Minutes of CUPE 951 General Meeting September 18, 2024 Cinecenta

12-1:30 p.m.

Held in-person

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1. Announcements

An updated Calendar will be included at the end of the minutes
A list of United Nations International Days for September will be included at the end of the minutes

Kirk explained we are using this event space to accommodate a larger number of members.

2. Roll Call of Officers & Stewards – LSW

9 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 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.

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

Please ensure you know where the emergency exits, and muster areas are both when working remotely and when working on campus.

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 36 members attended the meeting.

Quorum is 20.

b. Welcome/Oath of New Members – KM

Kirk announced there were 17 new membership applications

List of new members:

1. **Hope Wiebe**
2. **Solomon Rosenberg**
3. **Sarah Venables**
4. **Jess Johnson**
5. **Jaqueline Kittel**
6. **Nataiya Chapman**
7. **Thomas Dryden**
8. **Kate Cooper**
9. **Addison Mercer**
10. **Annick Chen**

11. Chloe Rousselon
13. Kailie Marlowe
14. Wiktor Pawelec
15. Gihan De Silva
16. Nataile Vidal
17. Aimee Coueslan

As per procedure, Kirk asked if there were any objections to these 17 people becoming members of CUPE 951. There were no objections, so Kirk invited Annick Chen to the front of the room to read the Oath of Membership and welcomed all 17 new members into CUPE 951.

4. Approval of the Agenda

a. Additions

b. Changes

Elections moved until after Treasurers Report - ***MSCarried***

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 copies were provided at the meeting.

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 ***#5 or #6 Approval of the Minutes from the Previous Meeting.***

Motion: That the minutes from the June 26, 2024 general meeting be approved – MSCarried

6. Matters Arising from the Minutes

a. none

7. Treasurer's Report – MR

The financial statements were shared Michael went through the figures for the members. For any questions about the Treasurer's report please contact Michael Rheault at: treasurer@cupe951.ca

Discussion on proposed draft budget 2024/25

Motion: That the Treasurer's reports for June and July be accepted – MSCarried
Motion: to approve the draft budget for 2024/2025 - MSCarried

8. Nominations, Elections, or Installations (moved here from below)

Question: What is considered for diversity? Are pay bands considered?

Kirk explained that the first consideration is gender, and then a consideration to have members from all departments we represent. We first see who is elected, and then question whether we have a fair representation of electees, as we hope to fill in the gaps. Kirk explained the decision is sent to members through email.

Follow up question about pay bands: Will schedule B be on the negotiating committee?

Kirk answered yes, and further explained that we want to make sure we have one member from Schedule B. Also, one member from childcare who are not listed in pay bands as they are not included in the JEQ process as it stands. Kirk reiterated that the hope is to have a member from every group: a member from Schedule A, pay bands 3-14 and Schedule B, pay bands 12-14.

Question: How do you get on the ballot?

Kirk explained that someone must nominate you first.

Question: Do members have to be physically here to be nominated?

Kirk answered yes, unless they have notified us in writing that they want to run.

9. Nominations, Elections or Installations

a. Negotiating Committee

- **Nominations**
    1. **Amy Issel**
    2. **Kara White**
    3. **Rob Fillo**
    4. **Page DeWolfe**
        - **Elected: Amy Issel, Kara White, Page DeWolfe.**

b. BC Fed Convention

- **Nominations**
    1. **Nykita Downie**
    2. **Jessica Fox**
        - **Elected: Nykita Downie and Jessica Fox.**

10. Executive Board Report – AI

The Executive Board met on July 3, August 7, and September 4, 2024.

At the July meeting we discussed:

