

VIDC

Vancouver Island District Council

Agenda

February 22, 2019

Minutes

December 01, 2018

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4



Executive Meeting: February 22nd, 2019 6:30PM

General Meeting: February 23rd, 2019 10:00AM

Lunch: 12:15 – 1:00 PM (\$10)

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

FEBRUARY, 2019 FUNDRAISER – *Vets for Pets* – Contact Sarah Fairbrass - vpcupe374@gmail.com. See pg. 4 for more information.

HAPPY HOLIDAYS!



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GENERAL MEETING AGENDA

February 23, 2019

1. ROLL CALL OF OFFICERS
 - a. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT
 - b. RECOGNITION OF TERRITORIES
 - c. EQUALITY STATEMENT
 - d. GREEN STATEMENT

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE AGENDA
5. MINUTES OF PREVIOUS MEETING – December 01, 2018
6. MATTERS ARISING FROM MINUTES
7. TREASURER'S REPORT
8. COMMUNICATIONS AND CORRESPONDENCE
9. REPORT OF THE VIDC EXECUTIVE BOARD
10. CUPE BC REPORT
11. STRONG COMMUNITIES REPORT
12. CUPE NATIONAL COMMITTEE REPORT(S)
13. AREA REPORTS
14. REPORTS OF THE COMMITTEES/WORKING GROUPS AND DELEGATES
15. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
16. UNFINISHED BUSINESS
17. NEW BUSINESS
18. GOOD AND WELFARE OF THE COUNCIL
19. ADJOURNMENT

The Powell River Hospice Society would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!

There are many ways to support hospice care in Powell River and to honour your loved ones.

- **Donate Today.** Use our secure website to make a one-time donation or to set up a monthly giving plan.
- **Make a Gift in Memory.** Memorial gifts are a thoughtful way to remember and honour a loved one.
- **Gifts in Your Will.** Simple ways to leave a legacy donation.
- **Corporate Support.** Become a Corporate Supporter by donating cash, gifts-in-kind, matching employee donation funds, or by supporting or hosting a hospice event.
- **Host a Third Party Event.** Make the event as small or as large as you wish. Golfing tournaments, a fashion show, bake sales or burger nights make great events.
- **Donate by mail.** Please print and complete **this form** (see website) and include it with your donation. Mail the completed form and donation to:

The Powell River Hospice Society
P.O. Box 33
Powell River, BC V8A 4Z5

Quarterly fundraisers for 2019:

May, 2019 – *Project Watershed* – Kuss Kuss Sum – Comox Valley – Contact Kevin McPhail
Ksmcphail@shaw.ca

- Monetary donations

September, 2019 – *Nanaimo Women's Centre* – Contact Deborah Hopper
Deborah.Hopper@viu.ca

- Toiletries, purses, bags, school supplies, women's personal products, diapers

December, 2019 - *New Horizons* – Contact – Carla Bailey cupe3403prez@gmail.com

- Monetary donations

February, 2019 FUNDRAISER

VETS FOR PETS



What is Vets for Pets?

Vets for Pets is a veterinary clinic offering free veterinary care to the dogs and cats of homeless and low-income pet owners of the Victoria area.

How is Vets for Pets funded? We receive no funding from any government or non-profit organization.

There are no administrative fees – the only people who are paid are the security guards. Some products are donated from pharmaceutical companies.

Who can take their pets?

The clinic is intended to help the pets of low-income and homeless pet owners of the Victoria area.

We do not confirm pet owner's income status.

We can see a MAXIMUM of 60 pets on each clinic day.

Registration does not guarantee that your pet will be seen.

What services are offered?

We provide primarily preventive care in the form of vaccines, parasite control and the management of simple ear, eye and skin infections.



We CANNOT euthanize pets.

We do NOT carry any narcotics, opiates or barbiturates. We do not carry fentanyl.

We do not provide hospitalization of pets.

We cannot provide surgical services.



Donations of the following items gratefully accepted:

- **Monetary**
- **Dog/Cat food**
- **Dog coats**
- **Leashes/collars/harness, etc.**
- **Old first aid kit items/bandages, etc.**

HAPPY HOLIDAYS!



When are the clinics?

The clinic operates on the second Sunday of each month EXCEPT February and July. Please register at 12:30pm at Our Place Society at [919 Pandora Avenue](#).

Where do the clinics take place?

The clinics take place at [Our Place Society](#) in downtown Victoria.

Registration takes place in the courtyard.

Cats are seen in the “shipping/receiving” room and dogs are seen in an enclosed area of the courtyard.

What can I expect when I get there.

The courtyard can be very chaotic at the start of the clinic as there may be over 60 animals and their owners. It is very loud, noisy and smelly.

We have two security guards dedicated to the clinic. They work from 11am – 3pm on clinic days to ensure the safety of volunteers and pet owners.

All pets MUST be restrained (cats in kennels, dogs leashed or in kennels).

Some pet owners may exhibit mental illness or signs of drug use.

Each appointment lasts about five minutes due to the sheer volume of pets we see. You may be waiting for several hours to be seen. If you are not present when your pet is called, you will not be seen.

Who are the veterinary professionals?

All the veterinary professionals are VOLUNTEERS from different clinics across Vancouver Island.

We do not know until the day of the clinic who will be available to assist.



How can I donate? Are you a registered charitable organization?

If you wish to donate, please contact Jane at victoriavetsforpets@gmail.com

Alternatively, you can donate to Our Place Society BUT you must specify that the funds are going to Vets for Pets. Since we are a program through Our Place Society, we are considered a charitable organization.

All donations greater than \$20 are eligible for a tax receipt.



PERSONAL INFORMATION PROTECTION ACT

As required by the BC Personal Information and Protection Act (Jan. 1, 2004), the Vancouver Island District Council will make all reasonable attempts to ensure that the personal information of delegates is protected. Contact information collected by the VIDC is solely for use by the VIDC in conducting its business. Such information will not be divulged to any person or organization outside of the VIDC and/or CUPE without prior consent.

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator. Submit agenda items, issues, guest speakers to the **President, Amber Leonard** cupe459officer@gmail.com or **C: 250 516 3371**

AREA REPORTS

At the 1996 Executive Think Tank, a decision was made to streamline the area reports from locals at general meetings, yet still allow the exchange of important information within the Council. In order to achieve this goal, please try to follow the guidelines below:

- 1) Report on current, substantive issues in your local, rather than for example, simply indicating that there were several active grievances or that a number of delegates have been sent to a conference. When reporting on problems, grievances, or other issues, include details on how they were resolved and how they affected your membership.
- 2) Restrict your oral report to **two minutes** in length unless circumstances require you to take more time. If there is additional information that you wish to share with the Council, submit it in writing and it will be included in the minutes.
- 3) Please email copies of your report to the Secretary, vidcsecretary@gmail.com, and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

KEEPING OUR MEETINGS SCENT FREE

For the comfort of your fellow delegates who may be sensitive to chemicals found in scents, perfumes and aftershaves, please refrain from wearing scent at the Council meeting. Thank you in advance for your cooperation.

DELEGATES LUNCH

An informal lunch will be served in the meeting room at 12:15pm on the day of the general meeting. Cost is \$10 per person payable to the Sgt-at-Arms at the meeting. Lunch for 30 will be arranged and is on a first-come, first-served basis. Please let Amber or Sherrene know of any dietary allergies.

VIDC EDUCATION

Send course registration and fees to:

Shareen Witt, Registrar
c/o CUPE Comox Valley Area Office
#6 – 204 North Island Hwy
Courtenay, BC V9N3P1
Phone: 250 331-0803
Fax: 250 331-0868 Email: switt@cupe.ca

Send education requests to:

TBA
Phone:
Email:

Note: The cut-off date for registration will be 10 days prior to the date of the course. Cancellations must be received 5 or more days prior to the course date or the full registration fee will be charged. **Important reminder:** All locals must pay in advance for courses, or remit payment upon arrival at the course, in order to ensure that registrants will be permitted to participate.

HAPPY HOLIDAYS!



ISLAND VIEWS

Purpose:

Let us know your perspective on labour today and we will share your views with fellow CUPE members on Vancouver Island. Topics range from general to specific topics, poetry or prose. See previous issues of Island Views for ideas. Submissions (maximum 500 words) are invited for the forthcoming editions.

Send submissions to:

Sherrene Ross

or

Wayne Smiley

C: 250 715-6734

C: 250 732-3898

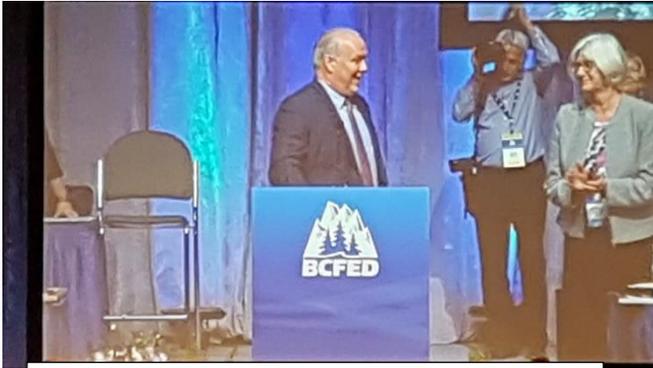
vidcsecretary@gmail.com

Wayne@pccomputerguy.ca

Island Views online: vidc.cupe.ca



ISLAND VIEWS



Premier John Horgan speaking at the BCFED Convention 2018



Newly engaged, Sister Michelle Waite, CUPE BC GVP, speaking to a resolution BCFED



Diane Wood – BCFED of Retired Union members and member responsible for organizing workers in SD79 1in 1968.



