

VIDC

Vancouver Island District Council

Agenda

February 17, 2018

Minutes

December 2, 2017

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4



Executive Meeting: February 16th - 6:00 PM – 9:00PM

General Meeting: February 17th - 10:30 AM

Lunch: 12:15 – 1:00 PM (\$10)

General Meeting resumes: 1:00PM

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

FEBRUARY FUNDRAISER – PET PROJECT – Contact Sarah Fairbrass – vpcupe374@gmail.com – see pg. 4 for more information.



GENERAL MEETING AGENDA

February 17, 2018

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 – May 27, 2017
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

PORTLAND HOUSING SOCIETY thanks you!!



Quarterly fundraisers:

- **May, 2018** – Cumberland Forest Society – monetary donations – Contact -Michelle Waite
- **September, 2018** - Success by Six Gold River Community Health Hub – monetary donations – Contact - Alison Pringle
- **December, 2018** – Powell River & CBC Island Wide Food Drive – Contact - Martha Higgins

FEBRUARY 2018 FUNDRAISER

RainCoast Dog Rescue Society PET Project:



RainCoast Dog Rescue Society is very proud to have developed a program where we are dedicated to help work with the homeless and their animals that are in need, in and around the southern Vancouver Island. We do our best to supply the homeless and their animals in need with new or gently used dog or cat items such as- blankets, jackets, sweaters, kibble or wet food, treats, bowls, leashes, collars, harnesses, vet care (spay, neuter, vaccinations, treatment of medical conditions) and anything else we can help them with for their animal's needs.

We also work with other Local Community organizations providing donations to them. They act as a HUB for us so low income people and the homeless can access supplies needed for their animals directly from one location.

This program is completely community supported with help from local businesses who act as drop off locations for new or gently used dog and cat items for us to collect and distribute.

As the project grows we are continually looking for new supporters and donators who want to give back to their community and the people in it with animals in need. We couldn't be prouder to work hand in hand with our community for the greater good of all animals and their owners.

The name for any donations is:

RainCoast Dog Rescue Society. (Put PET Project in the cheque Memo Line)

Address :
RainCoast Dog Rescue Society
[2139 Otter Ridge Drive](#)
[Sooke, BC. V9Z 1E2](#)





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.

Agenda items, issues, guest speakers – submit items, issues or suggestions for 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 allow 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:

Denise Bullock, (Acting) Education Chair
Phone: 250 927-4025
Email: presidentcupe439@gmail.com

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.

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

T: 250 749-6173

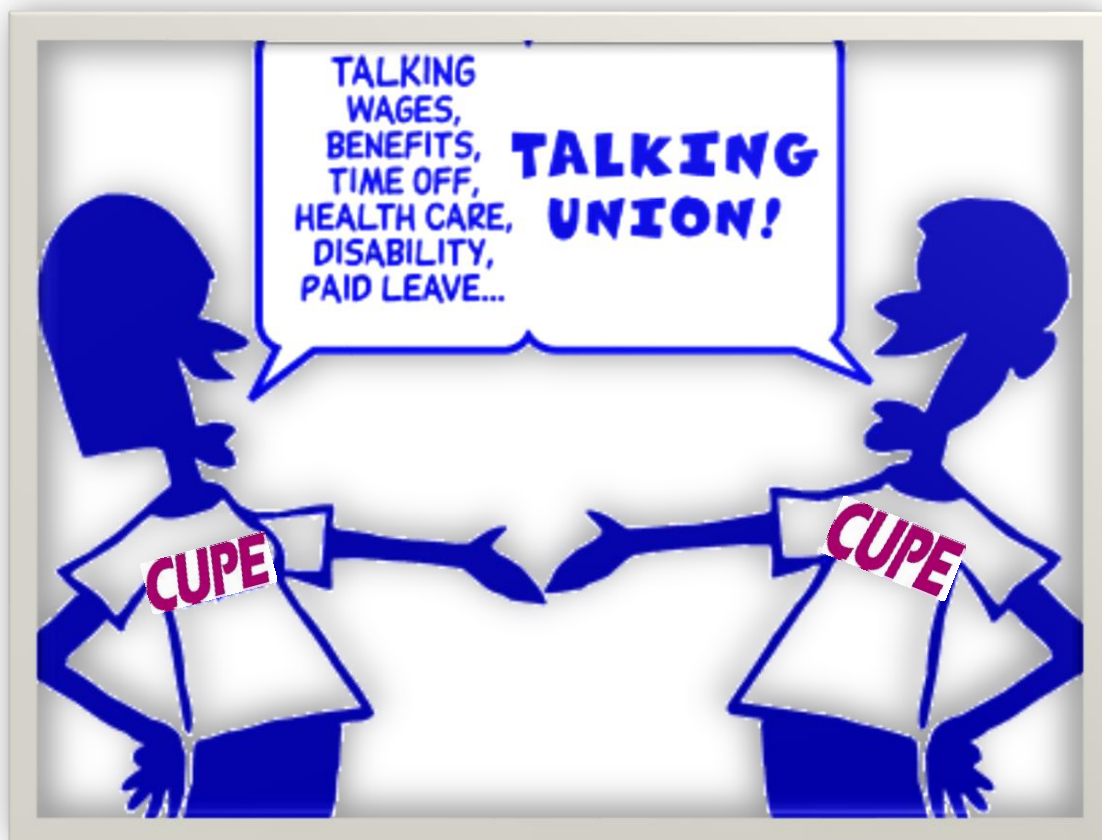
C: 250 732-3898

C: 250 715-6734

wayne@pccomputerguy.com

vidcsecretary@gmail.com

Island Views online: vidc.cupe.ca



Miner's Memorial 2018
100th Anniversary Celebrations!
June 21 – 23, 2018

Join us for a weekend of friendship, remembrance and solidarity.

