

# VIDC

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## Vancouver Island District Council

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### Agenda

May 12th, 2018

### Minutes

February 16 & 17, 2018

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Coast Bastion Hotel

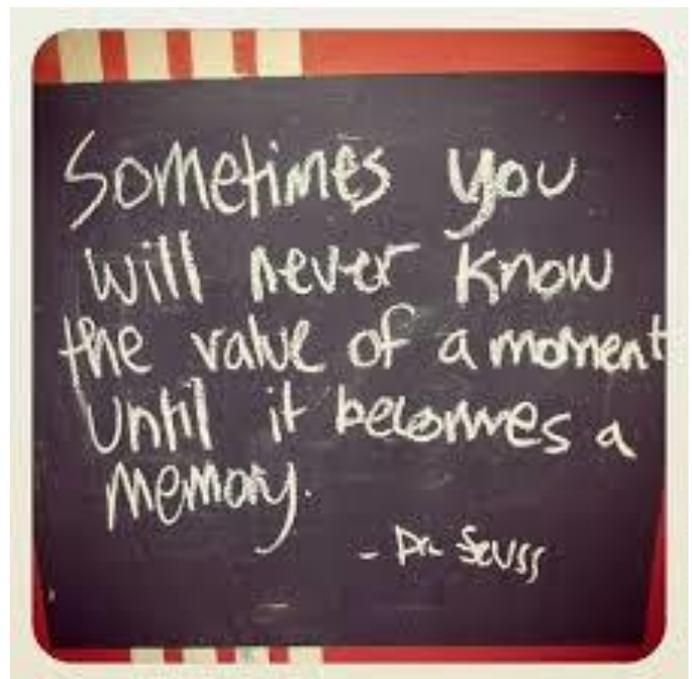
11 Bastion St

Nanaimo BC V9R 6E4

**Executive Meeting:** May 12, 2018 9:00AM

**General Meeting:** May 12, 2018 1:00PM

**Lunch:** 12:15 – 1:00 PM (\$10)



Send all reports to:

**VIDC Secretary:** Sherrene Ross [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com)

**MAY, 2018 FUNDRAISER – *Cumberland Community Forest Society***

<http://www.cumberlandforest.com/>

Monetary donations welcome – Contact -**Michelle Waite** - [pres.cupe3479@nic.bc.ca](mailto:pres.cupe3479@nic.bc.ca)

**see pg. 4 for more information.**



## **GENERAL MEETING AGENDA**

**May 12, 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

# RAINCOAST THANKS YOU!



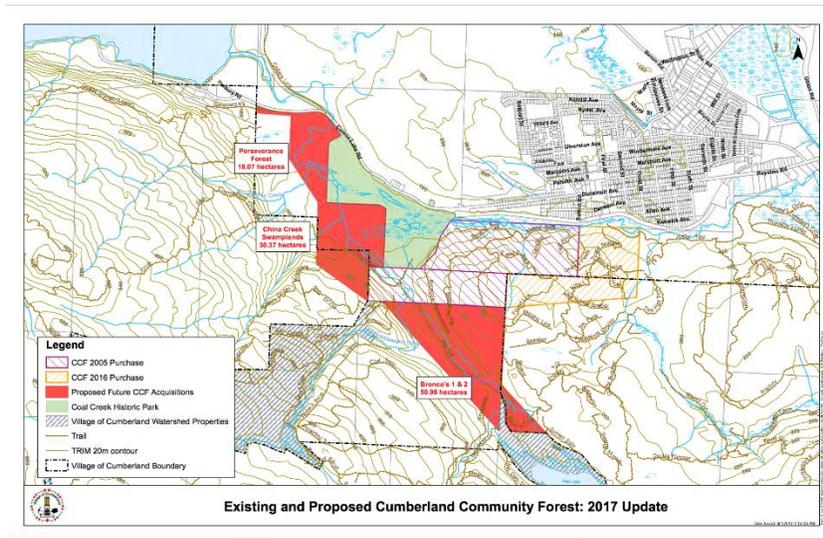
## Quarterly fundraisers:

- **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



## MAY 2018 FUNDRAISER

### CUMBERLAND COMMUNITY FOREST SOCIETY



The [Cumberland Community Forest Society](#) was formed in 2000 with the mission to purchase and protect the Cumberland Forest for its ecological, historical, economic and recreational values. Guided by the shared belief that this forest is now worth more to our community standing than as

timber, the society is supported by hundreds of donors from Cumberland and beyond.

To date the society has purchased 110 hectares of forest and placed it under a conservation covenant to ensure its future protection. But we're not done yet! We're currently working to purchase and protect another 150+ hectares of forest along Perseverance Creek in 2018.

The Cumberland Community Forest Society is a grass roots community based charitable not for profit dedicated to purchasing, protecting and restoring the Cumberland Forest that borders the Village of Cumberland on Vancouver Island, BC, Canada. This forest is part of a significant habitat and recreation corridor that runs from the Beaufort Range and Comox Glacier to the Salish Sea.

CFFS holds Trivia Nights, special music events, plant sales and guided walking tours. Several trail races are held each year including the Perseverance Trail run in September and the Cumby, happening this year on May 12.