Swearing in of new and returning members to VIDC – December, 2018



**IVAN COYOTE – A Storyteller like no other!
Take the opportunity to like to Ivan's stories and read the literature Ivan has made available**

VIDC Committees' work pays off! Kevin McPhail, seen here donating a cheque to Project Watershed on behalf of the Vancouver Island District Council.



GOOD INTENTIONS ON INDIGENOUS CHILD WELFARE – AND MANY QUESTIONS

The shocking statistics about Indigenous children in care helped prompt the federal government to declare a humanitarian crisis in November 2017. Now, a year later, the government and leaders of national Indigenous organizations have announced they are co-developing federal legislation on Indigenous child and family services to be introduced in early 2019.

The legislation will include the transfer of responsibility for [child welfare](#) from provinces to Indigenous governments. About 52 per cent of children in care are Indigenous, while they make up a mere 7.7 per cent of the population under the age of 14 in Canada. First Nations people in Canada have long been calling on the federal government to address the problem. As far back as 1981, I can recall lobbying efforts for federal legislation, as provincial laws and ministries were failing our children.

The government would say child welfare was under provincial jurisdiction. But we would say Section 91 of the [Constitution Act of 1867](#) says “Indians and lands reserved for the Indians” are federal responsibility — and surely Indians included children. Our demands were ignored through the years as more and more of our children went into care, until the numbers exceeded the number of children that had been in residential school.

International laws have also played a role. In 1989, the United Nations passed the Convention on the Rights of the Child, with Canada as a signatory. In 2007, the UN adopted the [Universal Declaration on the Rights of Indigenous People](#), which recognizes the right of Indigenous peoples to be self-governing, to not have their children forcibly removed and to retain their culture and language.

Individual First Nations took action. In 1980, the Splitsin First Nation passed a bylaw under the Indian Act to take responsibility for child welfare. The federal government accepted the change, but refused to approve any other First Nation bylaws seeking the same outcome. In 1985, the Nuu-chah-nulth Tribal Council took a different path. It became the first First Nation to take over child welfare services under delegated authority from the B.C. government. They have to follow the provincial law, but have more flexibility to place children in First Nations homes. There are nine Indigenous delegated agencies in B.C.

Both the federal and B.C. governments have committed to implementing the Universal Declaration on the Rights of Indigenous People and the [Calls to Action](#) of the Truth and Reconciliation Commission. And both support First Nations' jurisdiction over their children, and their right to pass their own laws. This proposed legislation may be a step in that direction. Last week's federal announcement does not mention recognition of First Nations laws regarding children in care. My understanding, from the First Nations drafting group, is that recognition of our laws should be one of the key elements of the enabling legislation.

Indigenous peoples must be able to use their own laws, values and systems in order to keep their children within their communities. This is essential to Indigenous agreement to this law. Another important aspect for any legislation is prevention. Indigenous Services Canada, at one point, provided prevention dollars to First Nations to work with children and families. Then in the early 1990s they cut prevention funding.

We are now seeing the federal government providing prevention dollars again, realizing finally that they must invest in prevention to reduce the number of children going into care. Indigenous Services Minister Jane Philpott says she wants the legislation to provide a guaranteed level of funding for prevention and delivery of services for children and families. Philpott said the issues that led to a Canadian Human Rights Tribunal [ruling](#) that Canada was discriminating against children on reserves by underfunding child welfare should never happen again.

Taken from the TYEE

Submitted by Laurie Whyte



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President Amber Leonard T: 250 642 1227 C: 250 516 3371 Cupe459officer@gmail.com Term: May 2018 – May 2020</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2017 – May 2019</p>	<p>Treasurer Steve Fielden T: C:250 668-4616 fieldensteve@gmail.com Term: May 2017 – May 2019</p>	<p>Secretary Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com Term: May 2018 – May 2020</p>	<p>Sgt. At Arms Christine Szaflik T: 250203-8695 cmszaflik@gmail.com Term: May 2018 – May 2020</p>
<p>Division-General Vice-President Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca May 2017 – May 2019</p>	<p>Diversity Executive Member-at-Large Laurie Whyte T: 250 642 3070 C: 250-812-8485 whyte@uvic.ca May 2017 – May 2019</p>	<p>Division Regional Vice-President/ M-at-L: 1, 2, 3 Amber Leonard T: 250 642 1227 C: 250 516 3371 cupe459officer@gmail.com May 2017 – May 2019</p>	<p>Division Regional Vice-President M-at-L: 4, 5, 6 Kirk Mercer 250 580-5804 sleestak@shaw.ca May 2017 – May 2019</p>	<p>Division Regional Vice-President (Alt) M-at-L: 7, 8, 9 Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca May 2017 – May 2019</p>

<p>1)Executive Member-at-Large Wayne Smiley Wayne@pccomputerguy.ca MALAHAT-SOUTH (South Island up to and including Duncan) Locals: 917, 951, 1978, 3886, 4163 TERM: Dec 2017 – May 2019</p>	<p>2)Executive Member-at-Large Kirk Mercer 250 580-5804 sleestak@shaw.ca MALAHAT-SOUTH (South Island up to and including Duncan) Locals: 459, 2081, 3136, 5101, 374 TERM: May 2016 – May 2018</p>	<p>3)Executive Member-at-Large Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca MALAHAT-SOUTH (South Island up to and including Duncan) Locals: 50, 358, 382, 947, 2011 TERM: May 2017 – May 2019</p>
<p>4)Executive Member-at-Large Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca MALAHAT- NORTH to DEEP BAY (Including Port Alberni and the Gulf Islands) Locals: 118, 606, 788, 873, 1767 TERM: May 2016 – May 2018</p>	<p>5)Executive Member-at-Large Stacy Watton C: 250720-5132 Cupe118@gmail.com MALAHAT- NORTH to DEEP BAY (Including Port Alberni and the Gulf Islands) Locals: 358, 401, 727, 3403, 5278 TERM: Sept 2017 – May 2019</p>	<p>6)Executive Member-at-Large VACANT MALAHAT- NORTH to DEEP BAY (Including Port Alberni and the Gulf Islands) Locals: 1858, 3376, 3570, 3897 TERM: Feb. 2019 – May 2019</p>
<p>7)Executive Member-at-Large Kevin McPhail T: 250 339-2707 Ksmcphail@shaw.ca DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 2769, 3399 TERM: May 2018 – May 2020</p>	<p>8)Executive Member-at-Large Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 439, 556, 3479 TERM: May 2017 – May 2019</p>	<p>9)Executive Member-at-Large Martha Higgins T: 604 485 8622 recsec798@gmail.com DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 476, 789, 4601 TERM: May 2017 – May 2019</p>

TRUSTEES

<p>Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2021)</p>	<p>Karen Garrett C: 250 686-5345 karengarrett@hotmail.com (2019)</p>	<p>Michele Favarger 250 882-8765 mfavarger@gmail.com (2020)</p>
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Vancouver Island District Council Committee Chairs			
<p><u>Anti-Privatization</u> Karen Garrett C: 250 686-5345 karenngarrett@hotmail.com TERM: May 2017 – May 2019</p>	<p><u>Communication & Technology</u> Sherrene Ross C: 250 715 6734 vicdsecretary@gmail.com TERM: May 2017- May 2019</p>	<p><u>Constitution</u> Martha Higgins T: 604 485 8622 Recsec798@gmail.com TERM: May 2017- May 2019</p>	<p><u>Diversity</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca TERM: Sept 2017- May 2019</p>
<p><u>Education</u> VACANT TERM: May 2019 - May 2021</p>	<p><u>Environment</u> Michele Favarger C: 250 882-8765 mfavarger@gmail.com TERM: May 2017- May 2019</p>	<p><u>Hospitality</u> Karen Garrett C: 250 686-5345 karenngarrett@hotmail.com TERM: Sept 2018 - May 2019</p>	<p><u>International Solidarity</u> Amber Leonard T: 250 642 1227 C: 250 516 3371 Cupe459officer@gmail.com TERM: May 2017- May 2019</p>
<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca TERM: May 2017- May 2019</p>	<p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019</p>	<p><u>Pensions</u> Kevin McPhail T: 250 339-2707 Ksmcphail@shaw.ca TERM: Sept 2018 - May 2019</p>	<p><u>Political Action</u> Keith Todd todd@camosun.bc.ca TERM: May 2017- May 2019</p>
<p><u>Resolutions</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca TERM: May 2017- May 2019</p>	<p><u>Women's</u> Heather Scarisbrick T: 250 941 7510 hjscar@gmail.com TERM: Dec 2017- May 2019</p>	<p><u>Young Workers</u> Hailey Fielden C: 250 668-8518 haileyfielden@gmail.com TERM: Sept 2018- May 2019</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019</p>
<p><u>Community Social Services</u> Carla Bailey cupe3403prez@gmail.com TERM: May 2018- May 2019</p>		<p><u>Skilled Trades</u> Kirk Mercer 250 580-5804 sleestak@shaw.ca TERM: May 2017- May 2019</p>	

IMPORTANT DATES:

CLC Winter School January 13 - February 15, 2019

CUPE BC Convention 2019 – Victoria, BC – May 1 – 4, 2019

CUPE National Spring School – Kamloops, BC – May 26th – 31st, 2019

MARK YOUR CALENDAR!