- The National Sector Council Conference, where nine different sectors of CUPE will be represented; the following motion was put forward and carried.
    1. ***MOTION: to send the President to the National Sector Council Conference in Winnipeg, October 7-10, 2024. – MSCarried***
- The 60th Anniiversary of our local on April 22, 2025. A sub-committee, comprising of Erica Burns, Sarah Rowland, Jessica Fox, and Amy Issel was formed.
- The postponement of the CUPE VIDC Leadership Conference that was scheduled for July 24 – 27, 2024 in Nanaimo. A refund for the four members who were registered is expected.
- The plans for our local to join the Victoria Labour Council at the Victoria Pride Parade on July 7, 2024; the following motion was put forward and carried.
    1. ***MOTION: that the IDEA committee use up to $100.00 of the committee's budget to purchase handouts for the 2024 Victoria Pride Parade – MSCarried***
- Increasing the hardship funds from $100 to $150; the two following motions were put forward and carried.
    1. ***MOTION: to appoint an ad-hoc Policy Review Committee; for a maximum of 12 months. – MSCarried***
    2. ***MOTION: to recommend the ad-hoc Policy Review Committee review the hardship donation cap of $100 – MSCarried***
- Supporting the local food bank; the five following motions were put forward and carried.
    1. ***MOTION: to donate $100 to the Saanich Peninsula Lions Club Food Bank – MSCarried***
    2. ***MOTION: to donate $100 to the Goldstream Food Bank – MSCarried***
    3. ***MOTION: to donate $100 to the Mustard Seed Food Bank – MSCarried***
    4. ***MOTION: to donate $100 to the Sooke Food Bank – MSCarried***
    5. ***MOTION:* to donate $100 to the UVSS Food Bank – MSCarried**
- Education for the IDEA Committee; the two following motions were put forward and carried.
    1. ***MOTION: to send three members of the IDEA Committee to the More Than a Bystander Workshop being held online on July 12, 2024 – MSCarried***
    2. ***MOTION: to send the Idea Committee Chair to the Vancouver Pride Queer Rights Summit at the Sheraton Vancouver Wall Centre, August 1-3, 2024 – MSCarried***

At the August meeting we were joined by our CUPE National Rep, Micha Pesta, and we discussed:

- The Lancaster Bargaining / Arbitration Conference and the following motion was put forward and carried.
    1. ***MOTION: to send the President and Head Steward to the Lancaster House Bargaining / Arbitration Conference in Vancouver, BC on November 20-21, 2024. – MSCarried***
- The BC Federation of Labour Convention in November 2024. President Kirk Mercer will be attending on behalf of the Victoria Labour Council and the following motion was put forward and carried.
    1. ***MOTION: to send up to four delegates to the BCFED Convention in Vancouver, BC November 25-29, 2024 – MSCarried***
- The option of room sharing for conferences, educations, conventions, etc. and the following motion was put forward and carried.
    1. ***MOTION: to recommend the ad-hoc Policy Review Committee review the wording around room sharing – MSCarried***
- The formation and elections of the Negotiation Committee. Our President and Head Steward are automatically on the committee, three members will be elected, and three members will be appointed.

- A request received from CUPE National for locals to donate to the National Disaster Relief Fund, specifically the Alberta Wildfires relief and the following motion was put forward and carried.
    1. ***MOTION: to donate $500 to the CUPE National Disaster Fund 2024 – MSCarried***
- Lancaster materials being accessed by our stewards. Members of the executive will be looking into copyright and ways to setup a secure server to share and/or use for educational opportunities.
- Education for the IDEA Committee; the following motion was put forward and carried.
    1. ***MOTION: to send up to two members of the IDEA Committee to the* More Than a Bystander Workshop being held online on *August 14, 2024 – MSCarried***

At the September meeting we discussed:

- Correspondence received for a CUPE BC Executive Board member attending a meeting to discuss the relationship between CUPE and the BC NDP. Since our local has an internal policy about not telling members who to vote for, we decided to see if the PEA and/or Faculty Association will be offering an all-candidates forum. If this is being offered, we will circulate the forum information once available.
- The 2024/2025 budget and the July 2024 financial report; the two following motions were put forward and carried.
    1. ***MOTION: to recommend the 2024/2025 budget to the general membership meeting for approval in September 2024. – MSCarried***
    2. ***MOTION: to approve the July 2024 financial report as present. – MSCarried***
- Moving our September 2024 meeting to in person as we will be holding elections. A variety of ways to celebrate our locals 60th Anniversary such as, formal or informal

event, location, swag, and number of attendees. The sub-committee will draft a survey to our membership on how they want to celebrate.

In Solidarity,

Amy Issel,
2nd Vice-President

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

Motion: That the Executive Board report be approved – MSCarried

11. President's Report – KM

Welcome, friends!

So far, the summer has been fairly quiet. We have biweekly meetings with HR, which have mostly been updates on the encampment, remediation of the lawns, and vandalism at the residence buildings. Additionally, we were introduced to new HR staff: Laurelle Inouye, Jill Little, Laurie Mitchell, and Cynthia Agwo, all of whom were hired within the last two months. This leaves Russell Banzet as the most senior HRC (Human Resources Consultant), with one year at UVic. With so many new folks, we are hopeful to continue the good working relationship we've established with Vanessa Cartwright, Director of Labour Relations & HR Consulting.