[#protectcumberlandforest](#) [#restorethecommons](#)  
[#weshareawatershed](#) [#cvconservation](#)

Monetary donations are welcomed.

Contact - Michelle Waite - [pres.cupe3479@nic.bc.ca](mailto:pres.cupe3479@nic.bc.ca)



## 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](mailto: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](mailto: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 scents 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](mailto:switt@cupe.ca)

### Send education requests to:

Denise Bullock, Education Chair  
Phone: 250 927-4025  
Email: [presidentcupe439@gmail.com](mailto: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.ca](mailto:wayne@pccomputerguy.ca)

[vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com)

**Island Views online: [vidc.cupe.ca](http://vidc.cupe.ca)**





## Miner's Memorial 2018

### 100<sup>th</sup> Anniversary Celebrations!

June 22 – 24, 2018

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

Camping available – (reservations available March 1<sup>st</sup>, 2018)

Saturday event celebrating Ginger Goodwin

[www.cumberlandlakepark.ca](http://www.cumberlandlakepark.ca)



## MARK THE DATES!

VANCOUVER ISLAND DISTRICT  
COUNCIL

LEADERSHIP CONFERENCE

June 6 – 9<sup>th</sup>, 2018

Vancouver Island University - Nanaimo, BC



**VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE**

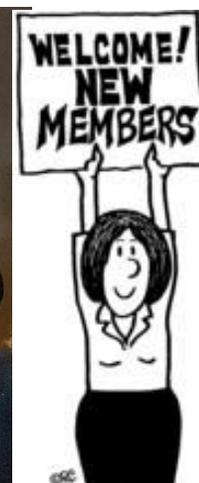
<b>President</b> Amber Leonard T: 250 642 1227 C: 250 516 3371  <a href="mailto:Cupe459officer@gmail.com">Cupe459officer@gmail.com</a>	<b>Vice-President</b> Sarah Fairbrass T: 250 661 8417  <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a>	<b>Treasurer</b> Steve Fielden T: C:250 668-4616 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

<b>1)Executive Member-at-Large</b> <b>Wayne Smiley</b>  <a href="mailto:wayne@pccomputerguy.ca">wayne@pccomputerguy.ca</a> <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 917, 951, 1978, 3886, 4163</b> <b>TERM: Dec 2017 – May 2019</b>	<b>2)Executive Member-at-Large</b> <b>Kirk Mercer</b>  <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 459, 2081, 3136, 5101</b> <b>TERM: May 2016 – May 2018</b>	<b>3)Executive Member-at-Large</b> <b>Dan MacBeth</b> <b>T: 250 385 6023</b> <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 50, 374, 382, 947, 2011</b> <b>TERM: May 2017 – May 2019</b>
<b>4)Executive Member-at-Large</b> <b>Deborah Hopper</b> <b>C: 250 668 0522</b> <a href="mailto:Deborah.hopper@viu.ca">Deborah.hopper@viu.ca</a>  <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 118, 606, 788, 873, 1767</b> <b>TERM: May 2016 – May 2018</b>	<b>5)Executive Member-at-Large</b> <b>Stacy Watton</b> <b>C: 250720-5132</b> <a href="mailto:Cupe118@gmail.com">Cupe118@gmail.com</a>  <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 358, 401, 727, 3403</b> <b>TERM: Sept 2017 – May 2019</b>	<b>6)Executive Member-at-Large</b>  <p align="center"><b>VACANT</b></p> <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 1858, 3376, 3570, 3897</b> <b>TERM: May 2017 – May 2019</b>
<b>7)Executive Member-at-Large</b> <b>Alison Pringle</b> <b>T: 250 283 7307</b> <b>C: 250 202 4145</b> <a href="mailto:alisonpringle4@gmail.com">alisonpringle4@gmail.com</a>  <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 2769, 3399</b> <b>TERM: May 2016 – May 2018</b>	<b>8)Executive Member-at-Large</b> <b>Michelle Waite</b> <b>T: 250 898 9166</b>  <a href="mailto:pres.cupe3479@nic.bc.ca">pres.cupe3479@nic.bc.ca</a> <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 439, 556, 3479</b> <b>TERM: May 2017 – May 2019</b>	<b>9)Executive Member-at-Large</b> <b>Martha Higgins</b> <b>T: 604 485 8622</b>  <a href="mailto:recsec798@gmail.com">recsec798@gmail.com</a> <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 476, 789, 4601</b> <b>TERM: May 2017 – May 2019</b>
<b>TRUSTEES</b>		
<b>Rob Zver</b> C: 250 753 7769 F: 250 729 0866 <a href="mailto:r_zver@hotmail.com">r_zver@hotmail.com</a> (2020)	<b>Karen Garrett</b>  <a href="mailto:karengarrett@hotmail.com">karengarrett@hotmail.com</a> (2019)	<b>Michele Favarger</b>  <a href="mailto:mfavarger@gmail.com">mfavarger@gmail.com</a> (2018)