AFFILIATES

LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox and Comox Valley Regional District
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
606	K-12	Mid-Island – School District 68
723	K-12	Campbell River – School District 72
727	K-12	Port Alberni – School District 70
788	K-12	Gulf Islands – School District 64
2769	K-12	Vancouver Island West – School District 84
3570	K-12	Qualicum – School District 69
5101	K-12	Cowichan Valley – School District 79
947	K-12	Greater Victoria School Board Inside
917	Post-Secondary	Victoria – UVIC Trades, Maintenance and Foods
951	Post-Secondary	Victoria – UVIC Office, Technical and Childcare
1858	Post-Secondary	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
4163	Post-Secondary	Victoria – UVIC Specialist and Instructional Teaching Assistants, Sessional Instructors, Second Language Teachers and Music Performance Instructors
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board, City of Langford

HAPPY HOLIDAYS!



118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
798	Multi-Sector	Powell River Municipal, Regional District and District Library
1978	Multi-Sector	Victoria Capital Regional District, Capital Health Region, Capital Region Housing Corporation, Victoria Senior Citizens Housing Society
1767	Tr/Ag/Boards	BC Assessment Authority
3376	SS & Health	Nanaimo Association for Community Living
1004	Community Social Services	
5278	Post-Secondary	Vancouver Island University – Student Union
NON-AFFILIATES		
3886	Post-Secondary	Royal Roads University
3897	SS & Health	School District 69 Family Resources Assoc.
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle

ELECTIONS AT FEBRUARY 23, 2019 GENERAL MEETING:

Member-At-Large:

- **MALAHAT- NORTH to DEEP BAY** (Including Port Alberni and the Gulf Islands)



HAPPY HOLIDAYS!



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
December 01, 2018**

Call to Order – 9:06am

Roll Call of Officers – Sherrene Ross

- **Health & Safety - Emergency Preparedness Plan – Martha Higgins**
- **Recognition of Territories – Michele Favarger**
- **Equality Statement – Shared**
- **Green Statement – Michele Favarger**

Approval of the Agenda

MSC

Minutes of the Previous Meeting

MSC

1. Pension Committee budget was excluded from previous minutes
Passed in amount of \$2,000.00

Matters Arising Out of the Minutes

MSC

Treasurers Report – Steve Fielden

MSC

Trustees Report – Michele Favarger

- Met November 23, 2018 at Local 606 office
- Rob Zver, Michele Favarger in attendance
- Books are in good order

See full report attached for recommendations

MSC

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Thank you to the Council for monetary donations from:
 - the BCSPCA Campbell River, Salt Spring Island
 - the Gold River Health Hub,
 - the Powell River & District United Way and United Way Greater Victoria and,
 - the Comox Bay Society.
- Request for donation from BCSPCA
- Letter containing info from the Council of Canadians
- Letter from Michelle Waite stating her intention to run for CUPE BC GVP in April

EMAIL

- Message to Executive from Local 441 regarding disaffiliation from VIDC effective immediately
- Receipt of resignation from Executive M-at-L Malahat North to Deep Bay - from Ray Farmere
- Michele Favarger request for Bursary application

CUPE BC

- Letter representing reimbursement from CUPE BC of \$5,000 for VIDC Leadership Conference 2018

CUPE NATIONAL

- Sector profile on education from the National Sector Council Conference

MSC

CUPE BC Executive Report:

Michelle Waite

- CUPW discussions

Amber Leonard

- CUPE BC meeting next week – December 2018
- At BCFED, approx. 200 CUPE delegates; Frank Lee elected as 2-year Trustee

Kirk Mercer

- Remind affiliates the RVP's are looking for feedback on the Municipal & School Trustee Elections
- Will provide print-outs at lunch for people to complete

Laurie Whyte

- CUPE BC Trustee report:
 - Revising the expense guidelines into clearer language
 - Fillable .pdf form will be provided at next week's meeting of CUPE BC
 - Potential changes: Breaky \$20, lunch \$24, dinner \$42 – must add up to \$86 per day
 - Follow National's policy typically



VIDC Committee Reports

Anti-Privatization

Karen Garret (Amber Leonard, Dan MacBeth, Christine Szaflik)

- No Report

Environment

Michele Favarger (Michelle Waite, Kevin McPhail)

Motion

To add Kevin McPhail to the Environment Committee

MSC

The Council spend \$200 as contribution to the Project Watershed from the Environment committee

MSC

Education

VACANT

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- No Report

Political Action

Keith Todd (Michelle Waite)

Hospitality

Karen Garrett (Amber Leonard)

- No Report

Women's

Heather Scarisbrick – (Laurie Whyte, Christy Whitmore)

- Report at the General meeting

International Solidarity

Amber Leonard (Michele Favarger)

- Report at the General meeting

Resolutions

Laurie Whyte

- Deadline for CUPE BC resolutions is March 4th, 2019
- To Laurie Whyte by February 15th, 2019
- Resolutions from Committees can be submitted same as in the past

OH & S

Sarah Fairbrass (Martha Higgins, Wayne Smiley)

- Newsletter for General meeting

Motion

To donate \$100 to the Powell River Hospice Society from the OH & S committee **MSC**

- Two winners and many submissions on Word search



HAPPY HOLIDAYS!



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Pension

Kevin McPhail (Pauline Loranger, Keith Todd, Heather Scarisbrick, Christine Szaflik)

Motion

That Christine Szaflik be added to the Pension committee

MSC

- Report attached

Young Workers

Hailey Fielden

- No Report

Diversity/CARD

Laurie Whyte (Michele Favarger)

- Dec 3rd International day of Persons with Disabilities

Municipal

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- Joint committee meeting w/skilled trades
- Submitted speaker suggestion to AVICC board – Dec. 7th decisions made – stay hopeful

Communications/Technology

Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)

- No Report

Anti-Poverty

Sarah Fairbrass (Sherrene Ross)

Motion

To donate \$100 to the Powell River Hospice Society from the Anti-Poverty committee

MSC

Skilled Trades

Kirk Mercer (Shannon Mackenzie)

- 6-page report at General Meeting

Community Social Services

Carla Bailey

- No Report

Motion

To accept all reports as read

MSC

**CUPE BC Sectoral Committees & Working Groups:
(not covered by VIDC Committees)**

Colleges – Meeting next week

K-12

- Amber Leonard is new Chair of K-12 Committee



HAPPY HOLIDAYS!

Libraries

- May need to support L-410 – have taken a strike vote
- Keep an eye on CUPE BC media releases
- We will support! In whatever way we can
- Mediation is December 12th

Universities

- No report

Child Care

- No report

Motion:

To adopt all reports

MSC

Unfinished Business/Old Business:

1. Bursary/Scholarship final report

Motion

To accept the Bursary/Scholarship form as edited

MSC

2. Suggested changes to Executive At Large descriptions

- a. South Region – South Island up to and including Cowichan Valley
- b. Central Region – North of Cowichan Valley up to and including Deep Bay, Port Alberni & Gulf Island
- c. North Region – North of Deep Bay & Powell River

3. 2019 Fundraising Proposals

- a. **Project Watershed** – Kuss Kuss Sum – Comox Valley –
 - i. monetary donations **-May, 2019**
- b. **Vets for Pets** – Volunteers – low income people can take pets for treatments – **February, 2019**
 - i. Monetary donations
 - ii. Bandages
 - iii. Dog treats, collars, harnesses
- c. **Nanaimo Women's Centre** – **September, 2019**
 - i. start saving toiletries, purses, bags, school supplies, women's personal products, diapers
- d. **New Horizons** – Meal programs for people with mental illness, low income, homeless – Port Alberni – **December, 2019**
 - i. Monetary donations

HAPPY HOLIDAYS!



