



## Minutes of CUPE 951

### General Meeting

December 12, 2024

Michele Pujol Room in the Student Union Building

11:45a.m.-1:00 p.m.

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#### **1. Announcements**

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

#### **2. Roll Call of Officers & Stewards – ND**

**Number of Executives: 8**

**Trustees: 2**

**Stewards: 3**

#### **Recognition of the Territory – MR**

CUPE 951 Territory acknowledgement included at the end of the minutes

#### **Equality Statement – AI**

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

#### **CUPE Code of Conduct Statement - PDW**

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.

#### **Health & Safety – Emergency Preparedness – ND**

For information on Health & Safety 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.

Ours today in the Student Union Building are: Directly out the doors behind you toward Residence, across ring road toward Clearhue or toward the bus loop.

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](mailto:souliere@uvic.ca)

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## Green Statement – EB

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.

### 3. Attendance Report & Welcome

a. **Number of Members Signed-In** – 112 Members @ 12:26PM

b. **Welcome/Oath of New Members** –

#### List of new members:

1. **Jennifer Campbell**
2. **Zoe Delano**
3. **Robb Kevin**
4. **Craig Johnson**

As per procedure, Kirk asked if there were any objections to these 4 people becoming members of CUPE 951. There were no objections, welcomed all 4 new members into CUPE 951.

### 4. Approval of the Agenda

a. **Additions**

None

b. **Changes**

***Motion: That the agenda be approved as amended – MSCarried***

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

a. The minutes were posted on the CUPE 951 website and were available in the room

b. **Errors/Omissions**

None

*Please email any grammatical/typo/spelling errors to Secretary Laurie Whyte: [lwhyte@uvic.ca](mailto: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 November 20, 2024, general meeting be approved – MSCarried***

### 6. Matters Arising from the Minutes

a. **None**

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## 7. Treasurer's Report – MR

Michael shared the Oct Financial report, a question about closing balance \$10,000 over what is stated in By-Laws, why? Expenses are increasing and spoken with executive and trustees, we are comfortable with it being so to have that safety net.

For any questions about the Treasurer's report please contact Michael Rheault at:  
[treasurer@cupe951.ca](mailto:treasurer@cupe951.ca)

## 8. Executive Board Report – PDW

The executive board met on December 9, 2024.

Page brought forward an update on the previous month's discussion around Bylaws, particularly around elections, with the suggestion that the issue and options be brought to the membership in the form of a survey in the new year, before making substantial changes to the Bylaws.

The Education committee updated us on the upcoming CUPE BC Virtual Library Symposium on January 14, 2025. We made a motion to send up to four members to the Symposium

As we always do this time of year, we addressed the requests from Community Services for support. The one change we made this year is that we donated to a local rescue society that supports pet-friendly rooms at the Sooke Transition House rather than the BCSPCA which does not keep our donations local to the region. The following motions were passed:

***Motion: that CUPE 951 donate \$100 to the 1UP Victoria single parent resource center***

***Motion that CUPE 951 donate \$100 to the Rain Coast dog rescue to support pet friendly accommodation at the Sooke Transition House.***

***Motion: That CUPE 951 donate \$100 to each of the Victoria and Sooke Transition Houses***

***Motion: that CUPE 951 donate \$100 to each of the 5 food banks, Mustard Seed food bank, Saanich Lion's Peninsula food bank, Sooke food bank, Goldstream food bank, Student Union food bank***

Additional updates were shared on the CUPW (Canada Post) strike and the call for support (Kirk will be bringing forward a motion to the general meeting); the deadline for Resolutions to CUPE BC and considerations for Resolutions to National and a brief update on our local's 60<sup>th</sup> Anniversary, which we will celebrate next year!

In Solidarity,  
Page DeWolfe  
First Vice President

any questions about this report, please contact Page DeWolfe at: [cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca)

***Motion: That the Executive Board report be approved – MSCarried***

***Motion: that CUPE 951 donate \$1000.00 to CUPW local 850 to their strike fund- MSCarried***

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## 9. President's Report – KM

Welcome Friends,

It's hard to believe that just last December I reported on the very successful round of negotiations for our local. We achieved the largest wage increases in 20 years, with the salary and benefits base now approximately \$43.5 million! And now, your negotiation committee is preparing to return to the negotiation table in 2025, as our contract expires on March 31, 2025.

Throughout the year, I have met with the UVic Solidarity Group (CUPE, PEA, and the Faculty Association). We have worked together to send letters to the government regarding post-secondary funding in light of the budget cuts over the past two years. We also organized an all-candidate debate for the provincial election focused on post-secondary issues and supported resolutions at the BC Federation of Labour Convention this past November. Most importantly, we've been discussing bargaining, as we all head to the table this year.

The new human resources consultants have been finding their footing and, for the most part, are working well with our stewards. I look forward to 2025 and hope to continue fostering good relationships with HR so we can support our members to the best of our ability.

I am also excited to announce that CUPE National will be hosting the first-ever Young Worker Conference, happening on March 2-3, 2025, in Montreal. To attend, you must be aged 35 or younger. We will hold an election at the January general meeting to send up to one member to this important event.