Camping available – (book soon)

Saturday event celebrating Ginger Goodwin



MARK THE DATES!

VANCOUVER ISLAND DISTRICT COUNCIL

LEADERSHIP CONFERENCE

June 6 – 9th, 2018

Vancouver Island University - Nanaimo, BC



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

President Amber Leonard T: 250 642 1227 C: 250 516 3371 Cupe459officer@gmail.com	Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com	Treasurer Steve Fielden T: C:250 668-4616 stevefielden@shaw.ca	Secretary Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com	Sgt. At Arms Heather Scarisbrick T: 250941 7510 hjscar@gmail.com
Division-General Vice-President Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca	Diversity Executive Member-at-Large Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca	Division Regional Vice-President Amber Leonard T: 250 642 1227 C: 250 516 3371 M-at-L: 1, 2, 3 cupe459officer@gmail.com	Division Regional Vice-President Kirk Mercer M-at-L: 4, 5, 6 sleestak@shaw.ca	Division Regional Vice-President (Alt) Dan MacBeth M-at-L: 7, 8, 9 dan_macbeth@hotmail.ca

1)Executive Member-at-Large Wayne Smiley Wayne@pccomputerguy.com MALAHAT-SOUTH (South Island up to and including Duncan) Locals: 917, 951, 1978, 3886, 4163 TERM: May 2017 – May 2019	2)Executive Member-at-Large Kirk Mercer sleestak@shaw.ca MALAHAT-SOUTH (South Island up to and including Duncan) Locals: 459, 2081, 3136, 5101 TERM: May 2016 – May 2018	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, 374, 382, 947, 2011 TERM: May 2017 – May 2019
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	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 TERM: Sept 2017 – May 2019	6)Executive Member-at-Large Jeff Virtanen C: 250 245-3033 MALAHAT- NORTH to DEEP BAY (Including Port Alberni and the Gulf Islands) Locals: 1858, 3376, 3570, 3897 TERM: May 2017 – May 2019

TRUSTEES

Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2020)	Karen Garrett karengarrett@hotmail.com (2019)	Michele Favarger mfavarger@gmail.com (2018)
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Vancouver Island District Council Committee Chairs			
<p><u>Anti-Privatization</u> Karen Garrett</p> <p>karengarrett@hotmail.com TERM: May 2017 – May 2019</p>	<p><u>Communication & Technology</u> Sherrene Ross T: 250 749 6173 C: 250 715 6734</p> <p>vidcsecretary@gmail.com TERM: May 2017- May 2019</p>	<p><u>Constitution</u> Martha Higgins T: 604 485 8622</p> <p>Recsec798@gmail.com TERM: May 2017- May 2019</p>	<p><u>Diversity</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623</p> <p>lwhyte@uvic.ca TERM: Sept 2017- May 2019</p>
<p><u>Education</u> Denise Bullock</p> <p>Presidentcupe439@gmail.com TERM: May 2017- May 2019</p>	<p><u>Environment</u> Michele Favarger</p> <p>mfavarger@gmail.com TERM: May 2017- May 2019</p>	<p><u>Hospitality</u> Alison Pringle</p> <p>aligrvidc@gmail.com TERM: May 2017- May 2019</p>	<p><u>International Solidarity</u> Amber Leonard</p> <p>Cupe459officer@gmail.com TERM: May 2017- May 2019</p>
<p><u>Municipal</u> Dan MacBeth T: 250 385 6023</p> <p>dan_macbeth@hotmail.ca TERM: May 2017- May 2019</p>	<p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com TERM: May 2017- May 2019</p>	<p><u>Pensions</u> Alison Pringle</p> <p>Alisonpringle4@gmail.com TERM: May 2017- May 2019</p>	<p><u>Political Action</u> Keith Todd</p> <p>todd@camosun.bc.ca TERM: May 2017- May 2019</p>
<p><u>Resolutions</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623</p> <p>lwhyte@uvic.ca TERM: May 2017- May 2019</p>	<p><u>Women's</u> Heather Scarisbrick T: 250 941 7510</p> <p>hjscar@gmail.com TERM: Dec 2017- May 2019</p>	<p><u>Young Workers</u></p> <p>VACANT TERM: Feb 2018- May 2019</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com TERM: May 2017- May 2019</p>

<p><u>Community Social Services</u></p> <p>VACANT TERM: Feb 2018- May 2019</p>	<p><u>Skilled Trades</u> Kirk Mercer</p> <p>sleestak@shaw.ca TERM: May 2017- May 2019</p>
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Union



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
441	K-12	Saanich – School District 63
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
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, VIRC, 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, Renal 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
NON-AFFILIATES		
3886	Post-Secondary	Royal Roads University
5278	Post-Secondary	Vancouver Island University – Student Union
3376	SS & Health	Nanaimo Association for Community Living
3897	SS & Health	School District 69 Family Resources Assoc.
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle

ELECTIONS ON February 17, 2018

M-A-L:

- 1 Deep Bay North
- 1 Malahat North-Deep Bay
- 1 Malahat South

Chair- Young Worker Committee
Community Social Services



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
December 2, 2017**

Call to Order – 9:10am

Roll Call of Officers – Sherrene Ross

- **Health & Safety - Emergency Preparedness Plan – Martha Higgins**
- **Recognition of Territories – Amber Leonard**
- **Equality Statement – Sarah Fairbrass**
- **Green Statement – Michele Favarger**

Approval of the Agenda -

MSC

Minutes of the Previous Meeting – September 23, 2017

Matters Arising Out of the Minutes -

MSC

Treasurers Report – Steve Fielden

MSC

Trustee Report – Karen Garrett

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Thank you card for support and monetary donation - Carlos Flores
- Thank you card for Cultural Bursary – Pamela Vivian
- Request for donation from BCSPCA
- Magazine – Animal Sense
- Committee information from Workers of Color Working Group

EMAIL

- Thank you from Dale Whitford
- Letter of Intention to run for Chair of Political Action Com. – Keith Todd
- Letter of Intention to run for Chair of Education Com. – Denise Bullock
- Request for funding support for the Employment Standards Project – David Huxtable
- NDP Convention Call for 2018

CUPE NATIONAL

- Letter regarding Airport picket lines in Winnipeg and Toronto. They requested CUPE delegates attending CUPE National Convention to stop by the Teamsters to show support on your way to convention
- CUPE Education course on Financial Officers training – Dec. 8/9, 2017 – 9:00-4:00. Registration deadline is Nov. 24th- \$20 reg fee. Co-sponsored with Local 3403 – Port Alberni



CUPE BC Executive Report

Amber Leonard

- CUPE Executive meets next week – will report out

VIDC Committee Reports

Anti-Privatization

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

Environment

Michele Favarger (Michelle Waite)

Education

Denise Bullock - Acting

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

Political Action

Keith Todd – Acting (Michelle Waite)

Hospitality

Ali Pringle (Amber Leonard, Denise Bullock)

- **Christmas party tonight**
- **Eat, drink and be Merry**
- **Gifts for Coast staff**
- **Elf coming in place of Santa**
- **Gift exchange**

Women's

Laurie Whyte – Acting

International Solidarity

Amber Leonard (Michele Favarger)

- **Coffee \$16 & chocolate \$5 avail for sale**

Resolutions

Laurie Whyte

- **Councils meeting 8 times a year down to 4 times - passed**

OH & S

Sarah Fairbrass (Martha Higgins)

Pension

Alison Pringle

Young Workers

Maddy Smith

Diversity/CARD

Laurie Whyte (Michele Favarger)

Motion

To add Michele Favarger and Michael Forrester to the Diversity Committee

MSC

Municipal

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

Communications/Technology

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

Motion

To purchase a printer up to a maximum \$200 from Communication budget **MSC**

Anti-Poverty

Sarah Fairbrass (Sherrene Ross)



Skilled Trades Kirk Mercer
Community Social Services Vacant

Motion

To accept all reports as read

MSC

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

Unfinished Business/Old Business:

1. National Convention Report

- a. Thank you from Sarah for opportunity to attend National convention
- b. Multiple VIDC resolutions passed
- c. Saw the differences between the Eastern and Western provinces
- d. Lots of young workers this time
- e. District Council caucus was primarily good news stories
- f. VIDC would like to prep for future panel participation in Council caucuses

2. Elections for vacant committee chair positions at General meeting

- a. Chairs of Committees
 - i. Political Action
 - ii. Women's
- b. Malahat-South Executive at Large – discussion on name of areas

3. Update on Doll project

- a. Created at Strategic Planning
- b. Will be placed on sheet of felt with rod to hang
- c. Find various places to display and explain concept

4. Report from VIDC Conference committee

- a. Leadership Conf. com. met
- b. Discussed – time of year – place

Recommendations:

1. To host a Leadership Conference at VIU June 6-9th 2018.
2. To apply for the District Council Special Project Funding and Cost Share through CUPE BC
3. that VIDC spend up to \$10,000 to match funds from CUPE BC & CUPE National



4. Nanaimo Pride parade is June 9th which will finalize Conference.

Motion:

That VIDC host a Leadership Conference in June 6-9, 2018 at VIU which will lead up to the Nanaimo Pride Parade

MSC

Motion:

That the special Adhoc Leadership Committee be Amber Leonard, Sarah Fairbrass, Sherrene Ross, Steve Fielden, Deborah Hopper, Ali Pringle, Laurie Whyte, Keith Todd, Karen Garrett, spares – Heather Scarisbrick, Martha Higgins

MSC

Motion:

That VIDC apply to CUPE National for District Council special project funding and/or Cost Share funds for Leadership Conference 2018

MSC

That VIDC commit to spending up to \$10,000 to support the Leadership Conference and to ensure its success

MSC

That VIDC apply for \$5000 in matching funds from CUPE BC for the Leadership Conference

MSC

That VIDC create a 2018 Special Adhoc Leadership Conference Committee

MSC

5. Report back on bursary review (Michele & Sarah)

- a. Have looked at, make consistent and will review with other members
- b. To review in February

6. Budget item missed in September – Executive visits

- a. In transition between Treasurers, line item was missed for visits
- b. Should it come from Special Event budget?
- c. Or Executive Committee visits/liaison budget?
- d. Can report back at meeting following use to advise delegates what the funds are used for