Motion

To adopt the community fundraisers for 2019

MSC

4. Meeting dates for 2019

- a. February
 - i. Executive – February 22nd – 6:30pm
 - ii. General – February 23rd – 10:00am
- b. May 25th
- c. September 28th
- d. November 30th meeting and Christmas Party

New Business:

1. Local 441 disaffiliation from VIDC - Removed themselves from various affiliates

2. 2019 CUPE BC Convention – Victoria, BC - May 1-4th, 2019

- a. Election/Endorsements
 - i. Committees will report and then step down
 - ii. Endorsements at **February, 2019** meeting
 - iii. Nicole Edmonson- Local 3500, will be running for GVP
 - iv. Majority of CUPE Executive currently come from Metro
 - v. Be prepared to have discussions at February, 2019 meeting
 - vi. Possibly invite Council Chairs to meeting
- b. Resolutions to Convention
 - i. Dates to VIDC by February, 2019
- c. District Council Hospitality Night
 - i. We have to decide what we want to do
 - ii. Do we want a photo booth?

Motion

To send the President or designate to the CUPE BC convention, 2019 in Victoria, BC

MSC

To send the Chair of the Young Worker committee to the CUPE BC convention, 2019 in Victoria, BC

MSC

3. CLC Winter School

- a. Amber would like support to attend the CUPE Leadership workshop January 27 – February 1, 2019

HAPPY HOLIDAYS!



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Motion:

To send Amber Leonard to CUPE Leadership training at CLC Winter School, 2019

MSC

4. Unite Here Local – 40 – Coast Hotel employees

- a. In bargaining last two days

5. Resignation of Education Chair & M-A-L North to Deep Bay

- a. Election for positions discussion

Motion:

That the Council appoint a Chair to the Education Committee

MSC

6. CUPE BC Committees

- a. All Committee Chairs stand down in May when elections for all committees are elected

7. Bursary Application received from Michele Favarger

- a. Toward general undergrad tuition – Jan-April, 2019
- b. Course cost \$500.00

Motion:

To award the VIDC Bursary to Michele Favarger in the amount of \$500

MSC

Good and Welfare of the Council:

Kirk Mercer

- A Maker Space has become available in Sooke at Edward Milne School
 - Joint effort between Sooke School District & United Way
 - Private projects space is available upon request – just bring your supplies!
- Any Locals affiliated to the Victoria Labour Council interested in gift wrapping event December 18 – 21st, can put your banner up at the Bay Centre and wrap gifts for people
- Chili Blanket Drive event January 12th, 2019 – Food Service Locals– make a pot of chili and join competition with other Unions – they will feed over 400 people that day
- Christmas Social in Room 315 starting at 6:30pm
- Santa Claus parade begins at 5:00pm
- Sail past also around 5:00pm

Adjournment: 11:51pm

HAPPY HOLIDAYS!



**Vancouver Island District Council
General Meeting
December 01, 2018**

Call to Order: 1:02pm

Roll Call of Officers: Sherrene Ross

- a. **Health & Safety, Emergency Preparedness Plan:** Martha Higgins
- b. **Recognition of Territories:** Michele Favarger
- c. **Equality Statement:** Shared
- d. **Green Statement:** Michele Favarger

Welcome to guests, staff and presenters:

Trevor Davies – CUPE BC Sec/Treasurer

Greg Burkitt – National Education Rep

Sergeant at Arms Report: 36 Delegates, 2 Alt., 1 Staff

MSC

Presentation of Affiliates & Credentials: Sherrene Ross

Obligation of New Delegates: Sarah Fairbrass (new delegates/alternates)

Approval of the Agenda

MSC

Minutes of the Previous Meeting – September 15 2018

MSC

- 1. Include Pension budget in amount of \$2000

Matters Arising Out of the Minutes

MSC

Treasurers Report: Steve Fielden

MSC

Trustees Report

Met to review books - September – August, 2018

Recommendations attached in report

MSC

Communications and Correspondence Report – Sherrene Ross

MSC

INCOMING:

MAIL

- Thank you to the Council for monetary donations from:
 - the BCSPCA Campbell River, Salt Spring Island Units
 - the Gold River Health Hub,

HAPPY HOLIDAYS!



- the Powell River & District United Way and United Way Greater Victoria and,
- the Comox Bay Care Society.
- Request for donation from BCSPCA
- Letter containing information from the Council of Canadians
- Letter from Michelle Waite stating her intention to run for CUPE BC GVP in May

EMAIL

- Message to Executive from Local 441 regarding disaffiliation from VIDC effective immediately
- Receipt of resignation from E-M at L – Malahat North to Deep Bay - from Ray Farmere
- Michele Favarger request for Bursary application
- Letter from Laurie Whyte stating her intention to run for Trustee for CUPE BC in May
- Letter from Kirk Mercer stating his intention to run for CUPE BC RVP in May
- Letter from Dan MacBeth stating his intention to run for CUPE BC Alt. RVP in May

CUPE BC

- Letter representing reimbursement from CUPE BC of \$5,000 for VIDC Leadership Conference 2018

CUPE NATIONAL

- Sector profile on education from the National Sector Council Conference

MSC

Report of the VIDC Executive Board:

To add Kevin McPhail to the Environment Committee

MSC MSC

The Council spend \$200 as contribution to the Project Watershed from the Environment Committee

MSC MSC

To donate \$100 to the Powell River Hospice Society from the OH & S committee

MSC MSC

That Christine Szaflik be added to the Pension committee

MSC MSC

To donate \$100 to the Powell River Hospice Society from the Anti-Poverty committee

MSC MSC

HAPPY HOLIDAYS!



To adopt the community fundraisers for 2019

February, 2019 – **Vets for Pets - Sarah Fairbrass**

MSC MSC

May, 2019 – **Project Watershed – Kevin McPhail**

September, 2019 – **Nanaimo Women's Centre – Deborah Hopper**

December, 2019 - **New Horizons Port Alberni-Carla Bailey**

To send Amber Leonard to CUPE Leadership training at CLC Winter School, 2019

MSC MSC

To send the President or designate to the CUPE BC convention, May 2019 in Victoria, BC

MSC MSC

To send the Chair of the Young Worker committee to the CUPE BC convention, May 2019 in Victoria, BC

MSC MSC

That the President appoint An acting Chair to the Education Committee

MSC MSDefeated

To award the VIDC Bursary to Michele Favarger in the amount of \$500

MSC MSC

CUPE BC Report:

Trevor Davies

- Bringing greetings on behalf of Paul Faoro – Happy Birthday Paul!
- BCFED last week – was a 'get along' convention
- New President-Laird Cronk and Secretary/Treasurer-Sussane Skidmore elected
- Canada Post legislated back to work without a contract
 - Before reaching out – check with Local CUPW union to see what type of support they could use first – each Local's needs differ
- CUPE BC next week – last Executive meeting for Sharon Prescott – she is retiring
- Karen Kooner will replace Sharon and will modernize the position
- Branding/new clothing ideas came from Think Tank – all have new, blue t-shirt
- Locals having events can contact CUPE BC for matching t-shirts
- **One Movement** was the provider, sourced everything down to the fabric – most union t-shirts ever

Kirk Mercer

- Reminder that RVP's sent out a reminder asking for feedback regarding the recent Municipal & School Trustee elections
- Additional copies available

Amber Leonard

- Selfie sent to Paul Faoro for his birthday

Trustees report – CUPE BC

- Putting forward recommendations to revise the expense form to provide more clarity
- Splitting up \$86 day to be made more clear
- Claim form will be available in .pdf

Strong Communities Report:

- No Report

CUPE National Committees:

Deborah Hopper

- National Post-Secondary Task Force - ***Our Time to Act Campaign***
- Seeing a constant increase in post-secondary education
- Election time good time to create through campaign
- Sexual Violence still a big problem – Thank you to VIDC for all support – December 6th – CUPE National will be launching a Sexual Tool Kit – huge step forward for members

Area Reports:

3399

- No report

459

- Have decided to do a Bus driving campaign – driver's getting very frustrated with non-conforming drivers
- Drivers need to be reminded of rules of the road
- SD to fund Campaign
- Important to get kids to and from school safely

606

- In one day wrote 10 grievances – now want to follow CA by the word after many years
- In discussions with Management to try to deal with in timely manner
- Will just go by Labour Standards for arbitration if need be
- If you have language that weakens you

723

- Education Assistant won a PTSD case
- Employer is finally recognizing long-term injuries
- Thank you to Bob Palmer – Local 401, for your assistance
- Been some refusing of unsafe work lately – awareness is happening
- National Rep served notice to bargain with employer
- Local participated in the Truck parade last night

947

- Struggling to recruit EA's
- EA's left feeling like babysitters



HAPPY HOLIDAYS!

- Challenged by turn over of 3 main managers
- Bargaining committee has met multiple times

917

- Had elections – 2 M-A-L changed positions
- Bargaining committee has been elected
- Beginning work on proposals
- Involved with 951 & 4763 at event on precarious work on campus
- Highlighted CUPE at the same time
- Employer is resistant to various leaves, etc.

