

VIDC

Vancouver Island District Council

Agenda

May 25, 2019

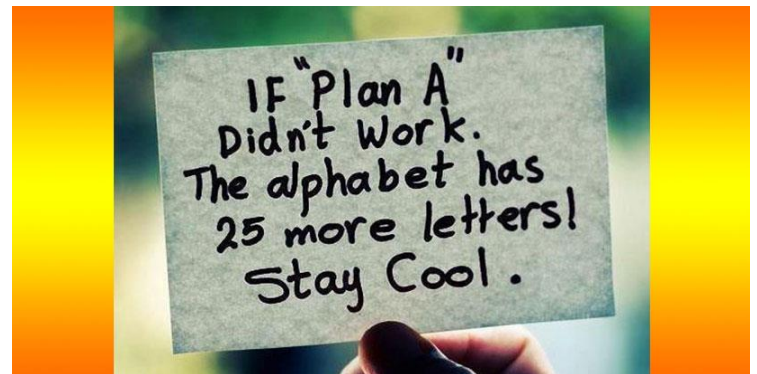
Minutes

February 22 & 23, 2019

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4



Executive Meeting: May 25, 2019 9:30AM

General Meeting: May 25, 2019 1:00PM

Lunch: 12:15 – 1:00 PM (\$10)

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

MAY, 2019 FUNDRAISER – *Project Watershed* – Kuss Kuss Sum – Comox Valley – **Contact Kevin McPhail** ksmcphail@shaw.ca **See pg. 4 for more information.**



GENERAL MEETING AGENDA

May 25, 2019

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

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE AGENDA
5. MINUTES OF PREVIOUS MEETING – February 23, 2019
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





VETS FOR PETS would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



Quarterly fundraisers for 2019:

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

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

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

- Monetary donations



MAY, 2019 FUNDRAISER

Keeping it Living

Project Watershed – Kus Kus Sum – Comox Valley

Comox Valley Project Watershed Society is a registered non-profit environmental society with Canadian charitable tax status focused on sensitive habitat stewardship. The organization is guided by a volunteer board and managed by staff.

As part of their Estuary Stewardship, Project Watershed has committed to the restoration of the Field Sawmill site. They have been given a name for the site by the K'ómoks First Nation and are now calling it Kus-kus-sum. Their vision is to create vibrant and productive habitat and connect it to Hollyhock flats, which is adjacent to the site and one of the most productive areas in the Estuary.

Project Watershed and the [K'ómoks First Nation](#) reached an agreement with [Interfor](#) to purchase and restore the former Field sawmill site on the Courtenay River near the 17th street bridge. Over several years the agreement stipulates that there must be a certain threshold of funds raised from the community and we have entered into the final year of that process, having met or exceeded all prior targets. With community involvement we will again reach that target and enable larger partnerships with other conservation minded organizations and all levels of government.





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.

PERSONAL INFORMATION PROTECTION ACT

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

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:

AREA REPORTS

- 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 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

Send education requests to:

TBA
 Phone:
 Email:

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

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.

ISLAND VIEWS


Send submissions to:**Sherrene Ross**

or

Wayne Smiley**C: 250 715-6734****C: 250 732-3898**vidcsecretary@gmail.comWsmiley@pccomputerguy.ca**Island Views online: vidc.cupe.ca**

ISLAND VIEWS

Victoria Storytellers' Guild presents:




IVAN COYOTE

Storytelling Workshop

Join us at the CUPE BC Convention when guest speaker and storyteller IVAN COYOTE presents. One Storyteller you do not want to miss!

Labour History © Clarke/CALM



Stephen Lewis (1937–)
 Politician and UN special envoy
 Son of David Lewis, Stephen Lewis followed in his father's footsteps and entered politics in 1963. At 26 he was elected to the Ontario legislature .
 From 1970 to 1978, Lewis was leader of the Ontario NDP. During his tenure, the NDP pressured the Tory government into introducing progressive legislation covering things like rent controls and workplace safety.
 From 1979 to 1984 Lewis worked as a labour mediator and political commentator. In 1984, he was appointed Canadian ambassador to the United Nations. Lewis has acted as Canada's leading spokesperson for African economic recovery, climate change and the Rwandan genocide, and from 1995 to 1999 he served as deputy executive director of UNICEF.
 In 2001, Lewis was appointed the UN's special envoy for HIV/Aids.