Motion

To add a line item for Executive visits to our budget in the amount of \$2000

MSC

New Business:

1. Attendance at meetings

- a. Article 4.5 of VIDC Constitution refers to executive not in attend for 3 consecutive mtgs. without a reason should be excused



- b. A current Executive member has not attended for more than 3 or replied to emails
- c. Confirm email address is correct, Amber will speak to them at General mtg
If they should arrive. If not, call phone # and confirm interest
- d. Ensure everything is fine in their life and that they are okay – Amber will report back

2. Honorary Lifetime member list available?

-No one attending today, so no, but will come up with one

3. Miner's Memorial's 100th Anniversary next year June 21 – 23rd, 2018

-a much bigger event planned

-Karen has offered room in her RV trailer

Motion:

That VIDC request the CUPE BC Trailer for Miner's Memorial
June 21-23, 2018

MSC

That VIDC participate in and book 3 campsites for the 2018 Miner's Memorial

MSC

Good and Welfare of the Council:

- We will invite Dale Whitford to next meeting to appreciate him

Motion

That VIDC donate \$200 to the Victoria Portland House Society for our Community
Fundraiser

MSC

That VIDC request the CUPE BC Trailer for Miner's Memorial June 21-23, 2018

MSC

Adjournment: 11:46 am

MSC





**Vancouver Island District Council
General Meeting
December 2, 2017**

Call to Order: 1:02pm

Roll Call of Officers: Martha Higgins

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

Welcome to guests, staff and presenters:

- Trevor Davies,
- Karen Ranelatta,
- Michelle Alexander,
- Greg Burkitt,
- Kevin McPhail,
- United Way Guest Presenter: Laura Shanner

Presentation from Laura Shanner from United Way:

Laura gave compliments to the Council and acknowledged what a great equality statement CUPE had. She advised there are new things coming for 2018, most important of which is a new directory of social services that can be accessed by dialing 21, texting to 211, or going online to www.bc211.ca. The service is available 24 hours per day, in 160 languages. It is a compilation of government and non-profit organizations out there to assist anyone in need with a large variety of needs.

Laura continued her presentation touching on mental health issues, addictions, and homelessness. The United Way has a project that attempts to help end homelessness, with addressing certain needs and issues. There are programs all over with specialized skills to deal with a vast majority of things that people face on a regular basis, including bullying, and harassment, as well as programs that are preventative in nature, and teach life skills such as cooking.

Three sources: Charity Intelligence, Money Sense Canada, Imagine Canada, are good sources to go for information on charities; Laura advised that in a good charity, about 20% going to admin. The United Way in Central & North Vancouver Island was just over 11%, and the financial statements can be found online.

Sergeant at Arms Report: 32 delegates, 6 guests, 1 staff.
& presentation of Affiliates & Credentials: Martha Higgins

MSC



Obligation of New Delegates: Sarah Fairbrass (3 new delegates/alternates)

Approval of the Agenda:

New business – Poster Project: Michele Favarger

MSC

Minutes of the Previous Meeting

MSC

Matters Arising Out of the Minutes: none

Treasurers Report: Steve Fielden

MSC

Trustees Report: Karen Garrett

2016/17 books were audited. Thank you to those that have assisted in the challenges during the changeover time. The books were found to be in good order, and recommendations made last time are/were implemented. A small list of anomalies was found but trustees do not feel they are major issues.

Motion

That the trustees report be accepted as presented

MSC

Amber thanked the Trustees and the Treasurer for all their work.

Communications and Correspondence Report – Martha Higgins

MSC

INCOMING:

MAIL

- Thank you card for support and monetary donation – Carlos Flores
- Thank you card for Cultural Bursary – Pamela Vivian
- Request for donation from BCSPCA
- Magazine – Animal Sense
- Committee information from Workers of Color Working Group

EMAIL

- Thank you from Dale Whitford
- Letter of Intention to run for Chair of Political Action Com. – Keith Todd
- Letter of Intention to run for Chair of Education Com. – Denise Bullock
- Request for funding support for the Employment Standards Project – David Huxtable
- NDP Convention Call for 2018

CUPE NATIONAL

- Letter regarding Airport picket lines in Winnipeg and Toronto. They requested CUPE delegates attending CUPE National Convention to stop by the Teamsters to show support on your way to convention

Report of the VIDC Executive Board: Martha Higgins

MOTIONS:

To add Michele Favarger and Michael Forrester to the Diversity Committee

MSC

To purchase a printer up to a maximum \$200 from Communication budget

MSC



REPORT Regarding Leadership Conference:

Karen Garrett and Deborah Hopper gave the report regarding the planning to date and explained that the proposal is to host the conference at VIU in 2018 and coordinate it such that it end with the Pride Parade in Nanaimo. They made the following motions:

That VIDC strike a special *ad hoc* 2018 leadership conference committee. **MSC**

That VIDC host a 2018 leadership conference June 6-9, 2018, at Vancouver Island University leading up to the Nanaimo Pride Parade on June 9, 2018. **MSC**

That the following members be added to the 2018 leadership conference committee: Amber Leonard, Sarah Fairbrass, Sherrene Ross, Steve Fielden, Deborah Hopper, Ali Pringle, Laurie Whyte, Keith Todd, Karen Garrett, and alternates Heather Scarisbrick and Martha Higgins. **MSC**

That VIDC apply to CUPE National for the District Council Special Project Funding and/or cost-share funding for the 2018 leadership conference. **MSC**

That VIDC commit to spending up to \$10,000 to support the 2018 leadership conference and to ensure its success. **MSC**

That VIDC apply to CUPE BC for \$5,000 in matching funds for the 2018 leadership conference. **MSC**

Executive Board Report continued with the following

Motions:

To add a line item for Executive visits to our budget in the amount of \$2000 **MSC**

This amount has previously been in budgets, but with the changes treasurers over the last bit, it has been missed; this is to allow exec to go to events upon invitation as generally the invitee does not pay for travel etc.