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

<p><b><u>Community Social Services</u></b></p> <p><b>VACANT</b></p> <p>TERM: Feb 2018- May 2019</p>	<p><b><u>Skilled Trades</u></b> Kirk Mercer</p> <p><a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> TERM: May 2017- May 2019</p>
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## 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, 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, 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
<b>NON-AFFILIATES</b>		
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 May 12, 2018**

President

Recording Secretary

Sgt. At Arms

Chair of Young Workers Committee

Chair of Social Services

1 Trustee

**2 - MALAHAT- NORTH to DEEP BAY** (Including Port Alberni and the Gulf Islands) (1 vacant, 1 incumbent-Deborah Hopper)

**MALAHAT-SOUTH** (South Island up to and including Duncan) (incumbent – Kirk Mercer)

**DEEP BAY-NORTH** (North of Deep Bay and including Powell River)



**VANCOUVER ISLAND DISTRICT COUNCIL  
EXECUTIVE MEETING  
February 16, 2018**

**Call to Order – 6:35PM**

**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**

Add: Labournauts & AVICC to agenda

**Minutes of the Previous Meeting – December 2, 2017**

**MSC**

Karen Garrett has 2 T's & 2 R's

**Matters Arising Out of the Minutes -**

**MSC**

**Treasurers Report – Steve Fielden**

**MSC**

**Motion**

To pay Keith Todd's return mileage for attending Leadership Conference committee meeting

**MSC**

The Trustees to sign off the Trustee's Report & the Ledger Book (which is now in VIDC's hands)

**MSC**

**Correspondence Report – Sherrene Ross**

**INCOMING:**

**MAIL**

- Card from Carole James – MLA -Wishing us happy holidays

**EMAIL**

- Resignation from Young Worker's Chair – Maddy Smith
- Education opportunity/Steward learning – Local 1858
- Resignation from Member at Large – Jeff Virtanen
- \$250 - Request of funding of support for Labournauts

**CUPE NATIONAL**

- Winter 2018 - Counterpoint

**CUPE BC**

- Information on CUPE BC Convention booth – Sharon Prescott



**OUTGOING:**

- Letter to CUPE BC – request for funding re: Leadership conference
- Letter to CUPE National – request for funding re: Leadership conference

**Executive Report**

No Reports – meet next week

CUPE BC all moved into new, beautiful office on Willingdon Ave

**VIDC Committee Reports**

<b>Anti-Privatization</b>	Karen Garrett (Amber Leonard, Christine S, Dan MacBeth)
<b>Environment</b>	Michele Favarger (Michelle Waite)
<b>Education</b>	Denise Bullock -
<b>Constitution</b>	Martha Higgins (Sarah Fairbrass, Michelle Waite)
<b>Political Action</b>	Keith Todd – (Michelle Waite)
<b>Hospitality</b>	Ali Pringle (Amber Leonard, Denise Bullock)
<b>Women’s</b>	Heather Scarisbrick – (Laurie Whyte, Johanne Kemmler, Christy Whitmore)
<b>International Solidarity</b>	Amber Leonard (Michele Favarger)
<b>Resolutions</b>	Laurie Whyte
<b>OH &amp; S</b>	Sarah Fairbrass (Martha Higgins)
<b>Pension</b>	Alison Pringle
<b>Young Workers</b>	
<b>Diversity/CARD</b>	Laurie Whyte (Michele Favarger)
<b>Municipal</b>	Dan MacBeth (Sarah Fairbrass, Martha Higgins)
<b>Communications/Technology</b>	Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)
<b>Anti-Poverty</b>	Sarah Fairbrass (Sherrene Ross)
<b>Skilled Trades</b>	Kirk Mercer
<b>Community Social Services</b>	Vacant

**CUPE BC Sectoral Committees & Working Groups:**

(not covered by VIDC Committees)

Strong Communities – No report

National Committees – No report

**Colleges** - No report

K-12



- Amber Leonard and Rob Zver chosen to sit on the CUPE BC Violence in the Workplace Task Force

### **Libraries – No report**

### **Universities**

- CUPE BC Committee met on Jan 15
- Submitting 4 resolutions to CUPE BC
- Updated report to CUPE BC Convention
- Awaiting Post Sec Violence Policy to see if sufficient for members
- Need to educate members on how much to assist and when to call an expert
- How to address our own members

### **Skilled Trades Working Group**

- CUPE BC Com. met on 27<sup>th</sup>
- 3 Resolutions for CUPE BC

### **Child Care**

- No report

### **Unfinished Business/Old Business:**

#### **1. Leadership Conference – Sarah Fairbrass**

- a. Committee met February 16th
- b. 7 Workshops tentatively selected
- c. In process of booking speakers, etc.
- d. Talk it up to Locals and build the numbers
- e. Thanks to everyone for your contributions

#### **2. Elections at General Meeting**

- a. Community Social Services Chair

#### **3. Faceless Doll Project**

- a. Blanket almost complete – photos taken

#### **4. Bursary/Scholarship Report**

- a. Committee has taken 3 application forms (bursaries/scholarships) and changed to 1 form – work in progress
- b. Cultural Bursary – changes to Terms
  - i. Has not made clear that you have to be a delegate of the Council – we would like that changed to be more clear
  - ii. Chosen “By a committee of the Council” needs changing as no committee – should be entire Council
  - iii. No signature of Local President needed possibly
  - iv. Possible check box showing you have followed your Local’s internal procedures



Lengthy discussion. Committee will take comments back and work further on an application form.

