Minutes

General Meeting
September 23, 2026 at 12:00 pm
Clearihue A216

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1. **Announcements**
   None

2. **Roll call of Officers and Stewards**
   12 members of the Executive, Stewards, Trustees, and Meeting & Member Coordinator were in attendance.
   - **Recognition of the Territories**
     Read by Kirk Mercer
   - **Equality Statement**
     Read jointly by the membership
   - **CUPE Code of Conduct**
     Read by Kirk Mercer
   - **Health and Safety – Emergency Preparedness**
     Nykita advised members of the current health and safety plan in the case of an emergency.
   - **Green Statement**
     Read by Page DeWolfe

3. **Attendance Report**
   - 21 members in physical attendance

   Welcome and Oath of New Members
   Kirk announced that 5 new membership application was received for:
   - Olivia O'Leary
   - Jamie Kirstein
   - Lindsay Mangera
   - Mahayla Galliford
   - Erin Rainforth

4. **Approval of Agenda**
   a) Move item 12 "Nominations, Elections, or Installations" to follow item 7 "Treasurer's Report"

   Motion: To approve the agenda as amended. **– MSCarried**

5. **Approval of Minutes**

   Motion: To approve the June 24, 2026 meeting minutes as posted. **– MSCarried**

6. **Matters Arising from the Minutes**
   None

7. **Treasurer's Report** - Michael Rheault treasurer@cupe951.ca

a) Statement of income and expenses for June 2026
b) End of the fiscal year report
c) New budget for 2026-27 fiscal year
    - Proposed, actual, and projected
    - Total expenses increased to handle inflation

Motion: To revisit the per capitas budget in 6 months **– MSCarried**

- What to do with the money that was kept liquid to support bargaining?

Motion: To move any monies in surplus of $130, 000 into term deposits **– MSCarried**

Amendment to the motion: Anything above $90, 000 in defence and $130,000 in the general account would go into term deposits. **-MSCarried**

Motion as amended: to move any monies in surplus of $90,000 in defence funds and $130,000 in General fund to Term deposits **– MSCarried**

12. **Nominations, Elections, or Installations**
    a. **Bi elections**
        - **2nd Vice President** – 2-year term (1 July 2026 – 30 June 2027) Nominations: **Nykita Downie (**acclaimed)
        - Recording secretary – 2-year term (1 July 2026 – 30 June 2027) Nominations: **Darian Sernoski (**acclaimed)
        - **Member-at-Large** – 2-year term (1 July 2026 – 30 June 2028) Nominations: **Jessica Fox (**acclaimed)

    b. **Elections to attend BC FED Convention** (November 23 - 27, 2026). We can send five members including VP Amy Issel as per our bylaws with an alternative elected to attend in absence of regular delegate
        - Nominated:
        - **Susie Dancer, Paige DeWolfe, Jessica Fox, Michael Rheault, Charles Wang**
        - Four members with one alternate
        - Elected**: Susie Dancer, Paige DeWolfe, Jessica Fox, Michael Rheault with Charles Wang** as alternate

Motion: To send Susie Dancer, Paige Dewold, Jessica Fox, Michael Rheault with Charles Wang as alternative. – **MSCarried**

Motion: To destroy ballets. – **MSCarried**

8. **Executive Board Report**

Dear CUPE 951 members,

Welcome back – I hope all had a wonderful summer.

The Executive Board met on July 7, August 4, and September 9, 2026 and discussed the following to bring to the September 24, 2026 General Membership meeting.

CUPE National Sectoral Conference scheduled from November 23 – 26, 2026 in Halifax.
This conference is usually held every two years. We discussed the importance of delegates attending to be members of the Executive.

The following motion was put forward and carried.

Motion: To send up to 2 Executive members to the CUPE National Sectoral Conference in Halifax from November 23 – 26, 2026. - Carried

BCFED Convention scheduled from November 23 – 27, 2026 in Vancouver.
This is an election year for the convention, and the Executive discussed sending 5 – 7 delegates.
Kirk will be attending on behalf of the Victoria Labour Council. Amy will attend on behalf of the Executive.