That VIDC donate \$200 to the Victoria Portland House Society for our Community Fundraiser for December **MSC**

This is the quarterly community fundraiser for December

That VIDC request the CUPE BC Trailer for Miner's Memorial June 21-23, 2018 **MSC**
That VIDC participate in and book 3 campsites for the 2018 Miner's Memorial **MSC**

VIDC has attended for 6-7 years, the 2018 is the 100th anniversary of the event. Request to have the trailer at the event on Saturday



CUPE BC Report: Trevor Davies; Karen Ranalletta, Michelle Waite, Michelle Alexander

Trevor began by thanking the VIDC for the invitation to attend the meeting today; thanks for the donations to the wildfire fund. Money was also received from National. CUPE BC raised almost \$50,000 from a wide variety of organizations and individuals, including some individuals from Ontario.

Trevor wants to ensure that members remember to deduct the ferry mileage when sitting on the ferry as google maps includes this in its distance calculations.

Trevor reported on the following items:

- that the office move taking up a considerable amount of time, with more delays and an overwhelming number of decisions. Rent will be going up with the new building and there will be challenges with that
- CUPE BC has been trying to modernize so is undergoing some of the biggest internal changes that have been in a long time, and would appreciate as much notice as possible for any requests
- Discussion regarding the human rights commission
- Two large surveys – precarious workers survey for community social services, K-12 custodian survey
- Policy review being led by Michelle Waite. The policy binder is a mixture of policies, passed resolutions, contradictory resolutions and the goal is to make this something that locals and councils could use, as well as being able to refer to them when resolutions are in the works
- There is a historical records project that came about from the volumes of files, tapes, videos, old reports, and daily journals in the dungeons of the CUPE BC office that need to be dealt with for the move. They are being donated to the Simon Fraser University's special archives collection to be used for research
- Pacific Blue Cross campaign - the current board was in strong support of the employer's proposals and lockout of the members. They'd hired a CEO with a history of P3's who has now "retired" so CUPE BC has proposed a slate of labour friendly candidates, and is working with affiliates to get 1000 people in the room for the Dec 13 meeting at the Bayshore Hotel. PBC was created as a not for profit group in BC to provide benefits at a low cost and money to be put back into communities and it needs to stay/return to that.

Karen Ranalletta expanded a bit on the historical records project and advised that there are resources for locals to use who would like to take on a Local History project, including union made bronze plaques to recognize workers contributions to BC's success, BC Heritage Labour Centre, commissioning a bronze plaque local will have to contribute 1/3 of the cost. Oral history interview workshops. There is money out there to digitize records of locals, and are working on a tool kit to be able to preserve local's own history. As Part of affiliation to the BC Fed, locals can participate in the Missing and Murdered Indigenous Women's project.



Ironworkers Local 97 joins CLAC

The following statement was released on IBEW 213's facebook page on Monday September the 11th;

"Greetings:

Please be advised that it has recently been brought to my attention that Local 97 of the International Association of Bridge, Structural, Ornamental and Reinforcing Ironworkers (IW) in British Columbia have entered into an agreement with the Christian Labour Association of Canada (CLAC). Immediately upon becoming aware of this troubling situation I contacted the Canadian Director of the Building Trades Bob Blakely and have learned that a conference call has been scheduled with the Canadian Executive Board of the Building Trades, of which I am a member to discuss necessary steps moving forward. The British Columbia Building Trades held an emergency meeting yesterday, September 6, 2017, and have voted to censure Local 97. I will keep you apprised of any developments in this situation as I become aware of them.

In solidarity,

Bill Daniels
International Vice President"

Michelle Waite reported that the policy project is underway with a goal of taking the 115 pg page document down to approx. 24 useful pages. Also chair of CUPE BC Political Action Committee, she attended an FOI workshop and would be happy to give a presentation on the tips and tricks of how to get info and why

Michele Alexander is the Diversity Vice President, a member of Local 15 Vancouver. She advised that the Ed Blackman award is available but there have been no submissions. The award recognizes a CUPE activist who has shown leadership in the pursuit of racial equality, ending racism, promoting diversity and advancing racial justice for all workers of colour, so if you know of such a person, submit an application. There is a campaign #cupebcincludesme – take a photo of member in their union work and will highlight them. CUPE BC is sending out tool kits to locals to assist when they have members of colour join the union. Michele also noted that there is no member of colour from the island.

Strong Communities Report – Greg Burkitt

- Spring School 2018: May 27 – June 1; Political Action will be one of the sessions
- Fall School 2018: October 28 – November 2
- CLC Winter School scholarships due soon
- Union development has a book on how to write a history of the local for anyone interested.



