



Minutes of CUPE 951 General Meeting Michele Pujol room June 26, 2024

12:00-1:00 p.m.

1. Announcements

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

No announcements

A list of United Nations dates will be included at the end of the minutes

2. Roll Call of Officers & Stewards – LSW

15 members of the Executive, Stewards, Trustees, & Meeting & Member Coordinator participated in the meeting. There were 0 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 to ensure it is meaningful, transformative, and culturally appropriate.

Code of Conduct -EB

Erica Burns read the CUPE National Code of Conduct

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

Equality Statement – AI

Amy Issel read the CUPE National Equality Statement: <https://cupe.ca/equality-statement>

Health & Safety – Emergency Preparedness – ND

Nykita explained where the emergency exits, and muster points are for the Michele Pujol room where the special BBQ meeting is being held.

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 via the chair that 100 members were signed into the special BBQ meeting at 12:19 p.m.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were no new membership applications

4. Approval of the Agenda – Kirk read the agenda as it was not circulated

a. Additions

None

b. Changes

None

Motion: That the agenda be approved as read – MSCarried

The meeting was paused while members went to get their food

The meeting resumed – 12:37 p.m.

5. Approval of the Minutes from Previous Meeting

a. The minutes were posted on the CUPE 951 website and reminder to review was also circulated with the notice of this meeting.

b. Errors/Omissions

None – at least one person did not hear the Chair call for any errors/omissions and so their errors/omissions will be brought forward at the September general meeting.

*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 May general meeting be approved – MSCarried

6. Matters Arising from the Minutes

a. None

7. Treasurer's Report – KM on behalf of MR

Kirk gave the Treasurer's report for April 2024 on behalf of Michael Rheault who was excused. Copies of the Treasurer's report were circulated one per table.

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. Executive Board Report – PDW

June 2024

The executive board met on June 5, 2024, with 6 executive members and two trustees in attendance.

A full discussion and debrief of the General Meeting and Elections was held, with the recommendation to release a statement to the membership being the primary outcome. That message was circulated to the listserv on June 12th

Next, we discussed some remaining details around the Summer BBQ and the separate celebration for Childcare members who are not able to attend the BBQ due to ratio requirements.

Page updated the executive on the encampment, People's Park, including discussion on the statement given to the Times Colonist following the shutdown of the Starbucks location in the Bookstore, as it affected our members who work there, and the outcome of the discussion at the campus solidarity meeting. Kirk clarified that should members take any action in alignment with the encampment during work hours or if they defame the University, they could potentially see repercussions. Current demands of the encampment are not fully in line with CUPE National which makes it more difficult for members to show support. We have received calls from members both to support and to remove the encampment.

Amy and Page both attended a demo by Motion Meetings, as a possible hybrid solution to our elections needs, however it does not look like this service will meet the needs of the local, especially considering the cost of using the service. At this point we are not recommending a move to this service.

Kirk made a pitch to host a BBQ for the Executive and trustees as a social event (bring your own protein, etc.) with no cost to the local; he will look at dates and canvas the executive for availability.

The Executive Meeting adjourned at 1:32 pm

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

9. President's Report – KM

Welcome, friends!

On June 13, I had the honor of attending the 39th Miner's Memorial in Cumberland, BC, and laying a bouquet at the grave of Ginger Goodwin on behalf of CUPE 951. In 1917, Goodwin was elected treasurer of the Trade Mill and Smelters Union and Vice-President of the BC Federation of Labour. In July 1918, Constable Dan Campbell killed Goodwin at the young age of 31. Although Campbell claimed the shooting was an act of self-defense, the labor community has always considered it an act of cold-blooded murder—a sentiment that persists to this day. The shock and anger surrounding Goodwin's death were felt not only in Cumberland, where his funeral procession was over a mile long, but throughout the province. Goodwin's death sparked Canada's first general strike in Vancouver on August 2, 1918. Albert "Ginger" Goodwin is honored each year at a graveside vigil during the Miner's Memorial.

On June 17, I met with our newly founded IDEA (Inclusion, Diversity, Equity, and Accessibility) committee and was happy to see the enthusiasm among these members to get started. The first item on the agenda was to announce the Victoria Pride Parade and how to get more involved. They crafted a message that I hope all of you received on June 24. I look forward to them bringing more awareness and getting to know the membership better every day. Please reach out to Sarah Rowland if you have any questions.

On June 18, I met with the UVic Solidarity Group. We discussed the impact of budget cuts; this time last year, our local experienced both voluntary and involuntary layoffs, which were difficult for us to navigate. At this point, I believe we have mostly seen voluntary layoffs and do not foresee involuntary ones like last year. I know that the PEA is experiencing more layoffs this year, and the faculty have seen more early retirements. We hope this will be enough to meet UVic's budget reductions.

We also talked about the encampment and its impacts on different bargaining groups. While most are staying very neutral, it can be problematic for those who have members in the encampment. Our advice is to only participate in nonviolent, peaceful protest outside of regular working hours. We recognize the fundamental democratic right to peaceful protest, as supported by the BC Human Rights Commissioner.

I am happy we could bring back a June BBQ this year and look forward to any suggestions, feedback, and ideas for the future.

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

10. Head Steward's Report – SL

Hello CUPE 951 Members,

I would like to take a moment to apologize for not respecting the meeting process at the May general meeting. Speaking over the Chair does not create a space which is inclusive and welcoming. Every member should feel heard.