### **Motion**

To refer matter back to Bursary Committee for further work

**MSC**

5. Treasurer's Ledger has been updated
6. Honorary Life Member list - updated
7. Miner's Memorial 2018 – Guest Speaker at General Mtg – Andrea Craddock
  - a. Volunteers needed to assist with the BBQ – Thanks to:
    - i. Heather Scarisbrick
    - ii. Karen Garrett
    - iii. Keith Todd
    - iv. Dan MacBeth
  - b. CUPE BC trailer will be in one spot – not campground
  - c. Steve F. will be booking spots on March 1<sup>st</sup>

### **Motion**

To donate \$1000 to Miner's Memorial to cover the cost of the Band and any food over runs to support the weekend

**MSC**

### **New Business:**

#### **1. Local 5278 – Student Union VIU affiliation request**

- a. Thanks to Deborah for corresponding with them
- b. Welcome to come as guests to General mtg.

#### **2. Resolutions to CUPE BC**

- a. Received 32 resolutions 28 on memory stick 4 need typing up
- b. Some CUPE BC committees have not yet met so therefore, have not received resolutions from them. Are we allowing them to be late to Council?
- c. We did receive an extension though for Committee reports once they meet
- d. Will be presented at General meeting

#### **3. Changes to Executive at Large descriptions**

- a. Copies of distribution/regional map – handed out
  - i. Suggested name changes
    1. Malahat South – South Island up to and including Duncan – 3 positions



2. Cowichan North – North of Duncan, up to and including Nanaimo and the Gulf Island – 3 positions
  3. Deep Bay North - North of Nanaimo to Deep Bay and including Powell River – 3 positions
- b. Sarah provided proposed changes to wording
  - c. Executive will discuss at May meeting

#### **4. CUPE BC Convention – Attendance, photo booth, funds toward District Council night**

##### **Motion**

To send the President or Designate to the CUPE BC Convention 2018

**MSC**

To spend up to \$2000 to cover costs of the photo booth and any other hospitality night expenses that should arise for CUPE BC Convention 2018

**MSC**

\*\*Jose Van Berkel will be running for Trustee at Convention

#### **5. May Elections:**

- President
- Recording Secretary
- Sergeant at Arms
- Executive At Large – Malahat South (incumbent Kirk Mercer)
- Executive At Large – Deep Bay North (incumbent Ali Pringle)
- 2 Executive At Large – Mid-Island North (1 vacant, 1 incumbent Deborah Hopper)
- Trustee – (incumbent Michele Favarger)
- Young Worker Committee Chair – Vacant
- Community Social Services Chair - Vacant

#### **6. Library Conference Sponsorship**

- a. Request for \$500 funding for upcoming Conference

##### **Motion**

To sponsor the Vancouver Island Library Conference – held April 27<sup>th</sup>, 2018, by donating \$500

**MSC**



## 7. Labournauts Donation

<https://www.facebook.com/labournauts/>

<https://twitter.com/labournauts?lang=en>

<https://itunes.apple.com/ca/podcast/labournauts-podcast/id1103584366?mt=2>

- a. 50 Podcasts so far
- b. Need new/better gear
- c. 5 volunteer members

### Motion

VIDC to donate \$500 to Labournauts

MSC

## 8. AVICC – Request for funding

### Motion

To continue to sponsor the AVICC in the amount of \$1200

MSC

### Good and Welfare of the Council:

**Kirk Mercer** – Locals in Victoria affiliated to Victoria Labour Council – meeting – Wednesday, Feb. 21<sup>st</sup> – a new Rep will be elected. Asking all CUPE members to be there by 6:15PM.

**Adjournment: 8:30PM**

MSC





## Vancouver Island District Council General Meeting February 17, 2018

**Call to Order:** 10:30AM

**Roll Call of Officers:** Sherrene Ross

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

**Welcome to guests, staff and presenters:**

Trent Snickers – National Rep

Tina Meadows – Community Organizer

Greg Burkitt – Education Rep

Andrea Craddock - NCDLC – Miner’s Memorial presentation – June 22-24<sup>th</sup>, 2018

- 100-year anniversary of Ginger Goodwin’s death
- Facebook: @MinersMemorialCumberland
- Instagram: Cumberland\_Museum
- Web: [www.cumberlandmuseum.ca](http://www.cumberlandmuseum.ca)

**Sergeant at Arms Report:** Heather Scarisbrick - 32 delegates 9 new 3 guests   **MSC**  
**& presentation of Affiliates & Credentials:** Sherrene Ross