Area Reports

- 556 – Courtenay/Regional District going into bargaining in 2018
- 2011 – ratified CA and will go into new round at end of 2018; outstanding issues around JE
- 439 – elementary school Education Assistant's increased weekly hours; district learning clerks now 12 month EE's up from 11months
- 476 – started this fall with increased workloads – Employer says it's a result of the new legislation re teachers; Daphne Ross is retiring at the end of the school year
- 5101 – going into a bit of an EA crisis – don't have enough etc., Rep has stepped in to help
- 947 – short of Education Assistant's; Employer is offering \$50 gift cards to anyone who refers an EA that gets hired
- 917 – new president, working on bylaws to bring up to date; last update was 1995.
- 1858 – former director of human rights has filed 2 cases against the University re: human rights tribunal; accident in welding shop – student in Victoria and doing much better but there was also a union member injured; however, none of the unions or Joint Occupational Health & Safety Committee members were advised nor was critical incident stress provided for workers right away. Nanaimo campus Starbucks has opened and the staff are 1858 members
- 2081 – held an intro to stewarding, 5 members are going to CLC Winter School
- 3479 – have free parking everywhere now; has Manulife and trying to work through them adding some new layers; the annual recognition ceremony was held and there was a spontaneous standing ovation for a member who works in the mailroom!
- 374 – trying hard to get to bargaining; expired Dec. 2016
- 358 – talked about MSP last time; one unit was successful in bargaining health care benefit improvements from savings of MSP reductions
- 798 –
- 1767 – new president; accommodations, mental health issues, a member on LTD has come back with barriers from the Employer.

Motion

To adopt the area reports as presented

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-Contracting Out: Karen Garret (Amber Leonard, Dan MacBeth)

Committee met last night; looking at creating an awareness campaign to let members know there is a VIDC committee, and bring updated info to members. Other topics discussed: An RFP in the Courtenay area for composting facility changed to include site assessment; In-house training – forklift training used to be delivered in-house and the “instructor” received the lead hand rate; trying to get it back in-house, and with the TCP changes coming in 2019, also hoping to bring that in-house.



Anti-Poverty: Sarah Fairbrass (Sherrene Ross)

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

Constitution: Martha Higgins (Sarah Fairbrass, Michelle Waite)

There was discussion at the Executive Board meeting regarding the titles of areas of coverage so the committee will bring back to a future meeting a naming proposal that more accurately reflects the areas of representation.

Diversity: Laurie Whyte (Michele Favarger)

Education: Denise Bullock (Martha Higgins, Heather Scarisbrick)

Environment: Michele Favarger (Michelle Waite)

The CUPE BC Environment Ctte met at the OBCM and acclaimed yours truly as returning Recording Secretary. We will be meeting again in late January and will be working on resolutions for the next convention. Proposed bill to provide support to communities dealing with abandoned and derelict vessels in our coastal waters. Although it had the support of BC Municipalities, the Bill was defeated by the Trudeau liberal government in favour of a weaker measure. There is currently a total of \$300,000 available per year however this is what it cost to deal with one ship in Ladysmith Harbour. The ongoing issue with the Kinder Morgan pipeline remains in the news and those opposed to the twinning of the pipeline need your ongoing support.

Respectfully submitted,
Michèle Favarger
Chair, VIDC Environment Committee

Hospitality: Ali Pringle (Amber Leonard, Denise Bullock)

Christmas party details were given the delegates

International Solidarity: Amber Leonard (Michele Favarger)

Café Etico sales of coffee and chocolate bars are available.

Municipal: Dan MacBeth (Sarah Fairbrass, Martha Higgins)

Occupational Health & Safety: Sarah Fairbrass (Martha Higgins, Sherrene Ross)

Pension: Ali Pringle (Pauline Loranger, Keith Todd, Heather Scarisbrick)

Political Action: Keith Todd (Michelle Waite)

Keith reported he'd attended the BCNDP convention; he appreciated the victory speeches the most from those that didn't think they'd get elected; lower island ridings had a social, Jagmeet Singh attended; labour caucus attended and helped elect labour seats – all those hoped to be elected were; Federal NDP convention in 2018; thanks for sending Keith & Michelle



Resolutions: Laurie Whyte

Laurie reported that 3 resolutions from VIDC passed: one on the opioid crisis, one on young workers, and the one amending the constitution that states district councils to meet 4x/yr. April 18 -21, 2018 will be the CUPE BC convention so the deadline for resolutions to be submitted to Laurie to be voted on at the February 16 VIDC meeting will be Feb. 1, 2018.

Skilled Trades Working Group: Kirk Mercer

Kirk is looking for more delegates to his committee of one; just have to be a delegate to the council. The CUPE BC committee met in October and items of discussion included creating a “how-to” apprenticeship guide and collective agreement language, safety loopholes, K-12 apprenticeships and the need to be involved in those groups educating people. The committee is also looking to co-host the Western Municipal Conference.

Women’s: Laurie Whyte - Acting (Heather Scarisbrick)

December 6, the anniversary of the 1989 École Polytechnique massacre has become the National Day of Remembrance and Action on Violence Against Women in Canada. It represents a day to reflect on the issues of violence against women; Laurie gave a presentation on the year’s theme – my actions matter – on what people can do to help end gender based violence.

Young Workers: Maddy Smith

Maddy reported she is the co-chair of CUPE BC committee, and requests that locals consider sending a young worker to the VIDC.