I would like to extend my heartfelt gratitude to our executive and stewards for their unwavering dedication to the local. Their tireless efforts, thoughtful leadership, and constant commitment to supporting our members have kept us one of the strongest and most respected CUPE locals in the province. Their hard work does not go unnoticed, and I am deeply appreciative of everything they do.

On that note, I am proud to share that CUPE 951 was awarded the CUPE BC Disability Activist Award on December 3, 2024. Thank you, on behalf of all CUPE members, for your exceptional leadership and commitment to furthering the rights of workers with disabilities.

In Solidarity,

Kirk Mercer  
President, CUPE 951

For any questions about the President's Report please contact Kirk Mercer at: [president@cupe951.ca](mailto:president@cupe951.ca)

## 10. Head Steward's Report – SL

Happy Holidays Everyone!

2024 has been a year of learning and communication. All in all, it was a successful year of helping our members navigate the changing landscapes of university budgets and policies, as well as changes to department organization. Looking ahead I am hoping to receive more feedback and engagement from members, especially since we will be moving into bargaining in 2025. We are always here to support you with anything that happens in the workplace.

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There were some notable events this last year. EQHR revised the Discrimination and Harassment Prevention and Response Policy. It now includes a commitment to education, language around microaggressions, and process options for staff to deal with challenging situations. The creation of the School of Languages, Linguistics and Cultures was a big organizational change in Humanities, but allowed for some of our long-service members to retire under the Labour Adjustment Agreement signed in February. There has been one retirement and four new hires in HR. We are grateful that the new HRCs are open to effective communication that looks for solutions.

Most importantly, I would like to thank all the stewards who have helped our members this year. I wouldn't be able to provide support without their diligent assistance. Thank you everyone! As we look to the New Year, I hope that everyone has a safe and relaxing holiday.

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](mailto:headsteward@cupe951.ca)

## **11. Other Executive & Committee Reports – tabled until January 2025 GM**

## **12. Trustees Report – JF**

The trustees have completed the audit of the 2023-2024 books and have no recommendations to make; previous years' recommendations have been implemented. With thanks to the Executive Assistant for maintaining detailed records and streamlining the organization of all necessary documents.

Sincerely,  
Susie Dancer, Jessica Fox and Michael Ryan  
CUPE 951 Trustees

For more information/questions, please contact:  
Susie Dancer (2023-2026): [sdancer@uvic.ca](mailto:sdancer@uvic.ca)  
Jessica Fox (2021-2024): [jfox@uvic.ca](mailto:jfox@uvic.ca)  
Michael Ryan (2022-2025): [mryan@uvic.ca](mailto:mryan@uvic.ca)

## **13. Unfinished Business**

### **a. None**

## **14. New Business**

### **a. None**

## **15. Adjournment**

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**Motion: to adjourn the meeting at: 12:57pm – MSCarried**

**Next General Meeting:  
January 22, 2025  
David Strong Building  
C118  
12:00-1:00 p.m.  
*In-person***



*WSÁNEĆ Peoples*

*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*



**We are all different and that is beautiful!**

CALENDAR UPDATE to CUPE 951 General meeting – December 2024  
(\* under consideration) (changes are underlined)

Dec 3-4 CUPE BC Executive meeting New Westminster – 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 11- VLC Holiday Social – Kirk Mercer, Amy Issel, Michael Rheault  
Dec 12 Holiday Social/Meeting Michele Pujol Room 11:45 to 1:15pm  
Jan 8 - 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  
Jan 9 – CUPE BC PWD Committee meeting – Laurie Whyte  
Jan 13 CUPE BC Skilled Trades Committee – Burnaby – Kirk Mercer  
\*Jan 14 CUPE BC Virtual Library Symposium 2025  
Jan 20 CUPE BC Universities Committee – Burnaby – Kirk Mercer  
Jan 22 – CUPE 951 General meeting  
Feb 1- VIDC – Kirk Mercer, Page DeWolfe, Amy Issel, Laurie Whyte, Nykita Downie, Michael Rheault  
Feb 20,21 - CUPE BC Executive Board Meeting – Amy Issel, Kirk mercer, Laurie Whyte  
Feb 26-27 - CUPE National for PWD committee meeting – Laurie Whyte  
Feb 26 – CUPE 951 general meeting  
\*March 2-3 - CUPE National Young Workers Conference – Montreal  
March 26 – general meeting  
April 23 - general meeting  
April 29- CUPE BC Executive Board Meeting Vancouver - Amy Issel, Kirk mercer, Laurie Whyte  
April 30-May 03- CUPE BC Convention Vancouver – Kirk Mercer  
May 10 – VIDC - Kirk Mercer, Page DeWolfe, Amy Issel, Laurie Whyte, Nykita Downie, Michael Rheault  
May 26- 30 CUPE BC Spring School  
July 15-17- CUPE BC Think Tank  
Sept 12 - VIDC Strategic planning  
Sept 13- VIDC General Meeting