**Obligation of New Delegates:** Sarah Fairbrass

**Additions to the Agenda:**

**Minutes of the Previous Meeting:**

**MSC**

pg 16

pg 17

pg 19

pg 20

pg 21

pg 22

pg 23

Corrections made

**Matters Arising Out of the Minutes:**

**MSC**

**Treasurers Report:** Steve Fielden

**MSC**

**Trustees Report:**



**Communications and Correspondence Report – Sherrene Ross**  
**Correspondence Report – Sherrene Ross**

**MSC**

**INCOMING:**

**MAIL**

- Card from Carole James – MLA -Wishing us happy holidays

**EMAIL**

- Resignation from Young Worker’s Chair – Maddy Smith
- Education opportunity/Steward learning – Local 1858
- Resignation from Member at Large – Jeff Virtanen
- \$250 - Request of funding of support for Labournauts

**CUPE NATIONAL**

- Winter 2018 - Counterpoint

**CUPE BC**

- Information on CUPE BC Convention booth – Sharon Prescott

**OUTGOING:**

- Letter to CUPE BC – request for funding re: Leadership Conference
- Letter to CUPE National – request for funding re: Leadership Conference

**Report of the VIDC Executive Board: Sherrene Ross**

**Motions:**

To pay Keith Todd’s return mileage for attending Leadership Conference committee meeting February 16<sup>th</sup>, 2018

**MSC**

The Trustees to sign off the Trustee’s Report & the Ledger Book (which is now in VIDC’s hands)

**MSC**

To donate \$1000 to Miner’s Memorial to cover the cost of the Band and any food over runs to support the weekend

**MSC**

To send the President or designate to the CUPE BC Convention 2018

**MSC**

To spend up to \$2000 to cover costs of the photo booth and any other hospitality night expenses that should arise for CUPE BC Convention 2018

**MSC**

To sponsor the Vancouver Island Library Conference – held April 27<sup>th</sup>, 2018 by donating \$500

**MSC**



To donate \$500 to the Labounauts Podcast

**MSC**

To continue to sponsor the AVICC in the amount of \$1200

**MSC**

**CUPE BC Report:**

Tina Meadows – Local Community Organizer

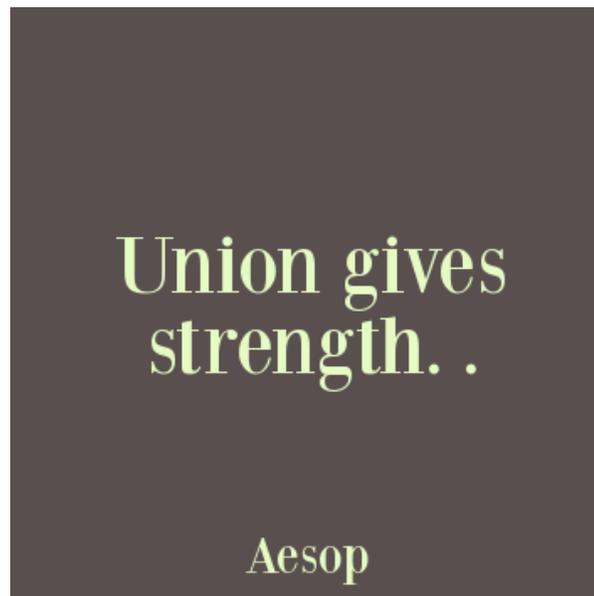
- Trailer is available for community events, local events
- Free – just have to provide your own food, etc.
- CUPE BC has other things to support you i.e. flags, etc.
- Contact Tina at: [tmeadows@cupe.ca](mailto:tmeadows@cupe.ca)
- New office coming along – getting set up
- On Executive Board also for Protein for People – if you want info on program

**Strong Communities Report** – Greg Burkitt

- Research and Education also available
- National Spring School May 27 – June 1, 2018
- Soon able to print information in BC and not have to wait for National
- Reminder to apply for **scholarships!**
- 5 general scholarships, 1 diversity & 1 young worker scholarship

**CUPE National Committee Reports**

Meeting in May





## Area Reports

### 556

- Comox Regional – a lot of boil water warnings
- Moving forward on new treatment facility
- Regional Organics facility – Normwood Facility – maintained by CUPE workers
- City of Cumberland going to bargaining

### 459

- At L/M meeting decided to lobby employer for gender neutral washrooms
- Employer agreed and have changed signs to neutrality
- One of fastest growing districts – 300-350 new students per year
- Need to keep lobbying government for more \$\$

### 476

- Using coffee house to chat with members
- Rumour that employer will turn Strong Start in to preschool learning

### 606

- Problems with contracting out
- If no current lay-offs – language in Collective Agreement allows
- Expenses for contracting out proving to be much higher than in-house labour
- Trying to keep in-house to keep full-time workers – hard to maintain Trades without full time work

### 723

- Contracting out of bussing – teachers have been driving
- Stage 3 Policy grievance – vacation pay not paid properly – possibly 10 years

### 5101

- Step 3 grievance re: EA's being dispersed at sites outside of posting or what agreed to

### 947

- Report attached

### 917

- New President and some executive
- Bargaining – survey for members
- Precarious work

### 951

- Report attached

### 1858

- No report

### 2081

- Ended last year with surplus in budget
- Were able to fund Education with surplus
- Labour relations have gotten better – employer has admitted to being wrong and committed to not repeat
- Still have problems with contracting-out
- Awaiting announcement on funding improvements