951

- Negotiating committee has done training
- Multiple meetings have taken place
- The CPP enhancement will change in January – a 0.15 increase
- Starbucks coming to Campus – members will be the new staff
- Hoping for regularized work for casuals
- Discussions with 4763 & 917 to provide more education

1858

- VIU having rough time due to public suicide on campus
- Then entire University community has banded together
- Full impact won't be known for some time yet
- Sent out questionnaire to casuals who have worked in the last 18 months
- AGM in couple of weeks

3479

- Employer is doing things they haven't done before
- Previously consulted union but have changed processes
- Exclusion position being taken to Labour Board

410

- They have taken a strike vote
- Mediation in couple of weeks

3403

- No report

374

- Finished bargaining – retro cheques out
- Together for Poverty has joined our Local
- Celebrating 60th Anniversary

50

- Some members are holding back donations
- Local has not endorsed that
- 100th Anniversary Party was a hit!
- Honored by a plaque from CUPE National
- 911 dispatchers are lost to ECOM
- United Way grievance is going to arbitration



118

- By-election for M-A-L – Young Worker elected
- 2 Young workers on Executive
- Sending YW's to CLC
- Applied for mediator – precarious worker language on table
- 41st Annual Christmas Party next Sunday – 70 children under 12 registered
- Membership luncheon on Dec. 12th
- Regional, Municipal and Library – all in some form of bargaining
- Substance abuse & theft issues have arisen
- New Chief Administrative Officer

1978

- No report

1767

- Happy to have full slate of delegates here today
- Next Thursday finish Assessments – you will be receiving in the mail
- Had AGM and moved on to be the new Grievance Officer
- Issue with posting language without proper consultation -
- Precarious worker with Dr. support not being paid sick time and falsely accused
- Training for bargaining
- Sent survey asking if people had 2nd jobs – received 200 replies out of 650 members

3376

- Will vote this month on merging with 606

Motion

To adopt all area reports

MSC

Committee Reports:

General reminder that at the end of every two years all committee chairs and member stand down, new chairs elected in May, so if anyone is interested in any committees, please contact the current chair or any member of the Executive Board.

Anti-Privatization:

Karen Garret (Amber Leonard, Dan MacBeth, Christine Szaflik)

- No report

Anti-Poverty:

Sarah Fairbrass (Sherrene Ross)

- No report

Communications/Technology: **Sherrene Ross** (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)

- Committee looking at purchasing swag – Sherrene will price out items
- We will incorporate the Island Views newsletter into the minutes
- We will purchase the 360-camera

HAPPY HOLIDAYS!



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- More information to follow – a questionnaire regarding How Your Local Began – to compile the history of the Locals within VIDC

Constitution: **Martha Higgins** (Sarah Fairbrass, Michelle Waite)

- No report

Diversity: **Laurie Whyte** (Michele Favarger)

- See report attached

Education: **Vacant** Greg Burkitt reported

- History of a Local is available from CUPE National
- Fall school had 100 participants this year
- Young Worker course cancelled
- Apply online for workshops
- Spring School May 26 – May 31st

Environment: **Michele Favarger** (Michelle Waite, Kevin McPhail)

- No report

Hospitality: **Karen Garrett** (Amber Leonard)

- Christmas Social tonight
- Hospitality Room – 315

International Solidarity: **Amber Leonard** (Michele Favarger)

- See report attached
- Coffee & chocolate bars available

Municipal: **Dan MacBeth** (Sarah Fairbrass, Martha Higgins)

- A speaker name has been put forward for the Association of Vancouver Island Coastal Communities this year. Kirk Mercer & Randy Fennell may speak on behalf of the Skilled Trades Committee if accepted. **Good luck Brothers!**
- All endorsed people but 1 from VLC were elected at municipal elections.

Occupational Health & Safety: **Sarah Fairbrass** (Martha Higgins, Wayne Smiley)

- **In good spirit, we chose two winners:**
 - Hailey Fielden
 - Laurie Jenks
- CUPE BC Committee met and will forward resolutions

Pension: **Kevin McPhail** (Pauline Loranger, Keith Todd, Heather Scarisbrick, Christine Szaflik)

- See report attached

HAPPY HOLIDAYS!



Political Action: Keith Todd (Michelle Waite)

- Municipal Elections – 70% of all labour endorsed were elected to municipal elections
- 9 CUPE people ran for election:
 - Laurel Collins 4163
 - Ryan Painter 1767
 - Tim Morrison 1767
 - Greg Keller 401
 - Jeff Virtanen 606
 - Michelle Waite 3479
 - Melanie McCollum 3479
 - Rob Southcote 873
 - Johanne Kemmler 5101

Resolutions: Laurie Whyte

- VIDC did not submit resolutions to BCFED
- Deadline for submitting resolutions to CUPE BC is March 4, 2019
- CUPE BC Convention is May 1-4th, 2019
- If you want to submit to VIDC, it must be received by February 21, 2019
- Must be clear and specific
- CUPE BC cannot take Federal or National Action
- How to write a Resolution can be found on the CUPE BC website - A new guide is being built – watch CUPE BC website
- Constitutional, Policy, or Action resolutions are the three (3) headings of which resolutions should fall under

Skilled Trades Working Group: Kirk Mercer (Shannon Mckenzie)

- See attached report

Women's: Heather Scarisbrick – (Laurie Whyte, Christy Whitmore)

- December 6th – Day of Remembrance for Violence against women
- Moment of Silence

Young Workers: Hailey Fielden

- Safety is a very important items in all Unions – For YW's, it's just as important
- I have created a pamphlet on safety for Young Workers – please share at your workplace
- Looking for new members!

Community Social Services: Carla Bailey

- No report

Motion:

To approve the reports of committees as presented

MSC

HAPPY HOLIDAYS!



CUPE BC Sectoral Committees & Working Groups: (not covered by VIDC Committees)

Colleges – No report

K-12 – No report

Libraries – No report

Universities – No report

Child Care – No report

Motion

To accept all reports as read

MSC

Nominations, Elections and Installation of Officers:

Elections were held, due process was followed and the results are as follows:

- **No Elections**
- **Notice of Elections for:**
 - **Central Region M-A-L**

Unfinished Business/Old Business

1. N/A

New Business:

1. 2019 CUPE BC Convention May 1-4, 2019

- a. Endorsements/discussions at February meeting
- b. Many committee opportunities – credentials, Sgt. Arms, resolutions
- c. Will go forward with photo booth with signs showing who it is sponsored by

Motion:

To endorse Trevor Davies as Secretary/Treasurer for CUPE BC at the May, 2019 convention

MSC

2. Dates for 2019:

- a. February
 - i. Executive – February 22nd – 6:30pm
 - ii. General – February 23rd – 10:00am
- b. May 25th
- c. September 28th
- d. November 30th meeting and Christmas Party

Good and welfare of the Council:

- Any Locals affiliated to the Victoria Labour Council interested in gift wrapping event December 18 – 21st, can put your banner up at the Bay Centre and wrap gifts for people
- A Maker Space has become available in Sooke at Edward Milne School
 - Joint effort between Sooke School District & United Way

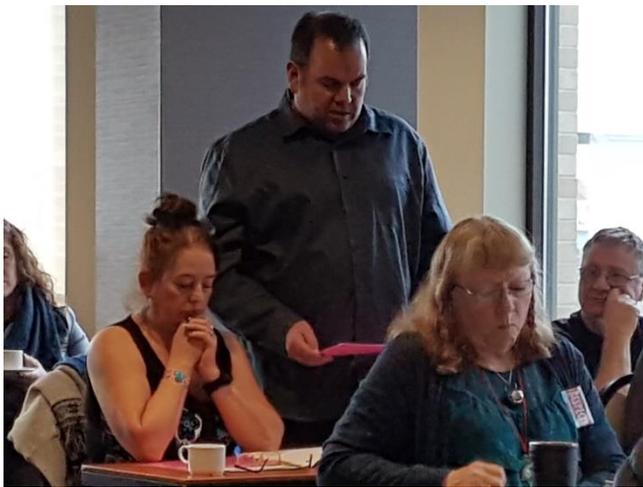


HAPPY HOLIDAYS!

- Private projects space is available upon request – just bring your supplies!
- Chili Blanket Drive event January 12th, 2019 – Food Service Locals– make a pot of chili and join competition with other Unions – they will feed over 400 people that day
- Christmas Social in Room 315 starting at 6:30pm
- Santa Claus parade tonight, begins at 5:00pm
- Sail past tonight, also around 5:00pm
 - We hope you are able to enjoy both!

Adjournment: 3:58pm

MSC



SUPPORTING WOMEN IN TRADES CONFERENCE

SKILLED TRADES COMMITTEE REPORT VIDC DEC 1ST 2018

Canadian Apprenticeship Forum Supporting Women in Trades (SWIT) Conference November 6 and 7, 2018 attended by Leah Murray and Shannon McKenzie (VIDC STC Member).

417,000 Apprentices were registered in 2016 of which 12% were women. Currently 4% of the women are represented in the heavy and industrial trades. The barriers the women moving into trades are facing are: lack of information and or lack of awareness given to those women entering the trade, and unwelcoming workplaces/discriminating hiring practices. What SWIT is trying to create is change in this atmosphere. Some of the ways would be through sharing best practices and encouraging employers to hire female apprentices.

