



Minutes of CUPE 951

General Meeting

January 22, 2025

12-1:30 p.m.

Held in-person - David Strong Building - C118 - as there were elections held.

1. Announcements

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

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

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

Recognition of the Territory – KM

Kirk read the local's amended 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

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, Homophobia, Transphobia, 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 (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

Nykita went over the emergency exits for DSB C118, which was also available in print for members attending in person.

For information <https://www.uvic.ca/ohse/assets/docs/cdprevention/uvic-communicable-diseasepreventionplan>.

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, and a printed copy was available for members attending in person.

3. Attendance Report & Welcome

a. Number of Members Signed-In – CJ

Catherine reported that 25 members were signed in to attend the meeting in-person. There was one guest (Micha Pesta)

Quorum is 20

b. Welcome/Oath of New Members – KM

Kirk announced there were 9 new membership applications

List of new members:

Amma Harama-Bedard

Ari Rivas

Grace Decker

Jade Bowen

Jeanette Bryant

Olivia Scully

Ivan Grcimartin Carmona

Siobhan Scanian

Lynda Mears

Kristine Karnine

As per procedure, Kirk asked if there were any objections to these 9 people becoming members of CUPE 951. There were no objections, so Kirk invited the new members in attendance to come to the front of the room, where he read the Oath of Membership and welcomed all 9 new members into CUPE 951 with a photo and a 951 pin.

4. Approval of the Agenda

a. Additions

None

b. Changes

Move Elections to after the President's Report

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. Printed copies were available at the meeting for those attending in person.

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 December 12, 2024, general meeting be approved – MSCarried

6. Matters Arising from the Minutes

a. None

7. Treasurer's Report – MR

The financial statements for November 2024, 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 – AI

The Executive Board met on January 8, 2025.

At this meeting we discussed:

The CUPE Young Worker Conference being held in Montreal from March 2-3, 2025. We noted that CUPE has revised the age from 35 and under to **30 and under**. We discussed sending young workers and the following motion was put forward and carried.

MOTION: CUPE 951 send up to two young workers, 30 and under, to the CUPE Young Worker Conference in Montreal from March 2-3, 2025. – MSCarried

The 2025 CUPE BC Convention being held in Vancouver from April 30 – May 3, 2025. It was noted that this will be the last convention in Vancouver for the next few years as the 2026 – 2029 conventions will be held in Victoria. After a discussion whether or not to send our full delegation and electing an alternate to attend if a delegate was unable to attend, the following motion was put forward and carried.

MOTION: CUPE 951 send up to 7 delegates to the CUPE BC Convention being held in Vancouver from April 30 – May 3, 2025– MSCarried

CUPE BC Executive Board Endorsements; all positions will be up for election at the upcoming CUPE BC Convention. Currently, three 951 members hold positions are interested in running for the positions again. The following motions was put forward and carried.

MOTION: CUPE 951 endorse Kirk Mercer for Regional Vice-President CUPE BC, Amy Issel for Alternate Regional Vice-President CUPE BC, and Laurie Whyte Diversity Vice-President, Persons with Disabilities CUPE BC. – MSCarried

We then discussed registering a team of up to five for the United Way Trivia scheduled for January 16, 2025; our local has participated in this for the last couple of years. The following motion was put forward and carried

Motion: CUPE 951 register a team for the United Way Trivia scheduled for January 16, 2025 for a cost of up to \$125. – MSCarried

We discussed the 60th Anniversary update, we chose to hold off on sending this until the New Year. We will send this out after the meeting today and will close on Wednesday, January 29, 2025 at 4:00pm. We look forward to hearing from everyone.

In Solidarity,
Amy Issel (she/her), 2nd Vice-President CUPE 951

For any questions about this report, please contact Amy Issel at: arowe@uvic.ca

Motion: That the Executive Board report be approved – MSCarried

9. President's Report – KM

Welcome Friends,
January marks the start of meetings with CUPE BC committees, where many of our members are actively participating. The included calendar highlights local representatives who contribute to various sectors and standing committees. These representatives play a vital role in bringing forward resolutions and reports to the CUPE BC Convention, scheduled to take place from April 29 to May 3, 2025, in Vancouver.

Recent announcements from the Federal Government regarding international students have raised significant concerns about the potential impact on UVic's 2025 budget. On January 24, I will meet with the Faculty Association, PEA, and CUPE 917 & 4163 for an information session on the budget model, hosted by members of the Budget Design Committee. For more details, please visit: www.uvic.ca/budget/updates/budget-model-review.php.

Our head steward, Stephen Leckie, and I recently visited new members at the Vancouver Island

Technology Park, part of the UBC Distributed Programs – Vancouver Island. Based on feedback from our survey, we've learned that many members have joined the union within the past five years. As a result, we plan to visit different buildings on campus to introduce ourselves and connect with members. Our Negotiation Committee met on January 16 with our National Representative, Micha Pesta, to review the survey and begin formulating proposals. The committee will meet again on February 7, 12, and 13, as well as March 10, 12, and 13.

