



Minutes of CUPE 951

General Meeting

October 23, 2024

Maclaurin D288

12-1 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 November will be included at the end of the minutes – here are some of them:

October 24-30 is Disarmament Week

October 24-31 is Global Media and Information Literacy Week

October 24th is United Nations Day & World Development Information Day

October 29th is International Day of Care and Support

October 31st is All Hallowed Eve or Halloween & World Cities Day

November 16th International Day for tolerance

November 17th is the World Day of Remembrance for Road Traffic Victims

November 18th is the International Day for the Prevention of and Healing from Child Sexual Exploitation, Abuse and Violence

November 25th is the International Day for the Elimination of Violence Against Women – Not to be confused with the December 6th National Day of Remembrance and Action on Violence Against Women

For more information about any of these dates please go to the United Nations website:

[International Days and Weeks | United Nations](#)

There will be more important International Days coming up in December and you'll hear about them at the November General Meeting

2. Roll Call of Officers & Stewards – LSW

11 members of the Executive, Stewards, Trustees, & Meeting & Member Coordinator participated in the meeting. There was 1 guest – Micha Pesta, the CUPE National Staff Rep for CUPE 951

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, 2SLGBTQIA+ 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 (NUTF) 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-diseasepreventionplan.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 15 members and 1 guest were signed into the Zoom video-conference meeting at 12:17 p.m., and there were 6 members attending the meeting in-person for a total of 21 members and 1 guest.

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 5 new membership applications

List of new members:

Steve Anderson
Brenna Seymour
Teresa Sammut
Sarah Lawrence
Carly Anderson

As per procedure, Kirk asked if there were any objections to these 5 people becoming members of CUPE 951. There were no objections, but none of the new members were in attendance, so Kirk did not read the Oath of Membership, but he did welcome all 5 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 September 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: treasurer@cupe951.ca

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

8. Executive Board Report – PDW

The Executive Board met on October 2, 2024.

At this meeting we discussed:

1. The November 2024 general meeting; noting that Kirk Mercer, President & Stephen Leckie, Head Steward will be at the Lancaster Bargaining / Arbitration Conference in Vancouver.
2. The December 2024 Holiday Social; noting this is scheduled for Thursday, December 12, 2024.
3. The Negotiation Committee:
 - a. How to proceed ensuring that we have diverse representation of our members and the variety of pay schedules/pay bands.
 - b. Committee Composition
 - i. President and Head Steward are automatically appointed.
 - ii. Elected members Page DeWolfe, Kara White, and Amy Issel.
 - c. Expenses for the committee, such as book off, training, etc. will come out of the defence fund.

MOTION: to appoint Laurie White, Rob Fillo, and Teresa Dixon (or a member of childcare) to the Negotiating Committee for 2025– MSCarried

4. The All-Candidates Forum for the 2024 Provincial Elections being hosted by the Faculty Association and PEA. A notice was circulated to our membership advising of the applicable information.
5. Feedback received from members around the September 2024 meeting be moved to in-person only, which was due to language in the National Constitution around elections.
6. The shared Supplemental Fund (917 & 951) currently available to assist with hearing aids or orthodontics. We discussed if there should be an equal contribution cap on the fund for both locals, if we should remain as shared or if we should separate, and the utilization of the fund.
7. Hotel rooms for VIDC delegates to attend the annual Holiday Social Saturday, November 23, 2024 in Parksville. The Executive discussed and agreed that there is a safety concern to having delegates driving in the dark at this time of year and the following motion was put forward and carried.

MOTION: to cover the hotel costs for VIDC delegates to attend the general meeting and holiday social on Saturday, November 23, 2024 in Parksville, BC. – MSCarried

8. The August 2024 financial report and the following motion was put forward and carried.

MOTION: to approve the August 2024 financial report as presented. – MSCarried

9. *Via email:* A pledge to provide financial assistance to CUPE Local 2381, Support Staff, at the University of Western Ontario, who have been on strike since August 2024. The following e-motion was put forward and carried.

E-MOTION: to pledge \$500 to CUPE 2381, Support Staff, at the University of Western Ontario who have been on strike since the end of August. – MSCarried

In Solidarity, Amy Issel, 2nd 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!

I recently attended the CUPE National Sector Conference in Winnipeg from October 7-10. Presidents from universities and colleges across Newfoundland, PEI, Nova Scotia, Quebec, Ontario, Saskatchewan, Alberta, and BC were present.

