motion: that CUPE 951 donate \$100 to the Sooke Shelter in support of the Coldest Night of the Year event in Sooke –MSCarried

Motion: that CUPE 951 donate \$100 to Victoria Pandora (Our Place Society) in support of the Coldest Night of the Year event in Victoria – MSCarried

Nykita brought forward an education motion to send up to two members to the Gender Equity Virtual Conference. The treasurer confirmed there was room in the budget. The intention is to offer this first to members of the IDEA committee.

Motion: to send up to 2 members to the Lancaster House, Gender Equity Virtual Conference 2024 -- MSCarried

Reports were submitted by the President, Head Steward, and Education Chair; Page also gave a brief report back from the Academic Equity Advising Group.

The meeting adjourned at 12:51

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
Questions surrounding Head Stewards PB bump:

What was the PB before and what is the rationale for the bump?

The position used to be 100% book off that was shared 50/50 with the university. Now it is 50% book off time. When Barbara was in the position at PB14A, she had a lot more qualifications than Stephen. Over the last 9 months Stephen has secured a degree and 2 certifications from weeklong schools bringing him to the full qualifications of the PB14A.

Do we have the money in the budget?

Yes we do have the money in the budget.

Is this the rate of pay remain for every subsequent member in this position going forward? Or once the elected member has completed training?

No, this is based on educational qualifications and training.

Motion: that the full membership be polled prior to this vote.

General meeting voted on motion to poll membership: 6 for and 14 against.

Original Motion:

Motion: to recommend at the next GM that CUPE 951 increase the rate of pay for the Head Steward to 50% at PB14A – MSCarried (17 for and 2 against)

13. President's Report – KM

Welcome, friends!

On Feb 29, I met with the UVic Solidarity Group. This group includes senior leadership from the UVic Faculty Association, PEA, CUPE 4163, 917, 951, as well as the UVSS and GSS. The topic of concern was Post-Secondary funding and budget cuts. We updated each other on the actions that UVic is taking in various departments. As was explained in last month's report, we are now seeing canvassing for voluntary layoffs. If your department sends this out and you are interested, please contact the head steward, Stephen Leckie, and me.

On March 15, I met with the larger solidarity network that includes union leadership from Royal Roads University, Camosun College, Vancouver Island University, and North Island College. We all talked about the different effects of the drop in international students and the overreliance these institutions placed on them. North Island College is not affected by this at all, so no layoffs or deficits are expected. However, the other institutions are imposing budget reductions resulting in layoffs, organizational changes, shared work agreements, and permanent reductions in FTE (full-time equivalent). With many jobs at these institutions being precarious, it's hard to see how these cuts will not impact our locals and the student experience.

The UVic Solidarity Group is meeting again on March 28, working on a letter to send to the government asking for suggestions in addressing these budgetary cuts and layoffs. First and foremost, the layoffs associated with these budget cuts are unacceptable as they are

devastating to the workers and families of those who will lose employment. We hope to have this agreed to and sent out soon.

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

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

14. Head Steward's Report – SL

Hello Membership,

As the progression of UVic's budget reduction unfolds, it is clear there will be some changes coming in April. A few faculties and departments have put out a call for voluntary departures. Please reach out if you have any questions. There are a few details to consider regarding enhanced severance.

Payroll and HR have fixed the improper provisional pay calculation, adjusting for Step 5. If you have received provisional pay in the last four years, please contact me.

We are still dealing with the typical agreements and meetings regarding term and casual employments, as well as working with continuing members who have questions about their job descriptions and roles within their units.

In April we will hold a monthly Steward meeting, to better organize both return to work and collective agreement cases. If you would like to get involved, please contact me. There will be many shadowing opportunities in the coming months.

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

15. Reports of Committees, Delegates

a. Occupational Health and Safety Report

b. Sick Benefit Bank Report

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

16. Adjournment

Motion: to adjourn the meeting at: 1:03pm p.m. – MSCarried

Next General Meeting:

April 17, 2024

12-1:30 p.m.

In-person and Using the Zoom Video-Conference Platform



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.



We are all different and that is beautiful!

CALENDAR UPDATE to CUPE 951 General meeting – March 2024

(* under consideration) (changes are underlined>

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, Nykita Downie, Laurie Whyte, Michael Rheault

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 16 – Miner’s Memorial – Cumberland – Kirk Mercer

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

June 19- VLC - Kirk Mercer, Page DeWolfe, Michael Rheault

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



United Nations International Days

March 1st – Zero Discrimination Day
March 3rd – World Wildlife Day
March 8th International Women’s Day
March 15th – International Day to Combat Islamophobia
March 20th -- International Day of Happiness
March 21st -- International Day for the Elimination of Racial Discrimination; World Down Syndrome Day
March 22nd – World Water Day
March 25th – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade
March 30th – International Day of Zero Waste

April 2nd – World Autism Awareness Day
April 5th – International Day of Conscience
April 7th – World Health Day
April 12th – International Day of Human Space Flight
April 14th – World Chagas Disease Day
April 21st – World Creativity and Innovation Day
April 22nd – International Mother Earth Day
April 23rd – World Book and Copyright Day
April 24th – April 30th – World Immunization Week
April 24th – International Day of Multilateralism and Diplomacy for Peace
April 25th – World Malaria Day, International Delegate’s Day, International Girls in ICT Day
April 26th – International Chernobyl Disaster Remembrance Day
April 28th – World Day for Safety and Health at Work, National Day of Mourning for those who have died, were injured, or became ill from their job
April 30th – International Jazz 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.

