



Minutes of CUPE 951

General Meeting

April 17, 2024

CLE A216

12:00-1:00 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.

Laurie read some of the April International Days

2. Roll Call of Officers & Stewards – LSW

13 members of the Executive, Stewards, Trustees, & Meeting Membership coordinator participated in the meeting. There was 1 guest. Micha Pesta National rep

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](http://trc.ca/assets/pdf/Calls_to_Action_English2.pdf)

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:

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.

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

Catherine reported that 20 members were signed into the Zoom video-conference meeting at 12:10 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 8 new membership applications

List of new members:

1. Taryn Murphy
2. Joshua Smith
3. Desiree Colley
4. Laura Chambers
5. Angie Barry
6. Sarah Petreny
7. Elise Coulombe
8. Lynai Quatell

As per procedure, Kirk asked if there were any objections to these 8 people becoming members of CUPE 951. There were no objections, welcomed all 8 new members into CUPE 951.

4. Approval of the Agenda

a. Additions

None

b. Changes

None

Motion: That the agenda be approved as circulated – 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

None

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 March 27, 2024, general meeting be approved – MSCarried

6. Matters Arising from the Minutes

a. None

7. Treasurer's Report – MR

No report as the numbers for April have not been received yet, due to the meeting being held earlier than usual.

For any questions about the Treasurer's report please contact Michael Rheault at:

treasurer@cupe951.ca

8. Executive Board Report – PDW

The executive board met on April 3, 2024 and we also had a special meeting on March 13 to discuss new directives from CUPE National in regards to virtual and hybrid meetings where secret ballots are required. Kirk agreed we needed a demo of the suggested platform before we could decide how to proceed.

We continued the discussion around the new voting requirements in the April meeting. The primary issue is that we are no longer authorized to use zoom polls for secret ballots and while we could use Simply Voting, it is costly and would change how we manage elections, requiring a full revision of our election bylaws. We were unable to schedule a demo of the suggested platform (Motion Meetings) so to ensure we do not risk having our elections invalidated due to errors in process, we voted to hold the May general meeting in person ONLY.

MOTION: That CUPE 951 host an in-person only May 29th meeting for the purpose of the Executive elections – MSCarried

Our internal communications setup continues; Kirk spent time on Good Friday with Think Communications getting our email moved to a new Microsoft Server; this caused some unexpected domains to fail, and we have had to move all new emails over to the new server. Kirk is looking into whether this new set up allows us to have a 951 only Teams set up instead of discussing labour issues on UVic Servers. [We later discovered that this also impacted our mailing list]

Kirk updated us on the Day of Mourning event being cosponsored by Victoria Labour Council and CUPE 2081 at Camosun College (Lansdowne) on Sunday April 28th. Kirk is hoping that Nykita and Amy will be able to attend.

Ahead of convention, CUPE BC sent out a survey of top five picks out of each resolution category to help prioritize which resolutions take precedence. The deadline is April 9th.

CUPE 3903 at York University requested financial support. Their local is academic teaching assistants, equivalent to CUPE 4163 here. Our Bylaws allow for a donation up to \$500 to be passed by the Executive as it is for support of a CUPE local.

Motion: That CUPE 951 support CUPE Local 3903 (at York University) financially with a donation of \$500 and a letter of support – MSCarried

Teresa raised the issue that the inability of the local to access the Childcare Top Up (a fund provided by the Provincial Government) when workers are doing work for the Union makes it a significant disincentive for volunteers.

Education motion in regard to SuperCon, a conference in Kelowna, there is a small window for applications, so the following motion was made and it was agreed to canvas executive and stewards for interest first:

MOTION: that CUPE 951 send up to 2 members to SuperCon June 18th-20th in Kelowna – MSCarried

Other upcoming and suggested education opportunities were also discussed.
Reports were received from the President and Head Steward
The meeting adjourned at 1:02 pm.

In Solidarity,
Page DeWolfe
First Vice President

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

Motion: That the Executive Board report be approved – MSCarried

9. President's Report – KM

Welcome, friends!

On April 3rd, I met with HR to discuss the Centralized IT project, which involves Systems taking back under their portfolio IT staff working in multiple departments across the campus. I have asked for a new organization chart to show that IT support will still work in those departments as they review all those positions over the next year. I was assured that none of these positions would be affected by the budget reductions announced in February.

On April 8th, our agreement study committee met for a second time to go over any research on other collective agreement language for CUPE locals in the same sector and other large employer groups. So far, the group is working on drafting some new changes to the existing language. We look forward to having a good report to pass on to the negotiation committee in September.

On April 16th, I have a follow-up meeting 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 budget reductions and that the Uvic FA and UVSS will meet with Minister Beare on April 22. CUPE 4163 will likely see the most jobs cut as they are seen to be doing 50% of the instruction on campus.

On April 18th, I will meet with the UVic Solidarity Group. We will be completing a letter to Premier Eby and Minister Beare on postsecondary funding.