On August 21, I met with the UVic Solidarity Group (CUPE, PEA, and the Faculty Association). We discussed the upcoming election, the possibility of a town hall or all-candidates forum, the closure of the pool, PBC elections, and the impact of budget cuts. We are hopeful not to see any more layoffs this year; enrolment is on target, so next year's budget should be back on track.

I also want to encourage everyone to get out and vote in the upcoming provincial election. We hope to share information about an all-candidates forum focused on post-secondary issues.

We are looking forward to electing our negotiation committee and connecting with you via surveys to learn about your priorities as we enter 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

At this point we were running out of time to present the other reports, Kirk suggested a motion to accept all the reports that were made available at the meeting. After some discussion that members could contact any committee chair to ask questions the following motion was presented. See more under new business.
Motion: to accept all reports as presented at the meeting -*MSCarried*

12. Head Steward's Report – SL

Hello CUPE 951 Members,

Welcome back to the Fall 2024 term! Welcome new members! The Summer months were not as busy with labour relation issues compared to previous months. We are seeing more collaboration in departments as everyone adjusts to things post budget reductions. There are a few new human resources consultants who have shown great communication skills and understanding for established procedures when solving problems.

There is not much to report except for the usual, albeit infrequent, questions about leaves; sick and vacation time allotments; division of work and provisional appointments; accommodation requests and letters of agreement; as well as the usual requests for term extensions and direct appointments to new positions.

I'm hopeful that the new term will bring opportunities for education and union participation. Please reach out to the Head Steward if you want to become more involved, or if you have any issues you would like to see Stewards address in the future.

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

13. Other Executive & Committee Reports

a. Communications Committee Chair Report – RP

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

b. Education Committee Chair Report – ND

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

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

14. Reports of Committees, Delegates

a. OH&S Committee:

OH&S Report - September 2024

Emergency Planning (EP)

Rob Johns reviewed the EP training sessions that are in development for the fall registration. He has also been providing training to RESS community leaders working in the Sngequ House and Cheko'nien House, in particular.

EP is involved with the harm reduction plan for campus. New signage will be posted with the naloxone kits. This signage will indicate where you are in the building, if a call to emergency services is made, to help them find your location.

AED project update

The project, led by Chandra from VPFO, is moving forward to establish AED locations across campus. AEDs will be co-located with naloxone kits. The working group has selected a supplier and FMGT will be completing the installations. Supply is limited at this time with more AEDs on order for further installation across campus. There is anticipated being ~40 AED locations, although this number is not confirmed yet. Installation of AEDs will be prioritized in buildings with higher populations and/or longer hours.

First aid review update

OHSE and CSEC continue to review the new first aid regulations that will come into effect for November, as per WorkSafeBC. The new requirements include an enhanced risk assessment, review of first aid training and kits with an increase in CSEC officers per shift, identification of a first aid room, and a review of hazards and injuries most likely to occur on campus.

In Solidarity,
Nykita Downie (she/her)
Joint Occupational Health & Safety Committee Co-Chair, CUPE 951

b. Benefits Committee:

The Staff Personnel Benefits Committee met on May 29, 2024. It is a joint committee, consisting of members from the unions, as well as management. Your local representatives on this committee are Michael Rheault, Nykita Downie and Heidi Neeves.

In terms of Extended Health claims, numbers have been relatively stable for the past five years, though showing a steady increase. Last year's claim amounts totaled $1,257 for all categories, showing only an $82 increase from the previous year. Numbers of claims by category are also stable, with only a small increase in paramedical treatment claims.

With respect to prescription drug claims, the highest claimed category is mental health and nervous system-related medication. Claims for the previous reporting year showed that mental health meds were over 20% of reported drugs claims. The next highest was for diabetes medications slightly above 10%, and all other categories following, each at or under 10%.

Dental claims have followed the same pattern as Extended Health, with steady increases. Last years' totals amounted to $1444. Per category the only marked increases were in orthodontic claims, and a smaller increase in restorative claims. Otherwise claims per category were stable, with no notable increases.

With that said, our rates were increased this summer to cover projected shortfalls. We would have all received an email outlining the increases in detail during the summer, but overall, the increases amounted to 15% for Extended Health and 40% for Dental. This increase should keep our benefits program in good form for the next few years.

Finally, just a quick reminder of Blue Cross' Preferred Pharmacy Network. This program is to help lower out-of-pocket expenses on prescriptions by using specific pharmacies. These include Costco, Thrifty Foods, Save On Foods, London Drugs and a few others. More information on this program can be found on the Pacific Blue Cross website.