Community Social Services: Vacant

Motion:

To approve the reports of committees and delegates as presented.

MSC

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

Nominations, Elections and Installation of Officers:

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

- **Political Action Chair:** Keith Todd – Dec 2017 – May 2019
- **Education Committee Chair:** Denise Bullock – Dec 2017 – May 2019
- **Women’s Committee Chair:** Heather Scarisbrick Dec 2017 – May 2019
- **Community Social Services:** Vacant
- **Executive Member At Large: Malahat South:** Wayne Smiley

Unfinished Business/Old Business:

1. none

New Business:**1. Poster Project: Michele Favarger**

Michele reported on the project she completed. This UVIC course focused on International Affairs in South/Central America. She thanked the Council for the funding.

Motion:

To add Shannon Mckenzie to the Skilled Trades Working group

MSC**Motion:**

To add Joanne Kemmler, Christie Whitmore, Maddy Smith, Laurie Whyte to the Women's Committee

MSC**Good and Welfare of the Council:**

- Dec 15, 2017 from 3-6pm the Courtney area office is hosting the Season's open house and there will be appetizers and refreshments
- Shelbourne Street Kitchen: sent a thank you card to Keith to share with Council

Adjournment: 4:43pm adjourned.

MSC

**Unless someone like
you cares a whole
awful lot,
nothing is
going to get
better.
It's not.**



Dr. Suess



SKILL TRADES COMMITTEE REPORT

DECEMBER 2 2017 VIDC

October 18th, 2017 Richmond BC

Business Arising:

We reviewed our terms of reference adding a minor change to include “other trade groups”

Our action plan discussions lead to creating a “How to Apprenticeship Guide” to help locals set up apprenticeships to be completed by April 2018. We would also like put together a comprehensive package on the apprenticeship collective language to send to all CUPE locals. This initiative will lead to develop common language into collective agreements on apprenticeships.

We talked about safety loopholes: Boilers tickets – gas vs oil and how the Field Safety Rep are used in the work place or the lack of.

On K-12 Apprenticeships these discussion’s highlighted that we need to be more involved with programs like Trades weeks, Discovery Trades, Dual Credit Program/CDC.

Our recommendations to CUPE BC executive asked for support in working with the BC FED, BC Tradeswomen Society and the Canadian Apprenticeship Forum and to Co Host the Western Municipal Conference in 2019. And as always to promote Trades across CUPE.

Upon review of the resolutions.

121, We need to lobby Government on practical assessments.

138, Promote ourselves as tradespeople to raise our profile across CUPE to everyone in BC. ie: at UBCM, BCSTA, NDP Convention, Faculty Associations, BOGS.

140, Apprentice rations – this come from BC Fed i.e. 25% ratio for not only those building public projects but those maintaining the public assets.

And last but on going is trades & apprentice numbers survey so we can monitor the loss of job from year to year so that one day we can effect change to see an increase.

Respectfully submitted,
Kirk Mercer Chair



Local Reports

Local 1767 Report to the VIDC

December 2, 2017

I bring greetings and solidarity from our new President Jared Melvin. At our AGM in October I stepped down from that role after 12 years to create space for others to grow and to allow myself more time to pursue other opportunities with CUPE National.

Jared was our Vice-President for a number of years and prior to that our Regional Director for South Vancouver Island. Being located in Victoria and working at our Head office he has close access to the highest levels of managers in our company and wields broad influence in his role.

He is a committed social activist and has recently been working with our new Vice-President Harp Sandhu from our Vancouver office and BCGEU Treasurer Paul Finch to try to create solutions for the housing and rent affordability crisis affecting the Lower Mainland and other parts of our province. The plan can be found here: <https://www.affordablebc.ca/our-plan>.

Harp Sandhu had been our Regional Director for the North Lower Mainland and is also serving as a Trustee for the Public Service Pension Plan. Recently Harp worked on Jagmeet Singh's nomination campaign and continues to be influential in both federal and provincial NDP circles.

I remain on Local 1767's executive for one year as "Past President" in a mentoring capacity to ensure a smooth transition for all the issues and grievances that I had been involved in. I had been offered CUPE National work in November and December after having worked in Burnaby, Abbotsford and Kelowna earlier but this current leave request was denied by BC Assessment citing "operational requirements".

This is an issue throughout our company as we continue to struggle with an employer who fails to backfill for vacant senior level positions only to use those wages to create a slush fund and to hire short term temporary precarious positions. With our funding being largely by direct levy, it has been kept at well below inflation throughout the entire Liberal regime and both Jared and Harp are attempting to reverse that situation with the new NDP government with the proviso that any levy increase should be primarily directed to employees in the form of wages, benefits and the creation of full time permanent positions.

One active area of grievances we struggle with our Employer around is regarding employee wellness, benefits while on sick leave and medical accommodations in the work place. As an example, we recently had a co-worker want to come back to work after a lengthy period of time on long term disability. Their doctor had given the medical clearance required but since the specific position had been posted and filled years ago, the Employer claimed that there was no role for the individual to return to.

After a lengthy period of discussion, they offered a temporary, lower paid position that required a 1.5 hour commute. Our Collective Agreement allows for telework and alternate workplace



agreements and our work is easily done from almost any of our offices in the province. More recently they decided to allow the worker to work in their home office but we will still have to grieve for the member to be reinstated to a permanent position and with their previous wages and benefits.

From all of us in 1767 we wish you a peaceful holiday season!