Speaks for itself...





VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

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

<p>1)<u>Executive Member-at-Large</u> Wayne Smiley Wsmiley@pccomputerguy.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163 TERM: Dec 2017 – May 2019</p>	<p>2)<u>Executive Member-at-Large</u> Kirk Mercer 250 580-5804 sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947 TERM: May 2018– May 2020</p>	<p>3)<u>Executive Member-at-Large</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 2011 TERM: May 2017 – May 2019</p>
<p>4)<u>Executive Member-at-Large</u> Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 606, 788, 873, 1767 TERM: May 2018 – May 2020</p>	<p>5)<u>Executive Member-at-Large</u> Stacy Watton C: 250720-5132 Cupe118@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals 118, 401, 727, 3403 TERM: Sept 2017 – May 2019</p>	<p>6)<u>Executive Member-at-Large</u> Tiffany McLaughlin tiffany.mclaughlin@viu.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 1858, 3376, 3570, 3897, 5278 TERM: Feb. 2019 – May 2019</p>
<p>7)<u>Executive Member-at-Large</u> Kevin McPhail T: 250 339-2707 Ksmcphail@shaw.ca NORTH REGION (North of Deep Bay & including Powell River) Locals: 2769, 3399, 349 TERM: May 2018 – May 2020</p>	<p>8)<u>Executive Member-at-Large</u> Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca NORTH REGION (North of Deep Bay & including Powell River) Locals: 439, 556, 723, 3479 TERM: May 2017 – May 2019</p>	<p>9)<u>Executive Member-at-Large</u> Martha Higgins T: 604 344 0552 recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 476, 789, 4601 TERM: May 2017 – May 2019</p>

TRUSTEES

<p>Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2021)</p>	<p>Karen Garrett C: 250 686-5345 karengarrett@hotmail.com (2019)</p>	<p>Michele Favarger 250 882-8765 mfavarger@gmail.com (2020)</p>
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Vancouver Island District Council Committee Chairs

<p><u>Anti-Privatization</u> Karen Garrett C: 250 686-5345</p> <p>karenngarrett@hotmail.com TERM: May 2017 – May 2019</p>	<p><u>Communication & Technology</u> Sherrene Ross C: 250 715 6734</p> <p>vidcsecretary@gmail.com TERM: May 2017- May 2019</p>	<p><u>Constitution</u> Martha Higgins T::604 344 0552</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> VACANT</p> <p>TERM: May 2019 - May 2021</p>	<p><u>Environment</u> Michele Favarger C: 250 882-8765</p> <p>mfavarger@gmail.com TERM: May 2017- May 2019</p>	<p><u>Hospitality</u> Karen Garrett C: 250 686-5345</p> <p>karenngarrett@hotmail.com TERM: Sept 2018 - May 2019</p>	<p><u>International Solidarity</u> Amber Leonard T: 250 642 1227 C: 250 516 3371</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> Kevin McPhail T: 250 339-2707</p> <p>Ksmcphail@shaw.ca TERM: Sept 2018 - 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> Hailey Fielden C: 250 668-8518</p> <p>haileyfielden@gmail.com TERM: Sept 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> Carla Bailey</p> <p>cupe3403prez@gmail.com TERM: May 2018- May 2019</p>		<p><u>Skilled Trades</u> Kirk Mercer 250 580-5804</p> <p>sleestak@shaw.ca TERM: May 2017- May 2019</p>	

IMPORTANT DATES:

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

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

CUPE National Convention – Montreal, QB – October, 2019





AFFILIATES

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



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

ELECTIONS AT May 25, 2019 GENERAL MEETING:**Vice-President (incumbent – Sarah Fairbrass)****Treasurer (incumbent – Steve Fielden)****Trustee – (incumbent – Karen Garrett)****Member-At-Large**

- South Region (incumbents - Wayne Smiley, Dan MacBeth) – May 2019 - 2021
- Central Region (incumbents – Stacy Watton, Tiffany McLaughlin) – May 2019 – 2021
- North Region (incumbents – Michelle Waite, Martha Higgins) – May 2019 – 2021

Committee Chairs



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
February 22, 2019**

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 – Shared**
- **Green Statement – Michele Favarger**

Approval of the Agenda

MSC

Minutes of the Previous Meeting – December 01, 2018

MSC

pg. 19 – Nicole Edmondson’s name missing ‘d’

Matters Arising Out of the Minutes

MSC

Treasurers Report – Steve Fielden

Motion:

To refer Treasurer’s report back to general meeting

MSC

Motion:

VIDC to purchase a computer, external hard drive and Software, for the Treasurer’s use, up to \$2000

MSC

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Thank you card from United Way-Greater Victoria
- Winter/Spring issue of CANADIAN Perspectives-Cover article is on Maude Barlow
- Thank you letter from Island Crisis Care for donation
- Request for sponsorship AVICC

EMAIL

- Letter signed Jonathan Bengtson (UVIC), Sybil Harrison (Camosun), Maureen Sawa (GVPL), requesting donation toward the Vancouver Island Library Staff Conference



- Email from Laurie Whyte requesting donation toward the Vancouver Island Library Staff Conference
- Email from Laurie Whyte requesting endorsement for Resolutions Committee at the CUPE BC Convention 2019
- Information regarding a PEBT Trustee Vacancy opportunity
- Submission of resolutions for CUPE BC Convention 2019, from Local 1767
- Letter from Local 459 endorsing Sister Amber Leonard for Regional Vice President at CUPE BC 2019
- Letter from Shireen Clark – Local 374 - requesting endorsement for CUPE National Trustee - Shireen has been endorsed by CUPE BC
- Letters from CUPE 951 endorsing Kirk Mercer as RVP, Laurie Whyte as Trustee, and Pat Shade as member of Persons with Disabilities Committee for CUPE BC
- Letter from David Robertson- Local 1767 - requesting endorsement for CUPE BC Trustee at May Convention
- Letter from Nicole Edmondson requesting endorsement for CUPE BC General Vice President

CUPE BC

- A copy of the Winter Public Employee (note pic on pg 8)
- CUPE BC Convention Call – May 1-4, 2019 at Victoria Convention Centre

CUPE NATIONAL

- Letter stating Barb Nederpel was elected as Regional VP for BC **MSC**

CUPE BC Executive Report:

Michelle Waite

- CUPE BC hosting 'Theatre of the Innocence' at Miner's Memorial – June 21-23, 2019

Amber Leonard

- Executive met Thursday and Friday around convention and what else that has been happening
- Both Music Festivals (Island Folk Fest & Vancouver Island Folk Fest) had requested funding and were approved
- Barry O'Neill coming to do elections on the Saturday of CUPE BC Convention
- Sharon Prescott has been contracted to organize CUPE BC Convention
- Reported that VIDC will participate in photo booth again at convention
- Listened to a presentation on Don't Be-A-Bystander program hosted by BC Lions
- Ivan Coyote will speak at CUPE BC convention



Kirk Mercer

- Possible resolution coming from the Skilled Trades on Don't Be-A-Bystander program

VIDC Committee Reports

Anti-Privatization

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

- No report

Environment

Michele Favarger (Michelle Waite, Kevin McPhail)

Motion

To donate \$1500 to the Island Folk Festival 2019, for the purposes of funding the water cart, from the Environment Committee

MSC

Education

VACANT

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- No report

Political Action

Keith Todd (Michelle Waite)

- January 30th – a great group worked together to *Get the Vote Out* prior to the Nanaimo by-election
- Participated in the vote counting
- Great day of Political Action