The conference included updates on bargaining and strikes within our sector, with discussions on the impact of federal policies on international students. There was a panel discussion on the increasing presence of artificial intelligence in post-secondary education systems, covering its use in grading, pre-screening students, automated ordering software, industrial-sized Roomba vacuums, and parking readers. These technologies can lead to job reductions in some areas or job increases, depending on how they are implemented.

Contracting out is also on the rise, either due to attrition or because our members are not being properly trained. We discussed strategies for pushing back on these issues.

There were also talks about return-to-work protocols, specifically in the context of strikes or lockouts ending. We participated in a communication workshop focused on messaging during a strike or lockout. Additionally, there was a health and safety panel on rising violence in the workplace, led by members from K-12 education, healthcare, libraries, and transit sectors.

We also had a presentation from Debra Merrier, CUPE National Diversity Vice-President representing Indigenous workers, and Aubrey Gonsalves, CUPE National Diversity Vice-President representing Black and racialized workers. They introduced "Our Time Together," a national space for Indigenous, Black, and racialized CUPE members and allies. The aim of this space is to foster discussions on building an anti-racist union.

The online event will take place on Saturday, November 16, 2024, from 1-4 PM EST. You can register using this link.

<https://cupe.ca/event/our-time-together-national-space-indigenous-black-and-racialized-cupe-members-and-allies>

Our negotiation committee will be meeting for the first time tomorrow to begin working on a survey aimed at understanding your priorities as we prepare for bargaining next year

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,

October has seen an increase of cases as members settle in to the new 2024/2025 Winter term. There have been expectation meetings, probation check ins, as well as questions about job descriptions, sick leave surplus accounts, and conflicts with team members.

There have been a number of requests for term extensions beyond one year, however the majority of requests have also included the caveat that departments are looking to make these positions Regular/Continuing. All term employees will receive benefits after 2 continuous years in their position.

A few new Human Resources Consultants have started. We look forward to building collaborative labour relations that allow for all our members to work in a safe and secure workplace. Please contact the Head Steward office with any questions or concerns. If you would like more information about becoming a union steward, please let us know.

Notable excerpts from the collective agreement:

“18.02 Employees will be permitted a 15-minute break from work both in the first and the second half of a full 7-hour shift. Employees working a minimum shift of 4 hours will be permitted a 15-minute break from work during the second half of the shift.”

In solidarity, 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

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: education@cupe951.ca

c. Health & Safety Committee – ND

OH&S Report - October 2024

Emergency Planning (EP)

Campus Security reported that approximately 75% of fire drills have been completed on campus this year. These drills continue to offer valuable insight for the EP team. They

can evaluate responses to the drills and then use the learnings to educate people as some individuals may be new to campus and/or fire drills.

AED project update

FMGT is working on mapping out the specific locations for the first phase of AEDs for installation, including signage and co-located naloxone kits, in about 10-12 buildings around campus. Local safety committees of these buildings (and their responsible Dean or Directors) will be consulted to address any questions or feedback about the intended placement prior to installation.

Nykita Downie (she/her)

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

Joint Local Safety Committee Co-Chair, CUPE 951

W: 250-721-8717

C: 250-508-3919

For any questions about health and safety, please contact Nykita Downie at:

souliere@uvic.ca

d. Greater Victoria CUPE Scholarship Committee – ND

We have recently reinvented the Greater Victoria CUPE Scholarship. The committee has recreated the guidelines, application forms, terms of reference and canvassing letters to new locals. Currently we have locals 917, 951, 410, 788, 2011, 2081 continuing to participate. We have more interest from other locals for next year.

Application deadline for this round was October 15, 2024. The committee is going to be going through 17 applications from all contributing locals. We look forward to having more participation from more locals for the ability to give scholarships to more students to attend college or university.

We will be sending out a report of what we were able to contribute to tuition for and for how many students shortly once we make our decisions. Stay tuned 😊

Please contact us if you have any questions.