In solidarity,

Kevin McPhail
Past President
CUPE Local 1767

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CUPE 118 Dec Report

*children’s Christmas party is on Dec 10

* sponsoring a free skate for the community at Winter Wonderland on Monday. Dec 11

* ratified a tentative agreement for the Unionized employees at the District of Ucluelet, just waiting to hear from council

*Christmas luncheon is on Dec 13 for all local 118 members.

* we attended a rally on Thurs. Nov 30” Create Jobs in the Valley Rally” in support of USW members getting back to work. The San Group who bought out Colson Forest Products, has approached Western Forests Products to buy the Somass mill and logging rights to keep the raw logs in the Alberni Valley instead of exporting them. Creating jobs that have been lost thru WFP. MLA Gordon John’s was in attendance along with the Mayor, San Group rep, and the Tseshaht 1st nations. It was well attended.

Thank you

Stacy Watton

President CUPE Local 118
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Local number and name: 476 CUPE



CUPE Vancouver Island District Council

Affiliates Report Form

Delegate reporting: Aileen O'Keefe Date: Dec. 1st, 2017.

Report on current substantial issues, accomplishments, trends at your local or workplace, bargaining issues, etc. Indicate how your local was affected, with specific details about how problems/grievances were resolved, and key information that might be valuable to other locals. Use reverse if space provided is insufficient.

Like many K-12 locals, CUPE476 has had a rough startup and fall. The members have seen increased workloads with only the bland explanation of *[this is a result of the BCTF restored contract]* as the reason behind it all.

The Education Assistants (HCA/SSA/EA) are the ones who have most obviously affected with additional late layoffs in August and over 10 rounds of postings to date. The School District has had little communication with CUPE476, even though we went to them at the beginning of September, when posting errors for EA's first appeared. At that time, we assured them that we were willing to work through the process with them to keep disruption to a minimum etc. At the end of October, we formally objected to the process and added job description language appearing in postings and then a meeting was arranged. Again, CUPE476 shared the concerns of the membership, particularly the EA's and how the lack of communication and cooperation between the SD and CUPE had caused us and our members hardship. Yet to date, little has improved.

In November we hosted "Coffeehouse Conversations" with the custodial departments. We met first with the Highschool group, as their work scenario is different to the other sites. Then a few of the custodians from both Elementary and the Education Center attended. It was a great opportunity to share the results of CUPE BC's Custodian Survey, talk about the why or why not some custodians didn't complete the survey (lack of privacy/ sealed envelopes/ unaware there was an online version/ lack of understanding the purpose & Use/negative comments by others upon receipt or distribution). Our Custodians welcomed the insight and were able to provide us with much needed information for future bargaining concerns, immediate issues regarding changing of posting locations, that had not been brought to the union, along with concerns over the growing number of outside users and the impact of partial coverage during absences on those users as well as workload, staff understanding of what partial coverage actually means and how many days that is happening on.

We hope to be able to host other such meetings with each department to better support the membership, express to them the rights they have and to gather information for future bargaining.

It is important to note at this time that CUPE 476 President, Daphne Ross is expecting to retire at the end of the 2017-2018 school year. Daphne has worked for SD47 for over 35 years. Her strength of character and knowledge has been our backbone for over 25 years. We offer our heartfelt thanks knowing that it is far from enough to cover all that she has done to serve CUPE476, CUPE BC and keep the union mandate alive.

Onward to 2018.

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VIDC Report – CUPE 1858

Dec, 2, 2017

- Two complaints have been filed against VIU at the BC Human Rights Tribunal by the former Director of the VIU Human Rights & Respectful Workplace Office. The complaints are regarding how the institution handled employee safety around an investigation into an alleged sexual predator at VIU. The union has members who may be called as witnesses in these complaints if they are accepted by the Tribunal. The Local is working with CUPE legal to determine whether we will apply for intervenor status in one of the two complaints.
 - There was a serious accident with a student in our welding shop. Faculty and staff responded instantly and prevented a tragedy; however, there were issues with VIU's response to this accident. None of the unions were notified of the accident, nor were the members of our Joint Occupational Health & Safety Committee. Further, the investigation by VIU's Health & Safety Department was inadequate and, as of the last JOHS Committee meeting, none of the incident reports submitted to WorkSafe BC noted that a CUPE Tool Crib Attendant was in attendance at the event, rendered first aid and was, in fact, injured in the performance of his duties. VIU's Safety Officer was unaware of the injuries to our member. Also, while counsellors were provided to the students immediately, there was no critical incident stress counselling provided to employees until 3 days after the accident. All three unions at VIU have brought these issues forward to the employer and we're working with VIU to ensure they don't occur again.
 - The Local is having a disagreement with the employer about a requested Labour Market Adjustment that would move a properly evaluated position under our job evaluation system significantly outside the wage grid. The Local feels that this does not take into account the other positions within our unit that are having recruitment and retention issues and that don't meet the wage level in the market. The Local is also concerned that this is a pay equity issue because the position with the requested adjustment is in a male dominated field while other female dominated positions are being ignored.
 - Starbucks has now opened at the Nanaimo campus of VIU – all staff are members of our Local. The opening of this location has allowed many of our casual Food Service workers to obtain less precarious employment at the university.
 - The Local looks forward to welcoming VIDC to the Nanaimo campus in June for the VIDC 2018 Leadership Conference.
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