In Solidarity,
Kirk Mercer President CUPE 951

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

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

10. Head Steward's Report – SL

No Report

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

11. Other Executive & Committee Reports

- **Communications Committee Chair Report – RP**

No report

For any Communication Committee questions, please contact Ranbir Prihar at:
rprihar@uvic.ca

- **OH&S Committee – ND**

Emergency Planning (EP)

There is a tabletop exercise in May put on by Rob Johns - all external response agencies will be attending.

ISC ammonia plant inspection report

We reviewed the status of the WSBC inspection reports regarding the ammonia release that occurred in January.

Technical Safety BC also conducted their own investigation and will provide a report to the university.

University's full incident investigation report was accepted by WSBC.

Automated External Defibrillators (AEDs)

There has been a lot of conversation as to if we can get more AEDs on campus.

Jess (Campus Security Director) confirmed Campus Security's interest in leading a feasibility assessment for a campus-wide AED program working with OHSE and other campus partners. The USC committee was supportive of this project moving forward.

Annual USC Evaluation

We have completed the evaluation. Kane and Terri provided a review of the USC evaluation and the work done by the committee throughout 2023. There was a Motion: to approve the 2023 annual USC evaluation and provide a copy signed by the

co-Chairs to Kristi Simpson, VPFO, for her review and signature. Vote: approved unanimously

Local Safety Committee Review

Andy reviewed the summary report of the 26 joint local safety committees across campus. It was noted that a few committees had less meetings than usual throughout the year. Overall, most committees meet regularly and discuss issues relevant to their units.

Nykita Downie (she/her)

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

Joint Local Safety Committee Co-Chair, CUPE 951

- **CUPE 951 Education Committee Chair Report – ND**

No report

For any Education questions, please contact Nykita Downie at: education@cupe951.ca

- **IDEA Committee – LSW**

- **Sick Benefit Bank Committee – AI**

The sick bank email was temporarily not working, due to the transfer of email accounts to @cupe951.ca, so if you didn't receive a response from Amy, please resend your email.

Motion: That the Other Executive & Committee Reports be approved – MSCarried

12. Trustees Report – SD

For more information/questions, please contact:

Susie Dancer (2023-2026): sdancer@uvic.ca

Jessica Fox (2021-2024): jfox@uvic.ca

Michael Ryan (2022-2025): mryan@uvic.ca

13. Nominations, Elections or Installations

a. Ratify Contract Stewards

- **Nominations**

- 1. Amy Issel**

-
- **Ratified: Amy Issel**

14. Unfinished Business

a. Reminder that the May meeting will be an In-Person meeting only – AI/KM

It will be held in the David Turpin Building – due to CUPE National restraints regarding elections and voting on Zoom. We may need to review our Bylaws around elections and voting. CUPE National doesn't recognize Zoom Polls as appropriate voting, nor do they recognize Simply Voting as appropriate either

More communications will be coming.

Nomination forms for the Executive Board elections are available now

1st VP, Head Steward, Head Steward, Communications Chair, Trustee and Executive Member-at-Large are up for election – all currently have incumbents.

Get nominations in asap.

Kirk won't be here in May.

The information is all on the CUPE 951 website: [Executive Board Elections – May 29, 2024 – CUPE 951](#)

15. New Business

a. None

Door Prizes:

Ranbir Prihar – CUPE water bottle

Jessica Fox – CUPE water bottle

Mike Rheault – CUPE water bottle

M. Coppard – CUPE umbrella

Chris Darby – CUPE umbrella

Victoria Simpson – CUPE umbrella

16. Adjournment

Motion: to adjourn the meeting at: 12:52 p.m. – MSCarried

Next General Meeting:

May 27

David Turpin Building

A104

12:00-1:00 p.m.

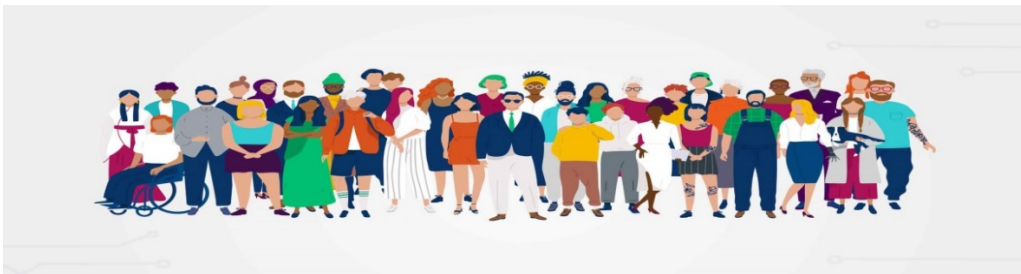
In-person

Green Statement

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 – April 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 17 – General meeting Clearihue A216

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 9 – CUPE intro to Stewarding -UVic

May 15 – VLC – Michael Rheault, Page DeWolfe

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

May 29 – General meeting David Turpin A104 (elections)

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

June 26 – General meeting Clearihue A216

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

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

May

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.