Nykita Downie and Erica Burns, Greater Victoria CUPE Scholarship Committee

For any questions about the scholarship, please contact Nykita Downie at:

souliere@uvic.ca

Or: Erica Burns at: ericaburns@uvic.ca

e. RTWA Stewards – LSW

CUPE 951 has Return to Work & Accommodation Stewards who can help guide members through the process of returning to work after a lengthy period of sick leave, staying at work with a suitable accommodation, and/or requesting a medical or equity

accommodation. We help and support members throughout the process. We work collaboratively with the Human Resources Work Life Consultants to ensure the member gets their needs and rights met. Don't hesitate to call! If you are interested in becoming a RTWA Steward, please contact me – we will train and mentor you!

For any RTWA information or questions, please contact:

Laurie Whyte – Lead RTWA Steward – lwhyte@uvic.ca

Marta Wojnarowicz – RTWA Steward-in-Training – martaw@uvic.ca

f. IDEA Committee Report – SR

No Report

Sarah read the report from the Sept meeting.

For any IDEA Committee questions, please contact Sarah Rowland at:

sarah.hrowland@gmail.com

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

Winners of Prize Draws – Wheel of Names – MR

- 1. Metal CUPE Water Bottle – Kevin Rob***
- 2. Metal CUPE Water Bottle – Elizabeth England***
- 3. CUPE Travel Mug – Christine Doszecki***
- 4. CUPE Travel Mug – Kim Cook***
- 5. CUPE Travel Mug – Margarita Coppard***
- 6. CUPE Travel Mug – Sarah Rowland***
- 7. CUPE Mug – Darian Sernoski***
- 8. CUPE Socks – Mike Rheault***
- 9. CUPE Socks – Kevin Chubak***
- 10. CUPE Socks – Heidi Neeves***
- 11. CUPE Socks – Page DeWolfe***
- 12. CUPE Socks – Erica Burns***
- 13. CUPE Socks – Cathrine Jansen***
- 14. CUPE Socks – Annick Chen***
- 15. CUPE Socks – Lorrie Barth***
- 16. CUPE Socks – Stephen Leckie***

Trustees Report – SD

No report

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

12. Nominations, Elections or Installations

- a. None

13. Reports of Committees, Delegates

a. CUPE BC Persons With Disabilities Committee – LSW

Not All Disabilities Are Visible buttons from the CUPE BC PWD committee were available at the meeting to promote awareness that not all disabilities can be seen. We shouldn't judge people as their actions may be due to an invisible disability. If you didn't get a button at the October general meeting, let me know and I'd be happy to send you one or more through campus mail.

I also sit on the CUPE National Persons With Disabilities Committee, which will be meeting in Ottawa next week.

Your disability may be invisible, but you aren't!

For more information about PWD and disability activism, please contact Laurie Whyte at:

lwhyte@uvic.ca

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

14. Unfinished Business

- a. None

15. New Business

- a. None

16. Adjournment

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

Next General Meeting:
November 20, 2024
Maclaurin D288
12-1 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 *Lək̓ʷəŋən* peoples on whose traditional territory CUPE Local 951 conducts its business, and the (*Songhees and Xwsepsum/Kosapsum [Esquimalt]* and *WSÁNEĆ (S̓TÁUTW/Tsawout, W̓JOLELP/Tsartlip, BO̓KÉĆEN/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 – October 2024

(* under consideration) (changes are underlined>)

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 2- CUPE BC OH&S Committee meeting – Burnaby – Amy Issel

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

Oct 8-12 CUPE BC Political Action training Burnaby – Michael Rheault

Oct 9-10 CUPE BC Pink Triangle/BCFED 2SLGBTQIA+ Workers committee meetings- Page DeWolfe

Oct 18 – CUPE BC International Solidarity Committee Burnaby- Nykita Downie

Oct 21 CUPE BC Skilled Trades meeting – Burnaby – Kirk Mercer

Oct 23 – General Meeting Maclaurin D228 hybrid via zoom

Oct 28-30 - CUPE National for National PWD Committee meeting- Ottawa – Laurie Whyte

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 20 – General Meeting Maclaurin D228 hybrid via zoom

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

Nov 25-29 BCFED Convention – Vancouver – Page DeWolfe, Amy Issel, Nykita Downie, Jessica Fox

Dec 3-4 CUPE BC Executive meeting – Amy Issel, Laurie Whyte, Kirk Mercer

Dec 9 - 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

Dec 12 Holiday Social/Meeting Michele Pujol Room 11:45 to 1:15pm



United Nations International Days

A list of United Nations International Days for November will be included at the end of the minutes – here are some of them:

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[International Days and Weeks | United Nations](#)

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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.