- Conversations being heard around building housing off campus – will keep an eye on that
- Motion passed to send delegates to CUPE BC

#### **3479**

- Position awarded and then rescinded while member out of country
- Grievance filed – decision reversed with longer probation
- Ongoing safety issues in book stores – members being harassed

#### **410**

- Greater Victoria Art Gallery has joined us – 37 new members

#### **3403**

- New President
- Labour Management implemented new shift scheduler
- Discussion on seasonal workers hard to maintain especially class 4 drivers
- In bargaining 6 Locals – went to table 3 times
- 3 large issues currently –
  - 3 mth suspension without any other letters on file
  - Definition of active employee
  - If on WCB, union work, etc. employer does not want to pay out retirement benefits

#### **50**

- 100 years old this year
- Signed off Clean Team agreement

#### **118**

- 2 days of JE training with Peter Coombes – 6 CUPE/6 Management
- Started in 2014 to bring Custodial from RCMP in house – keep working at it
- Ucluelet – Bargained 2-year deal
- ACRD will begin bargaining in June

#### **798**

- Health & Safety issues – Arena received 7 orders
- Setting up H & S committees at each site
- Failed H & S audit by 2%
- Library component in negotiations
- Call for volunteers for bargaining
- Labour management agenda getting longer

#### **1978**

- Approx. 1200 members
- Many of same problems I'm hearing
- 2 Collective Agreements expiring
- Layers of problems which uncover more
- Member attacked on property sustaining injury – employer turning blind eye
  - Educate members on Right to Refuse unsafe work
- Grievance was only way to get Accommodations unfortunately



**5278**

- New local – getting started
- Finished bargaining in September
- Bargained some benefits from MSP w/any future savings being split

**3136**

- No report

**Motion**

To adopt the area reports as presented

**MSC**

**Committee Reports:**

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

**Anti-Privatization:** Karen Garrett (Amber Leonard, Dan MacBeth)

- No resolutions going forward
- If you have issues – see Karen

**Anti-Poverty:** Sarah Fairbrass (Sherrene Ross)

**Motion**

To donate \$300 to the Pet Project - the current fundraiser

**MSC**

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

- No report

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

- No report

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

- Tentative outline of what Committee plans to do this year
- September - host orange t-shirt day
- December – would like to work with Women's committee
- List of International dates to note on table
- Times Colonist great article
- February is Black History month

**Education:** Denise Bullock (Martha Higgins, Heather Scarisbrick)

- No report

**Environment:** Michele Favarger (Michelle Waite)

- Provincial committee busy with resolutions for convention



**Hospitality:** Ali Pringle (Amber Leonard, Denise Bullock)

- No report

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

- Resolutions for convention put forward
- Safe schools – sanctuary schools

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

- AVICC – April 13-15, 2018

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

- Newsletter – What's Wrong with this Picture
  - Michele Favarger winner
- New word search instead of picture for next newsletter
- CUPE BC committee met – resolutions to convention
  - Violence In Workplace is hot topic
  - VIW kits can be ordered from CUPE BC

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

- No report

**Political Action:** Keith Todd (Michelle Waite)

- Ensure CUPE BC & CUPE National have your updated member database prior to elections
- See attached report

**Resolutions:** Laurie Whyte

- 38 resolutions submitted for CUPE BC convention
- Mainly received from CUPE BC committees

General Membership reviewed

**Motions:**

To submit the Constitutional resolution to CUPE BC

**MSC**

The remainder of resolutions to be submitted to CUPE BC

**MSC**

**Skilled Trades Working Group:** Kirk Mercer

- See attached report



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

- Welcome to new members
- Thank you to Laurie Whyte for her past work
- Celebration of bread and roses for International Women's Day

**Young Workers:** Vacant

**Community Social Services:** Vacant

**Motion:**

To approve the reports of committees and delegates as presented

**MSC**

**Nominations, Elections and Installation of Officers:**

1. Election for Chair of the Community Social Services Committee
  - No nominations after 3<sup>rd</sup> call

Election will take place once again May 12<sup>th</sup>

**Unfinished Business/Old Business:**

1. **VIDC Leadership Conference committee**
  - a. June 6-9, 2018 at VIU – more cost effective
  - b. 7 Workshops tentatively planned
  - c. Will send out info to Locals once everything is finalized

**New Business:**

1. Motions

**Motion**

VIDC contribute \$200 to the Pet Project – the current fundraiser

**MSC**

VIDC donate \$300 to the SPCA (three)

**MSC**

2. Regional map of Locals on Island shared – Executive will discuss M-A-L positions further

**Good and Welfare of the Council:**

- Kirk Mercer – Victoria Labour Council meeting February 21, 2018 – Need CUPE Local's to meet there at 6:15pm. A new rep is needed.
- Dan MacBeth – Motorcycle Ride of Solidarity – June 26, 2018
- Rob Zver – 100<sup>th</sup> meeting to VIDC – congratulations!
- Susan – Commend the Sister who spoke up, for speaking up around being bullied. It is a very difficult thing to admit to – your support means a lot

- Mike Forrester – Pres 441 – Motion at earlier membership meeting to disaffiliate from VIDC – was voted down and they are very happy to attend and hope to remain for a long time
- Thank you to Laurie Whyte for her help and information which has helped to keep Local 441 in VIDC