On June 7 I met with available stewards to talk about the May general meeting and best practices for member representation. If you have questions feel free to email the Head Steward or any of the stewards listed on the website.

The Work Study program jobs have been vetted and approved for the upcoming term. This process happens every Summer and the University and our Union decide on which student jobs are considered union work and which jobs are excluded.

Further to the issue of correct information, please check your leave balances, especially if you are in a new appointment or have changed positions. Questions about the types of leaves and how to request them are always welcome. Our current collective agreement provides for 2 days cultural leave for Indigenous members. National Indigenous Peoples Day was on June 21.

In solidarity, Stephen E. Leckie, Head Steward, CUPE 951

For any questions about the Head Steward's report, please contact Stephen Leckie at: headsteward@cupe95.ca)

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

11. Other Executive & Committee Reports

a. Communications Committee Chair Report – RP

No report

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

b. Education Committee Chair Report – ND

No report

For any Education questions, please contact Nykita Downie at: souliere@uvic.ca

c. IDEA Committee Chair Report – SR

Johnesha and I have a draft of our Terms of Reference and Mission Statement. We will be bringing it to the IDEA Meeting on July 8th for review. I have connected with CUPE 917 who are in the process of re-writing their bylaws to enact their version of an IDEA Committee and will connect again with Dave (to be committee chair) once that is done. I have also connected with Aditi from the Faculty Association who is leaving their position to learn about their experience on the FA Equity Committee

For any IDEA Committee questions, please contact Sarah Rowland at: srowland@uvic.ca

d. Trustees Report – SD

No Report

For more information/questions, please contact:

Susie Dancer: sdancer@uvic.ca

Jessica Fox: jfox@uvic.ca

Michael Ryan: mryan@uvic.ca

12. Nominations, Elections or Installations

- a. NONE

13. Reports of Committees, Delegates

- a. No Reports

DRAW

18 Draws were held for CUPE promotional items

14. Unfinished Business

- a. None

15. New Business

- a. None

Kirk wished everyone a wonderful and safe summer. He also thanked everyone for coming to the special BBQ meeting and encouraged them to come to some of the regular general meetings.

16. Adjournment

Motion: to adjourn the meeting at: 12:58 p.m. – MSCarried

Next General Meeting:
September 18th
12-1:30 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 *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

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 – June 2024

(* under consideration) (changes are underlined>)

June 5- Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns

June 15 – Miner’s Memorial – Cumberland – Kirk Mercer, Amy Issel

June 18-21 – CUPE BC Supper Con – Kelowna- Page DeWolfe, Amy Issel

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

June 26 – General meeting Michèle Pujol Room, Student Union Building

July 3 - Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns

July 7 Victoria Pride Parade- Kirk Mercer, Page DeWolfe, Sarah Rowland, Amy Issel, Nykita Downie

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

July 24-27 – VIDC Education Con – Nanaimo – Stephen Leckie, Johnesha Johnson, Sheri Thomson

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

Sept- 4 Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns

Sept 12– CUPE BC Executive Indigenous Cultural Safety training Nanaimo – Kirk Mercer, Amy Issel, Laurie Whyte

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

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

Sept 26, 27 – CUPE BC Executive Anvil Center - New Westminster – Kirk Mercer, Amy Issel, Laurie Whyte

Oct 2 - Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns

Oct 7-10 CUPE National Sector Conference – Winnipeg – Kirk Mercer

Nov 6 - Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns

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

Nov 25-29 BCFED Convention – Vancouver – Kirk Mercer

Dec 4 - Executive Meeting GSS Room 108- Kirk Mercer, Page DeWolfe, Amy Issel, Michael Rheault, Stephen Leckie, Sarah Rowland, Ranbir Prihar, Laurie Whyte, Nykita Downie, Amy Issel, Teresa Dixon, Erica Burns



United Nations International Days

July 6 – International Day of Cooperatives

July 12 – International Day of Combating Sand and Dust Storms

July 15 – World Youth Skills Day

July 18 – Nelson Mandela International Day

July 20 – International Moon Day

July 20 – World Chess Day

July 28 – World Hepatitis Day

July 30 – International Day of Friendship

July 30 – World Day Against Trafficking in Persons

August 1-7 – World Breastfeeding Week

August 9 – International Day of the World’s Indigenous Peoples

August 12 – International Youth Day

August 19 – World Humanitarian Day

August 21 – International Day of Remembrance and Tribute to the Victims of Terrorism

August 22 – International Day Commemorating the Victims of Acts of Violence Based on Religion or Belief

August 23 – International Day for the Remembrance of the Slave Trade and its Abolition

August 29 – International Day Against Nuclear Tests

August 30 – International Day of the Victims of Enforced Disappearances

August 31 – International Day for People of African Descent

September 5 – International Day of Charity

September 8 – International Literacy Day

September 9 – International Day to Protect Education from Attack

September 15 – International Day of Democracy

September 16 – International Day for Interventional Cardiology

September 16 – International Day for the Preservation of the Ozone Layer

September 17 – World Patient Safety Day

September 18 – International Equal Pay Day

September 20 – World Cleanup Day

September 21 – International Day of Peace

September 23 – International Day of Sign Languages

September 27 – World Tourism Day

September 28 – International Day for Universal Access to Information

September 29 -- International Day of Awareness of Food Loss and Waste

September 30 -- International Translation 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.