Hospitality

Karen Garrett (Amber Leonard)

- Everyone is welcome to come to room 315 after the meeting to enjoy snacks 😊

Women's

Heather Scarisbrick – (Laurie Whyte, Christy Whitmore)

Motion:

To donate \$200 to the Comox Valley Transition Society from the Women's Committee

MSC

International Solidarity

Amber Leonard (Michele Favarger)

- No report

Resolutions

Laurie Whyte

- Received 26 resolutions so far, 25 are Action, 1 Constitution pending

OH & S

Sarah Fairbrass (Martha Higgins, Wayne Smiley)

Motion

To donate \$200 to Vets for Pets from the OH & S Committee

MSC



Pension

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

- No report

Young Workers

Hailey Fielden

- No report

Diversity/CARD

Laurie Whyte (Michele Favarger)

- February is Black History month
- Viola Desmond first black woman on a bill (\$10)

Municipal

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- Did not have submission of speaker to AVICC accepted – will continue to resubmit next year

Communications/Technology

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

- No report

Anti-Poverty

Sarah Fairbrass (Sherrene Ross)

Motion:

To donate \$200 to Vets for Pets from the Anti-Poverty Committee **MSC**

To donate \$200 to the Coldest Night of the Year initiative in Comox Valley from Anti-Poverty Committee **MSC**

Skilled Trades

Kirk Mercer (Shannon Mackenzie)

- Attending the Western round table next week
- Sending 2 members to Supporting Women in Trades Conference

Community Social Services

Carla Bailey

- No report

Motion

To accept all reports as read **MSC**

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

Colleges

- No Report

K-12

- No Report

Libraries

- No Report



Universities

- No Report

Child Care

- No Report

Unfinished Business/Old Business:

1. Bursary/Scholarship Committee final approval

Motion:

To approve the changes to the Bursary and Scholarship form as amended **MSC**

2. Suggested changes to Executive At Large descriptions – final approval

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

Motion:

To accept the changes to Executive at Large descriptions as recommended **MSC**

3. Winter school thank you - Amber

- a. Thank you for sending me to Harrison Winter school – large class but great dynamics
- b. Found strength in my abilities and mentored participants when necessary

New Business:

1. Vancouver Island Library Conference funding request

Motion:

To donate \$500 to the Vancouver Island Library Conference 2019 **MSC**

2. 2019 CUPE BC Convention

a. Elections/Endorsements

Motions:

To endorse Sister Amber Leonard, Brother Kirk Mercer and alternate Dan MacBeth as RVP's at CUPE BC 2019 **MSC**

To endorse Sister Michelle Waite as GVP at CUPE BC 2019 **MSC**



To support Sister Michelle Waite in the amount of \$1500 in her bid for GVP at CUPE BC 2019 **MSC**

To support Sister Amber Leonard, Brother Kirk Mercer, and alternate Brother Dan MacBeth in the amount of \$300 each in their bid for RVP at CUPE BC 2019 **MSC**

That VIDC support Brother Pat Shade in his bid for Diversity Vice Chair at CUPE BC 2019 **MSC**

To contribute \$300 to Brother Pat Shade's bid for Diversity Vice Chair at CUPE BC 2019 **MSC**

To endorse Laurie Whyte in her bid for Trustee at CUPE BC 2019 **MSC**

To contribute \$500 to Laurie Whyte's campaign in her bid for Trustee at CUPE BC 2019 **MSC**

To endorse Shireen Clarke as National Trustee at the CUPE National Convention 2019 **MSC**

To endorse Nicole Edmondson at General Vice President at CUPE BC 2019 **MSC**

b. Resolutions to Convention

- i. Amber Leonard read out the 26 resolutions

Motion:

To endorse the Resolutions, as submitted in principle, to put forward to CUPE BC 2019 **MSC**

c. District Council Hospitality Night at CUPE BC 2019

- i. The Photo Booth has been booked for hospitality night
- ii. No meal but great snacks will be provided on Thursday night

d. Convention Committees sign-up

- i. Resolutions: Laurie Whyte
- ii. Sgt at Arms: Kevin McPhail
- iii. Credentials: Heather Scarisbrick

e. VIDC Funding Request



- i. Request has gone to CUPE National for \$5000 toward VIDC t-shirt promotion – for 260 t-shirts designed by One Movement
- ii. To be handed out to delegates that attend the VIDC caucus at CUPE BC convention, with the remainder being for sale @ \$30 ea.