Group photo outside

**Adjournment: 2:23PM**

**MSC**



**Vancouver Island District Council Delegates and Guests  
February 17, 2018**



# SKILLED TRADES COMMITTEE REPORT

**FEBRUARY 17TH 2018 VIDC**

## **January 22<sup>nd</sup> 2018 BCRO**

### **Business Arising:**

**Guest Speaker: Lisa Langevin** from **IBEW** and **Build TogetHER**.

Lisa is an assistant business manager with IBEW 213. She works with an advocacy group called Build TogetHER and the newly formed BCFed group, BC Tradeswomen Society. Lisa gave a presentation from BC Tradeswomen Society highlighting:

-Skilled Trades shortage, gender equity strategies, reaching out to equity groups, business cases on diversity and much more.

Lisa also presented on Apprenticeships and full scope training. She explained how IBEW 213 is exploring ways for the employer with in public sector's can find ways to give full scope training to their apprentices. Our group discussed how this is a problem for their member apprenticeships, and the possibility of finding the solution with the help of union training schools and other avenues. Lisa also told us about "BC Women in the Trades" Facebook group that is just for women has over 646 members and is growing.

We will promote this to our CUPE women in trades.

**Report Back BC FED ASTWG** update Randy shared BCFed paper" BC's (Not So) Great Apprenticeship Training Experiment a decade reconsidered "  
Discussion on Compulsory Trade Committee and Apprenticeship Ratio Committee.

**Review:** information from database for language provisions for CUPE BC. Looked at CA language and LOU for apprenticeships from locals that was provided by research (Jordan's Feist). Struck committee for best language (Frank, Randy, Ray, Darrell, Tim).

Try to get best language for K-12 before bargaining.

**Skilled Trades brochure-** discussion on adding it to convention kit.

### **Resolutions for Convention**

**Resolution #1** CUPE BC will support outreach in K-12 for Skilled Trades related events and careers with a focus on First Nations workers and women in trades.



**Resolution #2** CUPE BC will Lobby local governments across the province to establish and support apprenticeships in CUPE locals where there are skilled trade workers, including a focus on First Nations workers and women in trades.

**Resolution #3** CUPE BC will Lobby CUPE National to do research in order to identify the numbers and types of skilled trades workers among the CUPE membership.

**Field Safety Rep-** discussion around compensation, recertification, and liabilities of FSR duties.

**Discuss Canadian Apprenticeship Forum** and our presentation- “Public Sector Apprenticeships: How to Change the Culture to Make Apprenticeships Work for Unions and Employees “. June 10-12 in Montreal.

**BC Western Municipality 2019 conference-** discussed feedback from previous conference. Decide we would like to have a breakfast or lunch presentation/forum at 2019 conference. Also contribute swag to golf tournament or conference package. Eg: Branded sunglasses or golf glove or towel.

Respectfully submitted,  
Kirk Mercer Chair



## Political Action Committee Report

***Disclaimer: CUPE staff will be sending out official information and briefings shortly. This report should not be taken as an early draft update and not an official guideline on adhering to the new election finance regulations.***

New election financing regulations came into force effective October 31, 2017 for Local and Provincial elections. The new laws have strict regulations about campaign contributions to candidates, political parties, and third-party advertisers, including:

- Prohibiting donations of money, property (in kind), and services;
- Prohibiting indirect donations through third parties;
- Restricting donations to Canadian citizens or permanent residents who must also be residents in BC;
- Limiting individual annual donation limits to \$1,200 per candidate or party;
- Limiting campaign spending for candidates during the campaign period;
- Imposing strict penalties for non-compliance.

Impacts – What is **not allowed**? Unions and Locals can no longer:

- Make donations to election campaigns;
- Buy tables at fundraisers for candidates or campaigns (only individuals can do this);
- Give money to officers to buy their own tickets (this would be an indirect third-party donation);
- Give or lend furniture or space for free or at a discounted rate;
- Book-off union members or staff or fund campaign workers;
- Lend money to a campaign;
- Direct campaign work or strategize with candidates;
- Share lists with candidates or campaigns.

What can we do? **Unions and Locals can:**

- ✓ Identify and train candidates in the period between elections (activists and run for office provided their campaigns are independent from the activities of their union);
- ✓ Train candidates during the election/campaign period provided we charge market rate;
- ✓ Endorse candidates through Locals, District Councils, and Labour Councils;
- ✓ Host all-candidate meetings;
- ✓ Promote endorsed candidates directly to members by phone, email, face-to-face, social media, and get out the vote (GOTV) activities;
- ✓ Encourage union members to volunteer for endorsed candidates (on their own time);
- ✓ Encourage union members to vote for endorsed candidates.

So – we need to get back to basics with tried and true member-to-member activities. Union members can donate to campaigns as individuals, can work on campaigns as long as it is on their own time, can take vacation time to work on campaigns, can talk to one another about endorsed candidates and how they are going to vote. Since member-to-member contact will be so important in elections moving forward, ensuring that CUPE National and CUPE BC have up-to-date membership contact lists including email addresses will be vital. Please update your information as soon as possible.