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. Nominations, Elections or Installations – moved to after the President's Report

a. Young Workers Conference – elect 2

Nominated:

1. Olivia Scully – nomination accepted
2. Jade Bowen – nomination accepted
3. Darian Sernoski – nomination accepted

Elected:

1. Darian Sernoski
2. Jade Bowen
3. Alternate: Olivia Scully

b. CUPE BC Convention 2025 – elect 5 (2 options by Executive exercised)

Nominated:

1. Jessica Fox – nomination accepted
2. Nykita Downie—nomination accepted
3. Rob Fillo – nomination accepted
4. Michael Rheault – nomination not accepted – nomination accepted as alternate
5. Stephen Leckie – nomination accepted
6. Laurie Whyte – nomination accepted
7. Erica Burns – nomination not accepted

Elected:

1. Jessica Fox
2. Nykita Downie
3. Rob Fillo
4. Stephen Leckie
5. Laurie Whyte
6. Alternate – Michael Rheault

Motion: to destroy the ballots – MSCarried

15. Head Steward's Report – SL

No report

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

16. Other Executive & Committee Reports

a. Occupational Health & Safety – ND

AED (Automated External Defibrillator) and naloxone kits - JCC and HSD first buildings to receive the first shipment of AED machines. Consultation and maps have been sent out to LSC of where they have been proposed to be installed

Learning central - active threat and training sessions available
CSEC hired an emergency coordinator – Dorothy Eggenberger
CSEC continues to work closely with emergency services on updating and improving their mapping data for locations on campus; with a commitment to review and update every six months.

First Aid Update

Changes include the requirement for advanced certification by some Campus Security (CSEC) first aid attendants, in addition to existing intermediate certifications. CSEC will be reviewing and establishing first aid staffing levels (both the number of first aid attendants and the complement of attendants who are either trained to the Intermediate or Advanced level, per shift).

Nykita

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 OH&S, please contact Nykita Downie at: souelle@uvic.ca

b. Communications Committee Chair Report – RP

No report

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

c. Education Committee Chair Report – ND

No report

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

d. IDEA Committee Chair Report – SR

No Report

For any IDEA Committee questions, please contact Sarah Rowland at:
sarah.hrowland@gmail.com

e. Return To Work & Accommodation Steward Report – LSW

RTWA Stewards help guide members through the University's return to work and accommodation process. We help members stay at work with a suitable accommodation and/or return to work after sick leave, with a return to work plan and suitable accommodation, if necessary. If you are returning to work after a sick leave or if you know someone who is, please contact Laurie. If you are struggling in your work due to a medical condition (s), please contact Laurie for help with an accommodation. If you have any questions -- please contact Laurie.

If you are interested in becoming a RTWA Steward, it is very rewarding work, please contact Laurie.

For any RTWA Steward questions, please contact Laurie Whyte at: lwhyte@uvic.ca

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

17. 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

18. Reports of Committees, Delegates

a. BC Fed Convention – AI

Three members of CUPE 951 were elected to attend the 2024 BCFED Convention from November 25 – 29, 2024: Jessica Fox, Nykita Downie and Amy Issel.

Thank you to our membership for sending and providing us with the opportunity to represent CUPE 951. This was Jessica's first experience at a union convention where able to see the process of reviewing proposed resolutions, hearing real stories about how lives of workers are or will be impacted by the implementation of these changes.

We had the opportunity to learn from honoured speakers including Len Pierre, Faye Johnstone, and Grand Chief Stewart Phillip. As minority populations are often some of the people most negatively impacted by workplace standards, it was impactful to hear from these speakers and learn new ways to respectfully interact with our fellow workers and stand up for injustices.

We also had the opportunity to hear directly from political representatives with ties to the labour movement, including Premier David Eby and NDP party leader Jagmeet Singh. Both spoke well and brought a lot of hope for the future political landscape in Canada, and in BC directly.

Outside of the main convention proceedings, we were able to participate in a group rally to support striking workers in the CUPW and Machinists Union Local 1857. Hearing many united voices calling out in support of fair wages and working conditions was uplifting and powerful.

BCFED offered forums for Women & Gender Rights and Human Rights, as well as caucus meetings for those who identify as a member of minority groups including indigenous workers, disabled workers, racialized workers, and 2SLGBTQIA+ workers. Within each of these caucuses, important needs were highlighted by members and a chair to the BCFED was elected as delegate on behalf of the caucus.

We had the pleasure of re-electing President Sussanne Skidmore and Secretary-Treasurer Hermender Singh Kailley for another term and electing Trustees.

Ultimately, after a week of many resolutions, conversations, and learning opportunities, we all feel that our voices were being heard and uplifted by other union members and by the BCFED as a labour federation!
That is a good feeling!