Motion:

To purchase 260 t-shirts, as designed by One Movement, up to \$8000,
In time for CUPE BC Convention 2019

MSC

Good and Welfare of the Council:

Amber Leonard

- Saturday, February 23rd meeting information:
 - Malaspina Room
 - Lunch at noon
 - Guests attending at beginning of meeting and can enjoy lunch

Kirk Mercer

- United Way Greater Victoria – Period Promise – Drive to bring goods to fill a bus at Hillside Centre on March 2nd, 2019 from 10:00 – 2:00pm

Keith Todd

- Camosun had Staff Development day, Equity, Diversity conversations
 - Employer was impressed with equity statement that was read out
 - Read it to understand and be aware of it, not just to have it read out

Deborah Hopper

- Resolutions to be submitted to CUPE National in the Fall need to be looked at in the May meeting

Adjournment: 9:35pm





**Vancouver Island District Council
General Meeting
February 23, 2019**

Call to Order: 10:01AM

Roll Call of Officers: Sherrene Ross

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

Welcome to guests, staff and presenters:

Paul Faoro – President CUPE BC
Trevor Davies Sec/Treasurer CUPE BC
Greg Burkitt – National Education
Ian Mclean – National Rep
Karen Ranalletta – General Vice Pres CUPE BC
Cheryl Burns - Guest
Nicole Edmondson - Regional Vice Pres CUPE BC

Sergeant at Arms Report: 41 Delegates, 7 guests, 4 Staff **MSC**

Presentation of Affiliates & Credentials: Sherrene Ross **MSC**

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

Approval of the Agenda **MSC**

Move Guest speakers to #8

Minutes of the Previous Meeting – December 01, 2018 **MSC**

Matters Arising Out of the Minutes **MSC**

Treasurers Report: Steve Fielden **MSC**

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

INCOMING:

MAIL

- Thank you card from United Way-Greater Victoria
- Winter/Spring issue of CANADIAN Perspectives-Cover article is on Maude Barlow
- Thank you letter from Island Crisis Care for donation
- Request for sponsorship AVICC



EMAIL

- Letter signed Jonathan Bengtson (UVIC), Sybil Harrison (Camosun), Maureen Sawa (GVPL), requesting donation toward the Vancouver Island Library Staff Conference
- Email from Laurie Whyte requesting donation toward the Vancouver Island Library Staff Conference
- Email from Laurie Whyte requesting endorsement to sit on the Resolutions Committee at the CUPE BC Convention 2019
- Information regarding a PEBT Trustee Vacancy opportunity
- Submission of resolutions for CUPE BC Convention 2019, from Local 1767
- Letter from Local 459 sharing their endorsement of Sister Amber Leonard for Regional Vice President at CUPE BC 2019
- Letter from Shireen Clark – Local 374 - requesting endorsement for CUPE National Trustee - Shireen has been endorsed by CUPE BC
- Letters from CUPE 951 endorsing Brother Kirk Mercer as RVP, Sister Laurie Whyte as Trustee, and Brother Pat Shade as member of Persons with Disabilities Committee for CUPE BC
- Letter from David Robertson- Local 1767 - requesting endorsement for CUPE BC Trustee at May Convention
- Letter from Michele Waite as GVP for CUPE BC
- Letter from Nicole Edmondson requesting endorsement for CUPE BC General Vice President
- Letter from Miner's Memorial requesting funding for 2019