The opening speaker was Mandy Rennehen, CEO of Freshco which is known as the most successful, well-run and financially responsible retail maintenance business in the country with three collaborative divisions – Maintenance, Projects and Reconstruction. Mandy is recognized as an active philanthropist. She is an advocate for mentoring people of all ages and gender who are currently looking for a rewarding and lucrative career. Mandy strongly encourages her students to become certified under the trades umbrella and believes it can be used to further their studies in the booming construction industry. Mandy Rennehen was a very inspirational speaker and one that would be a positive presentation at any union group.

The two days were divided up into speaker sessions and Apprentice panel discussions.

The **Apprenticeship Panel** discussed the successes, challenges, recruiting and mentorship constraints that women in the trades' field are facing every day. Some of the challenges women face entering the trade is the registering, misinformation, and lack of childcare supports. Discussed how recruiting should start earlier. Awareness earlier in school, social media and career days at school. Need to raise the profile of trades as a fulfilling, meaningful option of career.

The SWIT has set targets for 2023. Their moto is "Make the future real for us".

1. Through the learning environment: Having a respectful, collaborative learning environment – equal opportunity and inclusive. More females, early exposure, mentoring and networking.
2. Create a welcoming workplace: Female employers and journey person mentors. Through leadership courses, websites, employer inclusivity and value empathy.
3. Apprenticeships where women can advance: Teach respect in shop classes in K – 12 and during apprenticeship and foundation training. Empower those who are comfortable speaking up to stop harassment. Employers must address inappropriate behaviour, work/family balance and basic infrastructure.

Time for change to our societal beliefs. Educate and celebrate our similarities not our differences. We need to lobby school boards, municipal, provincial and federal governments. Currently women make up 4% of the females in the trade. The goal of SWIT is to increase the number of women in the trade to 10%.

Where do we want to be by 2023?

- Double digits. 4% now 23,364 (women apprentices); 10% in 2023 goal of @ 40,000.

How do we get there?

1. Recruitment message - Early exposure and hands on learning.

Actions:

- Bring youth in for open houses.
- Send tradeswomen to school.
- Marketing and awareness in K-12.

2. A message to students in pre-apprenticeship - stay focused on your goals and have empathy for others

Actions:

- Supports for female students.
- More awareness of the supports.

3. Trades learning environment inclusive of women

- There are women trades instructors and managers.
- We have access to high quality, practical learning and networking opportunities.
- Instructors are well trained in how to address bullying and harassment and this training and these approaches are valued.
- Male instructors, students and staff support women as trades learners and encourage their progress.
- A place where women don't have to work twice as hard to be considered half as good.

4. A message for trades classrooms-properly support motivated,unbiased and professional instructors

Actions:

- Mandatory training on inclusivity.
- Manage respect for differences.

- More and varied learning options.

5. A message to trades learning schools-zero tolerance for not performing yearly instructor evaluations

Actions:

- Management buy-in.
- Follow through with training and policies.
- Targeted recruitment of male and female instructors
 - Clear guidelines for curriculum review.

6. 2023 An apprenticeship system where women can learn and advance

- We are aware of our apprenticeship options and support programs.
- We are well prepared to begin the journey.
- Hiring incentives are in place for employers.
- These employers are welcoming and value us as apprentices.
- Employers take action when they see discrimination and disrespectful treatment including unequal training.
- We have access to high quality mentors and get the full scope of our trade.
- Technical training options are of high quality and flexible, valuing diverse learning styles.
- These environments are free from harassment and discrimination.
- Tests are available in various formats and online.
- We have women as training officers, mentors, technical training instructors and advocates.
- We have networks of support and resources to help us when we encounter challenges, including online options.
- There is good data and clear, shared tracking of progress over time, including completion rates and times.
- Standardize the path to apprenticeship and training nationally.
- Remember diversity; (different) abilities, indigenous women, SOGIE communities, rationalized groups.

Actions:

Apprenticeship staff and mentors step up and follow through:

HAPPY HOLIDAYS!



- Apprenticeship staff check in more on lower level apprentices.
- Shift to calls for later blocks.
- Mentor training and female mentors.
- Hold every province to the same standard.
- Put block info online.
- Female officers.
- Meet training demands

7. A welcoming and respectful workplace – a message for the shop floor Equity = Productivity

Actions:

- Training and support communication and collaboration, not competition.
- Zero tolerance policies.
- Change the mindset, change the culture.

8. A welcoming and respectful workplace – a message for leadership – set policies, educate your team, lead them through change and be the example

Actions:

- Be accountable for retention and zero tolerance.
- Work-life balance policies.
- Mandatory PPE designed for women, washrooms and change rooms.

9. A welcoming and respectful work place –a message for recruitment and hiring leads- accept diversity and equity in the recruitment process

Actions:

- Set targets and enforce policies.
- Create committees with women and men.

10. A welcoming and respectful workplace - message for advancement - leadership is genderless

Actions:

- Clarify and share advancement opportunities.
- Any level of experience has a voice.
- Promote based on skill and seniority.

HAPPY HOLIDAYS!



The **Office to Advance Women Apprentices (OAWA)** was established in Nova Scotia to support women in trades. They are involved right from the enquiry into trades to retention in the field as a Red Seal operator. The OAWA helps guide women into training and offering a wide variety of supports to ensure the success during their apprenticeship through counselling and mentoring. When their training is complete OAWA helps with job placement and retention. Assist the women with any barriers that may be keeping them out of the workforce. Unfortunately the OAWA is a pilot project funded by the provincial government and may have trouble with its funding in the future. The OAWA is managed by the carpenters union in the province. This group is collaborating with government and unions to advocate and support women working in the trades. Their goal is to start working with the supervisors and managers at ground level to further support women in the trades.

We have a true shortage of trades people currently in BC and the rest of Canada. Women represent the largest untapped workforce for trades.

The CUPE BC Skilled Trades Committee would like to thank CUPE BC for this great opportunity to attend the first ever CAF, Supporting Women in Trades conference.

In Solidarity

Kirk Mercer

STC chair



WOMEN'S COMMITTEE REPORT

Save the Date: December 6 is a National Day of Remembrance and Action on Violence Against Women

Please join us for a moment of silence, at 11 am, Thursday, Dec. 6, to remember the 14 women killed and 10 injured in 1989 at Montreal's École Polytechnique, simply because they were women studying at a university.

In addition to the moment of silence, NIC's Status of Women Committee, which includes NIC faculty, staff and student union representatives, is planning activities to inform and engage members of the NIC community.

Learn how you can raise awareness about the violence many women continue to experience and how you can take action against gender-based violence at one of the following upcoming events.

Comox Valley campus, Tyee Student Lounge

Dec. 6, 10:30 am to 2:30 pm

HAPPY HOLIDAYS!



Make a pin to commemorate the day and brainstorm what each of us can do to eliminate gender-based violence.

Campbell River campus, location to be confirmed

Dec. 6, from 11 am to 1 pm

Make a pin to commemorate the day and brainstorm what each of us can do to eliminate gender-based violence.

Port Alberni campus, S108

Dec. 4, 4:30 pm

NIC Education Assistant / Community Support – Indigenous Focus program and Alberni Community and Woman's Services Society host *Flirting With Danger*, a documentary on consent and violence against women; popcorn available by donation.

Port Alberni, Location tbc

Dec. 6, 12 to 1 pm

Make a pin to commemorate the day and brainstorm what each of us can do to eliminate gender-based violence.

Mount Waddington Regional campus, tba

Watch for details on events, time and location.

For more information, email Erin McConomy, NIC Status of Women Chair, at erin.mcconomy@nic.bc.ca

VIDC RESOLUTIONS COMMITTEE REPORT Dec. 1, 2018

VIDC did not submit any resolutions to the BC Federation of Labour Convention. I don't believe we, as a CUPE District Council are entitled to submit resolutions.

The deadline for submitting resolutions to CUPE BC for the 2019 Convention in Victoria is 60 days prior to the opening of convention. I contacted CUPE BC to make sure I got the date correct this time and was told **the deadline is March 4, 2019.**

If you go onto the internet and google "CUPE BC Resolutions Guide" you will find the 2018 guide to resolutions. It's in a pdf., so there isn't a website I can give you. The Resolutions guide for 2019 has been significantly revised and will be sent to all locals along with the Convention Call materials. Hopefully it will also be online.

HAPPY HOLIDAYS!



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New for 2019 – When CUPE BC Office staff receive resolutions, they will be able to correct punctuation, obvious spelling errors, capitalization/lower case and spell out acronyms! This will save the Convention Resolutions Committee a lot of work and cut down on the number of Amended Resolutions!

Resolutions for the 2019 CUPE BC Convention will be sorted into 3 categories:

- Constitutional – requesting changes to the CUPE BC Constitution (requires 2/3 majority to pass)
- Policy – requesting CUPE BC to change or create policy on an issue (these resolutions will go into CUPE BC's new Policy Book)
- Action – requesting CUPE BC to take some form of action on an issue (e.g. hold a conference or create a task force) – these resolutions will not go into the Policy Book

The dates for the 2019 Convention are: May 1-4, 2019 and it will be held in Victoria, BC at the Victoria Convention Centre.