In Solidarity,

Michael Rheault, Staff Personal Benefits committee chair

c. I.D.E.A Committee:

My name is Sarah Rowland, my pronouns are she or they and I am the Chair of the I.D.E.A Committee, which stands for Inclusion, Diversity, Equality, and Accessibility. I wanted to speak briefly about this new committee. Since we have only been active a few months, we are still getting our footing as to what types of things we want to do and what we want to accomplish on this committee. Over these past few months, we have discussed education and training opportunities, what are the best ways we could get information out to our local, we have connected with other unions and working groups on campus such as the Scarborough Charter Steering Committee, and have attended events such as the Pride Parade, to show support. In August, I was honored to be sent to the Queer Pride Summit in Vancouver. I learned a lot about issues the 2SLGBTQIA+ community are facing across Canada, how this impacts the labour movement, and what initiatives various groups and organizations are implementing to secure the human rights and dignity of the 2SLGBTQIA+ community.

I would like to extend an invitation to everyone in our local to reach out if they are interested in joining the committee, have input for how we could make our committee better, or just have questions or concerns. You can reach out to any executive member you feel comfortable to, and they can pass your message along to me, or you can email me directly at sarah.hlrowland@gmail.com.

In Solidarity,

Sarah Rowland, IDEA committee chair

d. Pensions Committee:

The Pensions Advisory Committee met on May 28, 2024. Along with members of the other unions and management, your local representatives are Michael Rheault and Nykita Downie. The main purpose of the meeting was to review the plan's performance during the previous year. This information was included in the report that all members will have received over the summer, but I will summarize it briefly.

In 2023, there were 1,101 active members, 813 inactive members, that is employees who are not actively contributing to the plan, and 1,052 members receiving pensions. Members 66 years of age or older will have received a 4.7% COLA adjustment and those below 65 will have received a 3.0% COLA adjustment with a 1.7% carry-forward.

Total assets of the pension plan as of 2023 stand at $353.4 million with $9.5 million collected through payroll contributions and $15.2 million paid out to recipients.

Investments made through the plan showed a net return of %11.1. Overall, the plan is considered to be in a strong position with funding ratios over 80%.

Secondly, we reviewed the audit for 2023. Overall, the audit was successful, and all relevant data was used to inform the pension report summarized above.

Finally, the committee reviewed plans to upgrade the pension website. Several options were looked at with the aim of improving accessibility for staff as well as ease of use. The first step of the upgrade was to survey staff in 2023, and we should see changes based on the survey results going forward. There was discussion of employing limited amounts of AI to help navigate the site, but discussion was only preliminary with no plans to implement anything directly at this time. Overall, upgrading is planned to continue until the end of 2025.

In Solidarity,
Michael Rheault, Staff Personal Benefits committee chair

15. Unfinished Business

16. New Business

a. A question arose as to which reports were being accepted. Kirk explained all are included in the printed document starting with the executive board report, and if you have any specific questions about the reports to reach out to the respective Chairs before the next meeting.

b. A question arose about whether a motion needs to be passed in order to request that historical records of contracts be posted online, as there are only current ones posted now. The member stated that people may want to access these historical records. Kirk explained that no motion is needed, and that action has already been taken to requested that our Executive Assistant Kira Bradley find and post historical contact records online, and that she is actioning this and will be scanning ones that are not digital. Another question arose asking if the old contracts are on the Labour Relation Board's website. Kirk answered that yes, they should be, as they keep a digital copy on their website. Kirk further explained that he is unsure if the LRB's website is up to date, but we are working to make sure they are up to date on our website.

Motion:

17. Adjournment

Motion: to adjourn the meeting at: 1:06 p.m. – MSCarried

Next General Meeting:
October 23th, 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 (SȾÁUTW/Tsawout, W̱JOŁEŁP/Tsartlip, BOḴEĆEN/Pauquachin, WSIḴEM/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 – July, Aug, Sept 2024

(* under consideration) (changes are underlined)

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 – Cancelled VIDC Education Con – Nanaimo – Stephen Leckie, Johnesha Johnson, Sheri Thomson, Sarah Rowland

July 31-Aug 3 – Vancouver Pride Summit – Sarah Rowland

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 13 – CUPE BC Political Action Training – Nanaimo – Micheal Rheault

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 –

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

United Nations International Days

Sep 9 Monday International Day to Protect Education from Attack
Sep 18 Wednesday International Equal Pay Day
Sep 21 Saturday International Day of Peace
Oct 11 Friday International Day of the Girl Child
Oct 17 Thursday International Day for the Eradication of Poverty

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.