CUPE BC

- A copy of the Winter Public Employee (note pic on pg 8)
- CUPE BC Convention Call – May 1-4, 2019 at Victoria Convention Centre

CUPE NATIONAL

- Letter stating Barb Nederpel was elected as Regional VP for BC **MSC**

GUEST SPEAKERS:

Paul Faoro

- Putting name forward for re-election for President of CUPE BC
- Sec/Treasurer for 2 terms prior to president
- Active for 30 years
- Want a forward moving organization

Trevor Davies

- Thank you for the endorsement at the last meeting
- Enjoy coming to VIDC



Michelle Waite

- Running for GVP CUPE BC 2019
- RVP starting in 2013
- Political Action is one of our strengths
- Would like endorsement and support of the Council

Karen Ranalletta

- I love coming overseas to VIDC
- President of Local 2950
- Here with Metro Council's endorsement
- My blog = <http://hottubbinforjustice.blogspot.com/?m=1>

Cheryl Burns

- Thank you for having me at VIDC
- Running for GVP CUPE BC 2019
- RVP for Metro Council
- President of Local 1936

Nicole Edmondson

- Thank you for having me today
- RVP for Okanagan
- Running for GVP CUPE BC 2019
- Volunteer Fire Chief in Savannah
- President of Local 3500
- Chair of Young Workers CUPE BC
- Important to get our youth involved

Kirk Mercer

- Running for RVP CUPE BC 2019
- Thank you to the Council for your previous endorsement
- RVP has been an amazing experience

Amber Leonard

- Running for RVP CUPE BC 2019
- Feel as though we have become a team
- Thank you to the Council for your hard work in making us so successful
- Proud to be your RVP
- Thank you for all your efforts
- I would like to continue to represent you

Dan MacBeth

- VP Local 50
- Finished my first term as Alt. RVP
- Would like to continue to support you in your work

Laurie Whyte

- I have been a Trustee for CUPE BC for a couple of terms
- Work well with the financial department of CUPE BC
- Excellent organizational skills
- Work with other 2 Trustees to ensure the books are in order



Report of the VIDC Executive Board:

Motions:

- | | |
|--|------------|
| VIDC to purchase a computer, external hard drive and software for the Treasurer's use up to \$2000 | MSC |
| To donate \$1500 to the Island Folk Festival 2019 from the Environment Committee for the purposes of funding the water cart | MSC |
| To donate \$200 to the Comox Valley Transition Society from the Women's Committee | MSC |
| To donate \$200 to Vets for Pets from the OH & S Committee | MSC |
| To donate \$200 to Vets for Pets from the Anti-Poverty Committee | MSC |
| To donate \$200 to the Coldest Night of the Year initiative in Comox Valley from Anti-Poverty Committee | MSC |
| To approve the changes to the Bursary and Scholarship form as amended | MSC |
| To accept the changes to Executive at Large descriptions as recommended | MSC |
| To endorse Sister Amber Leonard, Brother Kirk Mercer and alternate Dan MacBeth as RVP's at CUPE BC 2019 | MSC |
| To endorse Sister Michelle Waite as GVP at CUPE BC 2019 | MSC |
| To support Sister Michelle Waite in the amount of \$1500 in her bid for GVP at CUPE BC 2019 | MSC |
| To support Sister Amber Leonard, Brother Kirk Mercer, and alternate Brother Dan MacBeth in the amount of \$300 each in their bid for RVP at CUPE BC 2019 | MSC |
| That VIDC support Brother Pat Shade in his bid for Diversity Vice Chair at CUPE BC 2019 | MSC |
| To contribute \$300 to Brother Pat Shade's bid for Diversity Vice Chair at CUPE BC 2019 | MSC |



To endorse Laurie Whyte in her bid for Trustee at CUPE BC 2019	MSC
To contribute \$500 to Laurie Whyte's campaign in her bid for Trustee at CUPE BC 2019	MSC
To endorse Shireen Clarke as National Trustee at the CUPE National Convention in the Fall 2019	MSC
To endorse Nicole Edmondson at General Vice President at CUPE BC 2019	MSC
To donate \$500 to support the Vancouver Island Library Conference 2019	MSC
To purchase 260 t-shirts, as designed by <i>One Movement</i> , up to \$8000, In time for CUPE BC Convention 2019	MSC