As always, if you want to submit a resolutions, don't hesitate to contact me at lwhyte@uvic.ca and I'd be happy to help you create or tweak a resolution.

If you want your resolution (or your committee/local's resolution) to be submitted by VICD, then you will need to make sure they are **submitted to me by February 15, 2019**, so I can prepare them to be presented to VIDC delegates at our February 22-23, 2019 VIDC Executive & General meetings.

Your resolution should look something like this:

CUPE BC WILL:

- List what you want CUPE BC to do
- This is the part of the resolution that will go into the policy book, so must be able to stand-alone
- Be as clear and specific as possible about what you want CUPE BC to do
- CUPE BC can only act provincially
- CUPE BC can submit resolutions to CUPE National or request that CUPE National do something, if it's a national or federal issue
- Spell out all acronyms and make sure you have them correct

BECAUSE:

- List all the reasons why you want CUPE BC to do what you've asked them to do in the CUPE BC WILL part



HAPPY HOLIDAYS!

- The ‘because’s’ won’t go into the policy book, but delegates will read them and they will act as a guide to speaking points on the issue
- The ‘because’s’ won’t be revised by the Resolutions Committee, but please do spell check them and check your acronyms
- Be succinct – if you are too lengthy, delegates won’t read them all

If your local is submitting the resolution, it will need to be signed by your local’s President and Secretary. If you are sending it to me for VIDC to submit, you don’t have to worry about the signatures, that’s my job.

If you are submitting a resolution that another local or CUPE BC Committee is submitting **YOU MUST NOT CHANGE ANYTHING OR CORRECT ANY ERRORS** otherwise it becomes a NEW resolution.

I will be reviewing the resolutions VIDC submitted late last year (Late Resolutions only come to the Convention floor after every single other resolution has been dealt with on the Convention floor) and any that are still relevant will be submitted on time for the 2019 CUPE BC Convention.

So put on your thinking caps and start cranking out ideas for resolutions to the 2019 CUPE BC Convention! If you know what you want CUPE BC to do and you know why, then you can write a resolution. I can help make sure it’s worded and formatted correctly.

Respectfully submitted by

Laurie Whyte, Chair VIDC Resolutions Committee

VIDC Pension Committee

December 1, 2018

Kevin McPhail (Chair)

Keith Todd, Heather Scarisbrick, Christine Szaflik, Pauline Loranger (Members)

This committee is evolving with new members, so please let us know if you have any questions or topics you would like us to research and report out on!

HAPPY HOLIDAYS!



There are a myriad of plans throughout BC. BC Public Sector Pension Plans alone cover 1,000 employers and 500,000 plan members that include:

- BC Municipal Pension Plan
- College Pension Plan
- Public Service Pension Plan
- Teacher's Pension Plan
- Worksafe BC

That is just a sampling since other members such as UVic have their own plans – Staff Plan (defined benefit), Combination Plan (mixed), Money Purchase Plan (defined contribution). Even our K-12 group are not all in the Municipal Pension Plan...the Multi-Sector Pension Plan covers some.

Each public website has a wealth of knowledge about not only their own plan, but general information as well that could help any individual. As an example, look at the learning articles at Pensions BC at this website: <https://mpp.pensionsbc.ca/learning-articles>

Attendees at the recent Sectoral Conference in Ottawa learned that CUPE Local 1975 at the University of Saskatchewan was under attack with the Employer seeking not only to change their plan from defined benefit to target benefit but also to cap what the university pays. The Local voted to strike on September 28th and as of November 18, 2018 were in mediation since bargaining had come to an impasse.

They have a great slogan and visual with “Paws off our Pensions” on a paw print and have asked other Locals to fill out and return supportive cards. Our committee has reached out to them to obtain more and offer our support.

The public service pension plan has the greatest changes of all, which have not been well received by longer serving employees due to the end of the combination of 85 years service and age rule. The changes were announced with no readily available calculator for individuals to determine the impact on their unique circumstances. While it has been reported that the changes benefit “the majority” of plan members, it seems to be still unclear whether some members are adversely affected since some of the changes do not take effect until October of 2019.

The following are summaries of 2018 communications on some of the pension plans.

BC Municipal Pension Plan

BOARD COMMUNIQUE: JULY 11, 2018

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You will pay less for your dental plan starting August 1, 2018:

The amount you pay for your Municipal Pension Plan dental plan is decreasing August 1, 2018. You don't need to do anything; the amount deducted to cover your premium will automatically be reduced, starting with the pension payment you receive in July or your August direct payment.

Dental premiums are paid one month in advance. If your premium is deducted from your pension, the payment you receive July 30, 2018, will reflect the reduced premium. If you are signed up for pay direct, the amount will be reduced automatically. We've been monitoring the new dental program since last year's changes and have seen lower-than-projected expenses. We worked with Pacific Blue Cross (PBC) to reduce the premiums for members participating in the program.

Board Communique: November 23, 2018

We are reallocating your contributions to strengthen the plan's inflation funding:

The amount you contribute to your Municipal Pension Plan (plan) is not changing, but the percentage of that contribution going into the inflation adjustment account (IAA) will increase effective January 1, 2019.

- Contributions to the basic account, which pays lifetime monthly pensions, will be reduced by 1.06 per cent.
- Contributions to the IAA, which funds cost-of-living adjustments (COLAs), will go up by the same amount.
- Employers and members will each share 0.53 per cent.

The board has a duty to govern the plan in a way that is fair and equitable to all plan members; it is important that future retired members have access to COLAs, as current retired members do now. This change will be a benefit to working members, because it provides additional funding to the IAA to support the long-term sustainability of COLAs.

College Pension Plan

Board Communique: February 1, 2018

As of April 1, 2018, contribution amounts for members and employers are going up one dollar for every \$1,000 of salary to strengthen the inflation adjustment account (IAA).

Public Service Pension Plan

BOARD COMMUNIQUE: MARCH 16, 2018

The most important changes in 50 years are being made to your pension plan. These changes are equitable and modernize the plan.

The Public Service Pension Plan (plan) partners—the BC Government and Service Employees' Union and the provincial government—reached an agreement on changes in late January. We, the Public Service Pension Board of Trustees (board), have adopted these changes. Further, as a result of the recent valuation, we are also improving pension benefits.

The board has decided to use a portion of surplus funds to improve the lifetime pension for members with pensionable service between April 1, 2006 and March 31, 2018, inclusive, effective October 1, 2019.

If you are an active member, for pensionable service earned on or after April 1, 2018:

- Members will contribute a flat 8.35 per cent of salary. Employers will contribute a flat 9.85 per cent of salary.
- You will earn a 1.85 per cent flat accrual rate.
- The rule of 85 (unreduced early retirement if your age plus years of contributory service equal at least 85) will be removed; however, the rule of 85 will still apply to service accrued before April 1, 2018, and service accrued after March 31, 2018, will be used to calculate eligibility for the rule of 85 for your pre-April 1, 2018 service.
- You will receive an unreduced pension after 35 years of contributory service.
- If you start your pension before age 60 with more than two but less than 35 years of contributory service, your pension will be reduced by 6.2 per cent for every year between the date you start your pension and age 60.
- If you start your pension before age 65, and you have fewer than two years of contributory service, your pension will be reduced by 6.2 per cent for every year between the date you start your pension and age 65.
- For all pensionable service accrued before April 1, 2018, the bridge benefit will apply. The bridge benefit is a temporary benefit paid to retired members up to age 65 or death, whichever comes first. For service accrued on or after April 1, 2018, the bridge benefit will not apply.

While there are many complexities to these changes we see in particular there is some misunderstanding about the Rule of 85. For further clarity, the Rule of 85 has been “grandfathered.” The Rule of 85 is explained on the website. Additionally, if you have accrued contributory service between April 1, 2006 and March 31, 2018, the announced changes that take effect on October 1, 2019 will improve your lifetime pension.

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The VIDC Diversity Committee lost Michael Forrester as a committee member when his local disaffiliated from VIDC. So, the committee consists of myself as Chair and Michèle Favarger. We have one more delegate (Pat Shade) who is interested in joining the committee and I will present his name in May, if I am re-elected. Michèle and I met last night. In 2019 we hope to be able to have speakers on different diversity issues at VIDC General Meetings

Each year on December 3, the United Nations announces a new theme in celebration of the International Day of Persons with Disabilities. CUPE British Columbia joins with members with disabilities in celebrating and applauding this year's theme of "empowering persons with disabilities and ensuring inclusiveness and equality."

To honour and celebrate members with disabilities, CUPE BC encourages CUPE locals and district councils to recognize the unique needs and challenges of members with disabilities by encouraging them to form workers with disabilities working groups or committees. Workers with disabilities need a platform from which to educate and lobby on behalf of their constituents.

Moreover, CUPE BC encourages locals to ensure that the accessibility needs of members with disabilities are addressed at conventions, conferences and educational events. Unless their accessibility needs are addressed, members with disabilities will continue to experience exclusion and disempowerment in the labour movement.