Thank you again for providing us with this opportunity.

Nykita Downie (she/her), Education Chair
Jessica Fox (she/her), Trustee
Amy Issel (she/her), 2nd Vice-President



b. CUPE BC Online Library Symposium – LSW

48 members attended from different locals in BC

CUPE 951 sent 4 members: Laurie Whyte, Michael Rheault, Erica Burns, and Kjell Cawsey, all from the McPherson Library

There was a total of 7 Post-Secondary Education (PSE) Library workers – all other attendees were from K-12 and public libraries

It was so important that we sent our 4 members, to ensure the voice of PSE Library workers could be heard, to remind everyone PSE Libraries have some of the same issues, but also different issues than public and K-12 libraries

The symposium dealt with Governance and Health & Safety issues – both of which also apply to PSE libraries, but in a somewhat different way

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

19. Unfinished Business

a. None

20. New Business

a. None

21. Adjournment

Motion: to adjourn the meeting at: 1:08 p.m. – MSCarried

Next General Meeting:
February 26, 2025
12-1:00 p.m.
David Strong Building C118
In-person and Using the Zoom Video-Conference Platform





Songhees



ESQUIMALT NATION
Community Engagement



WSÁNEĆ
WASANEC

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 who's traditional territory CUPE Local 951 conducts its business, and the (Songhees and Xwsepsum/Kosapsum (Esquimalt) and WSÁNEĆ (SʔÁUTW/Tsawout, W JOŁŁP/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
WSÁNEĆ

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 – January 2025

(* under consideration) (changes are underlined)

Jan 8 - Executive Meeting HWB 225- 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 13-17 CLC Winter School – Harrison Hot springs – Amy Issel

Jan 13 CUPE BC Skilled Trades Committee – Burnaby – Kirk Mercer

*Jan 14 CUPE BC Virtual Library Symposium 2025

Jan 15 VLC – Amy Issel, Michael Rheault, Kirk Mercer

Jan 18 – CUPE BC International Solidarity Committee – Burnaby – Nykita Downie

Jan 20 CUPE BC Universities Committee – Burnaby – Kirk Mercer

Jan 22 – CUPE 951 General meeting - DAVID STRONG BUILDING C118

Jan 24 – CUPE BC OH&S Committee meeting – Amy Issel

Jan 27-31 VLC CLC Winter School – Harrison Hot springs – Kirk Mercer

Feb 1- VIDC – Kirk Mercer, Amy Issel, Laurie Whyte, Nykita Downie, Michael Rheault

Feb 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

February 2-7, CLC Winter School – Harrison Hot springs – Stephen Leckie

Feb 19 VLC – Amy Issel, Michael Rheault, Kirk Mercer

Feb 20,21 - CUPE BC Executive Board Meeting – Amy Issel, Laurie Whyte

Feb 26-27 - CUPE National for PWD committee meeting – Laurie Whyte

Feb 26 – CUPE 951 general meeting - DAVID STRONG BUILDING C118

March 2-3 - CUPE National Young Workers Conference – Montreal

March 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

March 26 – general meeting - DAVID STRONG BUILDING C118

April 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

April 23 - general meeting - TBD

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 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

May 10 – VIDC - Kirk Mercer, Amy Issel, Laurie Whyte, Nykita Downie, Michael Rheault

May 21 – general meeting - TBD

*May 26- 30 CUPE BC Spring School

June 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

June 25 – general meeting/BBQ Social - Michele Pujol Room 11:45 to 1:15pm

July 15-17- CUPE BC Think Tank

Sept 12 - VIDC Strategic planning

Sept 13- VIDC General Meeting



United Nations International Days

January 01 – New Year’s Day

January 04 – World Braille Day

January 21 – Large Planetary Alignment -- this celestial event, happens once every century; the alignment of six planets will begin on Jan. 21 and run for about 1.5 weeks; it will feature Mars, Jupiter, Uranus, Neptune, Saturn, and Venus simultaneously.

January 24 – International Day of Education

January 26 -- International Day of Clean Energy

January 27 – International Day of Commemoration in Memory of the Victims of the Holocaust

February 01 – World Interfaith Harmony Week (February 1-7)

February 02 – World Wetlands Day

February 04 – International Day of Human Fraternity

February 04 – World Cancer Day

February 06 – International Day of Zero Tolerance to Female Genital Mutilation

February 10 – World Pulses Day

February 10 – International Day of the Arabian Leopard

February 11 – International Day of Women and Girls in Science

February 12 – International Day for the Prevention of Violent Extremism as and when Conducive to Terrorism

February 13 – World Radio Day

February 14 – St. Valentine’s Day

February 15 – Canadian Flag Day

February 17 – Global Tourism Resilience Day

February 17 – BC Family Day Stat

February 20 – World Day of Social Justice

February 21 – International Mother Language 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.