Area Labour Councils will be meeting soon to work on candidate endorsements for the upcoming local elections. The PAC encourages Locals to get involved in their Labour Councils and the endorsement processes.

Also, for members interested in helping with campaigns, there will be Political Action Training at Kelowna School May 27-June 1, 2018.

### **CUPE BC Colleges Committee Report**

The Committee met recently to draft resolutions and the committee report for the upcoming CUPE BC convention. Over the next couple of years, some focus areas for the Committee will include:

1. Governance/BOG
2. Sexual Violence Policies and Procedures
3. Post-Secondary responses to the TRC Calls to Action

CUPE BC President Paul Faoro, Regional Director Mina Brassard, and College Coordinator Ross Idler met with the Minister of Advanced Education Melanie Mark. This short meeting addressed:

- The dangers of chronic underfunding and reductions to transfer payments (escalating tuition; over-reliance on international tuition; deferring maintenance; poor/unsafe learning and working environments) and CUPE BC's budget submission requesting a return to real dollars funding at 2001 levels;
- The trend in post secondary towards more precarious work;
- Governance and Bill 18 which restricts union activists from serving on post-secondary Boards of Governors;
- Issues around increases to tuition and viewing students as customers instead of as future citizens;
- Sexual violence on campus and the issues with the initial policies and procedures institutions have created.

The committee will be sending its chair and co-chair to the upcoming Colleges and Institutes Canada (CICan) Conference which will be held at Camosun College in Victoria on April 29-May 1, 2018. This provides the opportunity to interact with college and institute administration, to lobby on important issues, and to reinforce the importance of unionized workers and their work to post-secondary institutions.

Co-chair Deborah Hopper has been appointed to the CUPE National Post-Secondary Task Force. The Task Force will be meeting in Ottawa the first week in March.



## **Local 947**

MSP Premiums - Talked to the employer and they feel that premiums go up and they don't ask us for more money so this time they'll be keeping it. Wish we had it in our CA.

EA Shortage - We seem to be doing better with having most absences filled - problem we see now is that the GVTA Contract is very rich in terms of Low Incidence Prep (3 hours per student) and the remedy time (more than two designated students and class size put remedy into play) and EAs are finding the class is sometime filled with LA teachers, and TOCs, and no clear deliniation of duties. Often the work previously done by EAs is being dong by teaching staff - reading groups for example.

New Supt - Shelley Green who is currently Associate Superintendent in our district. We hope that the continuity she provides and the relationship we have will help us going forward.

Volunteers - this is becoming a big issue as the Employer is stating the School Act - which says volunteers can't displace workers gives them a broad spectrum for using volunteers. The ruling they received from their legal says that this language outweighs our CA. We are waiting for a ruling from legal staff at CUPE. We currently have a policy grievance that is being heard next week....arbitration could be looming on this one.

J 😊



## CUPE Vancouver Island District Council

### Affiliates Report Form

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- Local number and name: 476 CUPE Powell River K-12
- Delegate reporting: Aileen O'Keefe Date: February 5<sup>th</sup>, 2018

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.
- 
- CUPE 476 is continuing with their Coffeehouse Conversations as a way to connect with and hear from specific groups and engage with these members. This fall/winter we met with our 2 groups of Custodians and shared the CUPE BC Custodial Survey. These members were able to share their concerns and ask questions that we hope to move forward to Labour Management.
- Just this week we met with the District StrongStart (early learning) Facilitators who confirmed rumours we had heard that they had been told our Superintendent had approached the Ministry to look at possible ways of "reorganizing" the StrongStart program into a Preschool program while still accessing StrongStart funds. These members are concerned that they will be laid off and "maybe" hired back as well as all the other unknowns this kind of situation brings forward. Our StrongStart Facilitators are struggling to bring an educationally rich program to our isolated and economically diverse population, while only working 17.5 hrs./wk. with 15 minute increments of prep given here and there (this being the time that they are also allotted for cleaning, reorganizing and healthy snack shopping etc. These dedicated members are feeling that the lack of targeted funding, reasonable collaboration and misinformation on the Data their program collects, or doesn't collect, is misrepresenting the value this kind of outreach brings to our community and schools. We are working with this group to better understand and represent their situation.



## CUPE 951 Area Report

CUPE 951 is heading down the road on issues with Accommodations again with Arbitrator Sullivan. The main issue is the Accommodation process is not working and so we are at a point that something may have to change.

We are also seeing more departments wanting black out periods for their staff to take vacation. Some as much as 5 months blacked out. This does not leave a lot of time for the staff to get their vacations. I believe we are seeing this as a fall out to the continual downsizing of staff in departments. There seems to be no plans right now for the University to increase staff, but we are seeing overwork on the few that are left to do more with less. This is being brought forward to the employer, but we may see more and more cuts to when we can take our benefits. Definitely a bargaining issue. As to Bargaining, the Union is starting to gear up and over the next few months the local will be looking at language. We have set up an agreement study committee recently and will be meeting early March.



## NOTES



## NOTES



## NOTES



## NOTES



## NOTES