CUPE BC applauds the provincial government for its leadership in instituting legislative changes that benefit citizens with disabilities. The new *Community Benefits Agreement BC* will not only ensure that public infrastructure jobs help British Columbians from equity-seeking groups, including persons with disabilities, achieve improved access to meaningful employment; these jobs will also help persons with disabilities realize access to decent pay.

As part of its Early Learning and Child Care agreement with the federal government, the province has also committed to an ambitious plan of providing improved access to inclusive childcare for children with disabilities. Thanks to a three-year, \$30-million investment, this

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plan will help children with disabilities become future leaders and activists in the labour movement.

On October 26 this year, the provincial government introduced legislation that will realize amendments to the BC Human Rights Code to establish a human rights commission in British Columbia. Nearly half of all human rights complaints each year are launched by people with disabilities. Under the amended Code, the new Human Rights Commission will provide improved access to legislative rights for persons with disabilities.

These real and immediate changes on behalf of the province's citizens with disabilities bring us one step closer to the dream of ensuring inclusiveness and equality, both of which will help empower our members with disabilities to fully participate in our society and in our labour movement.

Please note: The University of Victoria Centre For Students With Disabilities has been re-branded to the Centre for Accessible Learning - a much more inclusive and respectful name that takes the focus off of 'disability' and puts the focus on inclusion and accessibility.

The University of Victoria reports that 1 in 5 people in Canada lives with a mental health challenge. 40% of sick leave/accommodation/LTD staff/faculty claims at UVic are for mental health challenges. This is the new norm - these statistics are not just at UVic, but are similar across the country.

I respectfully submit my report

Laurie Whyte

VIDC Diversity Member-At-Large

Chair, VIDC Diversity Committee

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AREA REPORTS

951 report VIDC 2018

Our Negotiating Committee did some training Nov. 19 & 20, courses included: How bargaining works, Notetaking for bargaining and mobilizing for bargaining which included strategic planning with the local. Then the following day the local had a caucus meeting where we went over the extended health priorities from the survey and what we as a local would like to bring up at the joint table with 917. The expiry of our contract is up March 30, 2019.

Will be here before you know it!

CPP enhancement. There are changes going to happen in January 2019 that the Government has put a plan in place. We wanted to advise all members that there will be a 0.15% increase to CPP payments in January.

Starbucks coming to campus: much confusion due to poor communications from our employer. The coffee shop in the bookstore will be rebranded as a Starbucks with the same staff (our members) and we hope for expanded hours and more regular jobs for our members.

Grievances: the employer is dragging their feet on a number of grievances using staff issues in the HR department as an excuse.

Education: We have been having discussions to increase the number of educational events offered at UVic in cooperation with CUPE Education staff, and locals 917 and 4163 to serve our members and all South Island Locals.

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CUPE 917 Local Report to VIDC Submitted December 1, 2018

November Elections

Elections were held at our November General Meeting with two of our current Members-at-Large taking on different roles on the Executive. Congratulations to Byron Spiers for his successful bid for the position of Vice President and to Walt Sly for his election to Sergeant-at-Arms. Due to this we have two positions for member at large vacant, with nominations to be taken at the General Meeting in December.

Prepping for Bargaining

Our Local has elected its Bargaining Committee, had a couple days of Bargaining training, and have started meeting to work on proposals for the upcoming round of bargaining. Our Strike Committee members have been contacted and we are in the process of setting up some education for that group.

Precarious Work Event

Our Local was involved with our sister Locals on Campus, 951 and 4163, as well as the Faculty Association in an event highlighting the “precarious work” on campus and how it affects all of the workers on campus. There were a few days of tabling, distributing information and some panels. We also used the event to highlight CUPE and CAUT’s Post-Secondary Education: Our Time to Act campaign and distributed and collected many signed, postcards to be mailed to the Prime Minister’s Office.

Member Accommodations

Our Local is dealing with a resistant employer when it comes to certain accommodations. Some members are feeling discriminated against when asking for leave or work adjustments due to physical limitations, job preference and religious activities. We are trying to get the employer in certain departments to recognize the need for a positive work-life balance for our members.

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CUPE 947

District continues to struggle to recruit EAs (I know we are not unique). The daily shortage - combined with the new inclusion model the district is using is leaving many of our EAs feeling like nothing more than babysitters. At the Whole Board meeting this past Monday, three GVTA members and one of our EAs spoke out against the new model. Even though these presentations were on the agenda it was disappointing to see that no one from the District Learning Team attended. We continue to be challenged by a complete turnover of three main Managers in our HR Department - we have already filed 13 grievances this year -

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could have been more but we gave them a break - not any more. We are revisiting areas we have already won grievances as they are interpreting our CA in a different manner - it is challenging to say the least. Our Bargaining team met this week to begin putting together proposals - our District had indicated they won't be ready to meet until April.

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### **CUPE Local 1858**

Vancouver Island University recently had a very public suicide of a student. This situation has had profound, ongoing impacts on the University. The University was very proactive in working with the unions on their response and ensured that there were significant resources provided for students, faculty, staff and administration including widespread access to counselling and critical incident response debriefing.

The Local is preparing for bargaining. The bargaining and defense committees have been struck and are meeting, and members of the Local have completed this round's bargaining survey. For the first time, the Local took specific, directed action to reach out to the Local's casual workers. There was a section of the survey specifically for temporary and casual workers, and the surveys were mailed to these workers' homes with self addressed, stamped returned envelopes. Ten percent of the casual surveys were returned.

The Local's AGM and elections are taking place in a couple of weeks as well as our annual service awards and holiday social.

***Deborah Hopper***  
***President***  
**CUPE Local 1858**

[www.cupe1858.org](http://www.cupe1858.org)

### **National Post-Secondary Task Force**

Issues of sexualized violence in our workplaces and in our union have been an ongoing significant problem within the post-secondary sector. Through dedicated work of Locals, District Councils, Provincial College and University Committees, and the National Post-Secondary Task force resulted in resolutions being passed at Provincial and National Conventions over the past several years. As a result of these resolutions, CUPE National is launching a new Sexual Violence Toolkit on Dec. 6, 2018 – the National Day of Remembrance and Action Against Violence Against Women. This toolkit contains resources including collective agreement language to address issues of sexualized violence in the workplace. The Task Force encourages all Locals to request copies of the toolkit from CUPE National.

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The resolution that passed at CUPE National Convention in 2017 also called for work and resources around sexualized violence within CUPE. Unfortunately, no action has yet been taken on this resolution, so the Task Force anticipates that it will be bringing forward additional resolutions to the 2019 National Convention.

Many thanks to the VIDC for their ongoing support on this issue.

Vancouver Island District Council of CUPE

Audit Report for September 30, 2017 –August 31, 2018

Conducted November 23, 2018 – CUPE 606 Office, Nanaimo

Generally, the books for the fiscal year were found to be in good order, with agreement between bank balance and statements produced by the Treasurer.

The following is a general list of **anomalies** to which attention should be paid to comply with correct accounting procedures:

1. Stubs for cheques which have been written but which have not cleared during the fiscal year must be held out for the coming year's audit examination
2. The stubs must be completed with full details of: date, payee, invoice number or reason for payment and amount paid.
3. The electronic cheque register must be in cheque order number.
4. Void cheques must be listed on register.
5. All deposits must be completed on bank deposit form and listed out. Any deposits which are not per capita receipts must indicate the reason for the payment received. The deposit slips should remain in the bank deposit book for examination. If two separate deposit books are being maintained, both shall be surrendered for examination at the annual audit.
6. Ensure that all payments have related and completed paperwork justifying the expense.
7. Date on Treasurer Reports to Council must correlate with the actual period being reported.
8. Out of Pocket expenses must list which months are being paid out.
9. Any figures which are overwritten must be rewritten and initialed by Treasurer or both signing authorities if within the body of the cheque itself.
10. In order to be correctly reflected, recoveries must be entered on the correct line item on the ledger.

In addition to the above, the Trustees make the following recommendations:

1. For the purposes of reimbursement, it is recommended that VIDC follow the guidelines established in practice by CUPE BC with respect to expenses while attending meetings or business on behalf of the Vancouver Island District Council:
  - a. \$17 – for incidentals at meetings for which a meal is provided.
  - b. \$17 – for breakfast meetings or breakfast expenses.
  - c. \$26 – for lunch meetings or lunch expenses.



*HAPPY HOLIDAYS!*

- d. \$43 – for half-day meetings covering the period for breakfast and lunch, or for dinner meetings or dinner expenses or travel in the night before an Executive meeting followed by a General meeting, or any other such meeting when a delegate is representing the Council.
- e. \$86 – for full-day meetings at which it is anticipated that one would not normally be able to eat their meals at home due to meeting schedule or travel time.

This recommendation is intended to provide clarity as to which expenses are claimable. Mileage may be charged to the Council if on Council business that is not covered by a Local however a gas expense or meal expense in and of itself is not covered.

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*HAPPY HOLIDAYS!*



**NOTES**

*HAPPY HOLIDAYS!*



## NOTES

*HAPPY HOLIDAYS!*



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