The following motion was put forward and carried.

Motion: To send up to 5 delegates and one alternate to the BCFED Convention in Vancouver from November 23 – 27, 2026. - Carried

Executive Vacancies
Circulating a Notice of Motion to hold by-elections at the September 24, 2026 General Membership meeting for the following vacant executive positions; Recording Secretary, Member-at-Large, and 2nd Vice-President.

BCNU Strike
We have members who work at three of the locations that had a picket line; Royal Jubilee Hospital, Victoria General Hospital, and Nanaimo General Hospital. Due to this not being our strike, we experienced blurred lines when it came to working onsite vs remotely, strike pay, and picket captains. After several emails and phone calls with our impacted members and our Acting CUPE National Representative we were able to coordinate picket captains. I was eventually able to communicate either by phone or email with all members at this job sites; some of which were after picket lines went up.

I want to thank our members that were affected by this for all their patience and support while I navigated this process all while information and requirements were rapidly changing.

Through this all, we were able to identify a few items that will require further discussion and action by the Executive
1. Communication to our membership and/or individual members
2. Information provided and not provided by the employer
3. Which Executive members should have access to send emails to our membership list

CUPE BC Fall School scheduled from November 15 – 20, 2026 in Nanaimo BC

The following e-motion was put forward

Motion: To send up to two Executive/Steward members to attend Fall School in Nanaimo (November 15-20).MSCarried

June 2026 BBQ Budget
The BBQ came in over the amount that was budgeted for, due to an increase in costs. Our Treasurer will work with the Trustees to determine what a realistic budget amount is for the next budget.

Bylaw updates
The draft updates were reviewed and discussed. These are nearing completion and are intended to be brought to the membership in Dec 2026.

In solidarity,

Amy Issel,
2nd Vice-President

Motion: To approve the Executive Report as presented. **– MSCarried**

Motion: To move the Head Steward, report up to next topic in the agenda – **MSCarried**

10. **Head Steward's Report**

Hello valued members of CUPE 951,

Welcome back to campus! I hope everyone had some time away this Summer. July and August have been busy as we finalized the collective agreement, supported members going through the accommodation process, approved the work study jobs for another school year, as well as met with HR regarding employee grievances. As our roles and workplace dynamics shift and change it is important to communicate with your unit what is working and not working. We are here for advice and to support difficult conversations.

One of the major themes going into the new Fall term is how we do our jobs, and what supports are available from our leaders. Workload is a consistent factor for our day to day, and the job evaluation process is there to address the changing workplace. Many of our job descriptions have not been changed in some time, but we have new software and systems that are crucial for serving students and university staff. Stewards are always available to talk about these issues. Please reach out and share your experiences.

Finally, I would like to welcome two new stewards to our team, Brynna Hourihan and Olivia O'Leary! I look forward to working with them on interpreting the collective agreement and assisting members with the accommodation process. Training and support are always available, so please reach out with questions and suggestions about participating in the local.

In solidarity,

Stephen E. Leckie
Head Steward, CUPE 951

Motion: To approve the Head Steward's Report as presented. **– MSCarried**

9. **President's Report**

Welcome Friends,

On June 29, we received the results of our ratification vote, and I'm very pleased to report that 96.1% of members voted in favour, with a 59.2% voter turnout and 467 ballots cast. This is stronger engagement than we have seen in any of our previous in person votes, and it shows that members are engaged and want to have a voice in the decisions that affect them. Based on this success, we will continue to use Simply Voting for future votes where appropriate.

I want to personally thank our Negotiation Committee for the incredible amount of work they put into bringing back the best deal possible for our members. I also want to thank all of you for standing in solidarity with our committee when we pushed back against the government narrative that we should settle for only 0.2% and 0.2%. Together, we pushed for more and we achieved a full 2.0%.

That work resulted in more than just improvements to wages. The new agreement includes improved benefits, new leave provisions, new coverage for workers over the age of 72, and other important improvements for our

members. These gains were achieved because our Negotiation Committee stood strong and because our members stood behind them.

Now that September has arrived and the campus ramps up to welcome students back, our work continues. I have been working with HR to make presentations to managers and supervisors about the changes to our new collective agreement. It is important that management understands the new language and provisions, and that the agreement is implemented properly across the University. A recording of the Teams presentation will also be available for members to view soon.

Over the summer, I also continued our work with the Victoria Labour Council. We interviewed 55 people seeking the VLC's endorsement to run in the municipal election this October. Once it is ready, we will share the VLC poll card with the 35 successful candidates for those who want to be more informed about Labour's municipal endorsements.

Finally, today we will be electing delegates to the BC Fed Convention in November. I look forward to seeing those elected bring our local's voice to the broader labour movement and speak up on the issues that matter to working people and the values that CUPE stands for.

In Solidarity,
Kirk Mercer
President, CUPE 951

Motion: To approve the President's Report as presented. **– MSCarried**

Motion: To add other reports to the minutes **– MSCarried**

OH&S reports:

Occupational Health and Safety Summer 2026 Report

July 2026

Insecure premises incidents were on the rise, with a notable increase in labs and offices at academic buildings inside Ring Road. Convocation Week went very smoothly from a security perspective. We're always glad to support such a meaningful and celebratory event. A full-time CSEC administrative position was posted in late June; interviews will proceed shortly.

Allison Eddy, our Personal Safety Manager, is retiring after 31 years at UVic. We wish her well as she embarks on this next chapter of her life. The new Security Officer uniform rollout is progressing, with a target date of August 15

A new class of Security Officers has been hired, with a start date of July 13.

A quieter summertime campus doesn't reduce risk. Remember to lock up your workspace when leaving. Bike thefts are up. Secure your bike by using a U-lock, which offers stronger protection than cable locks. Heat and fatigue can reduce focus. Prioritize breaks, hydration, and keep up with routine security habits like reporting concerns to Campus Security promptly.

August 2026

Parking lot line painting was completed in mid-July, freshening up markings and improving visibility. Medical responses remained a key focus for our Security Officers, including attending to allergic reactions, sports injuries, falls and other health-related occurrences across campus. Please take care to extinguish all cigarettes at smoking benches; we're seeing a rise in small fires at these locations. Training for the July 13 cohort of new Security Officers is now well underway, with First Responders First Aid certification already completed. We are pleased to announce that Jeanette Bryant will be transitioning into our full-time Administrative Assistant role following Sherri Edwards' recent retirement after 24 years at

UVic Operational planning for Fall 2026 including Move-in Days/ Fall Fair, ThunderFest, and Halloween, is in full swing. New uniform rollout for Security Officers set to begin August 10. Continuing regular AED and Naloxone audits to support emergency readiness across campus for this Fall. Construction zones remain active along Ring Road throughout summer, remember to stay alert for crews. Respect barricades, brief stoppages, and reduced-speed areas to help keep everyone safe. Quieter summer conditions can create opportunities for theft, so take extra care to secure personal property.

September 2026

Re-paving and repair work in several parking lots across campus and along Ring Road was completed in mid-August. August incidents were primarily related to Housing and Facilities concerns, highlighting CSEC's key role in supporting campus maintenance operations.

CSEC operational planning for Residence Move-in/ Fall Fair and ThunderFest is nearly complete. As the Fall term begins, we're excited to attend welcome events across campus, meet new faces, and share who we are and how we can support students. Review emergency procedures, evacuation routes, and campus notification systems before the busy Fall term begins at uvic.ca/prepare. We are pleased to announce that Solomiya Tsepenyuk and Willow Chapman have accepted term positions as Client Service Representatives. The campus-wide alarm system modernization project has been completed, improving alarm location tracking and helping responders identify alarm locations more easily. New uniform roll-out has been progressing smoothly.

In Solidarity,

Nykita Downie Joint CUPE 951 OH&S Co Chair

11. New Business

None

12. Adjournment

The meeting adjourned at 1:09 pm.

The next General Membership meeting will be:
DATE: October 28, 2026
TIME: 12:00pm – 1:00pm
LOCATION: Clearihue A216