CUPE BC Report:

Trevor Davies

- CUPE BC Exec meeting last Thursday and Friday
- Sharon Prescott retired – Kiran Kooner has replaced her
- Sharon Prescott is back under contract to organize the Convention
- Modernization is occurring at CUPE BC
- Donations to Island Folk Festivals have been approved already
- Colleen Jordan fund – turned it into an endowment fund which pays regular income into the fund which can be used for International Solidarity
- By 2020 available money will almost double

Karen Ranalleta

- Summer Reading Club
- Royal Bank was the previous sponsor
- CUPE BC Executive Board supported the initiative
- CUPE logo will now be added to the medal received by children at the close of the program/end of summer

Strong Communities Report:

Greg Burkitt

- Need 6-8 weeks to organize a workshop to get facilitator's and material ready
- Spring School May 26-31, 2019 in Kamloops
- Change in scholarships – 3 general scholarships, 1 precarious worker, 1 young worker, 1 diversity scholarship

CUPE National Committees:

Deborah Hopper

- Sit on the National Post-Secondary Task Force Committee
- Getting ready for National Convention



- Preparing resolutions
- New campaign – ***Our Time to Act*** – A federal post-secondary act
- Federal transfers sitting in provincial pots
- Sign a postcard to support campaign

Area Reports:

556

- Concluded collective bargaining with CVRD North – 2-year deal
- Opened discussions with City of Courtenay with similar deal
- Team entered in the Coldest Day of the Year Walk

459

- Getting ready for K-12 bargaining
- Fairly good working relationship with employer
- Good things happening – progressive employer
- Transportation safety campaign successful
- All EA's are working 30 hours per week/ some working 32 hours

476

- Successful in bringing in IT workers in-house
- Workers under supported employment need a lift

606

- HR department on not cooperating with union, creating distress with workers
- Bargaining letter has been sent to employer

723

- In bargaining and have met multiple times
- Received proposals from rep
- March 19th exchanging proposals with employer
- Changes coming to some management positions
- New superintendent appears to be approachable and wants to work with union
- Andrea attended Canadian Labour College

5101

- Employer adding positions with specific quals – members not qualifying
- Violence in Workplace ongoing – Campaign in our District continues
- Mental health concerns on the rise
- Employer is sensitive and supports workers
- Bargaining is opened, ratified and letter has gone in
- Change over in management

947

- Getting ready for bargaining – will likely be challenging
- Much management turn over
- Looking for more hours in bargaining
- EA's get paid \$4 hr less when outside supervising children
- Violence is on the rise
- Local has voted to have full time president with 950 members
- Looking at pilot for before and after school care



917

- Bargaining committee going thru CA to decide on proposals
- Process of creating bargaining buttons
- Met with 951 to share information
- Local won the Chili Blanket award for best chili

951

- Bargaining committee going thru CA to decide on proposals
- Deciding on joint proposals
- Employer continues to harass workers for doctor reports

1858

- Generally have good relationship with employer
- Employer has admitted and agreed to fixing wage grid during bargaining
- Severe weather issues caused us to look at holes in language to protect workers

2081

- Local has over 600 delegates now
- Bargaining committee getting started
- Full compliment going to CUPE BC

3479

- Working hard to strengthen local by touching base with members
- Teaching members what it means to be union
- Making members aware of 'communication creep' and why not to use your own phone – creates a new norm
- Preparing for bargaining

3403

- Working on a wage grid
- With opioid crisis – awareness campaign – getting service providers together
- District Labour Council having Women's Day celebration on March 9th

374

- **Electronic**

50

- Waiting on grievance information filed last year

118

- Offering Intro Shop Steward training March 26/27
- In negotiations with Regional District – getting nowhere so far
- Had mediation set for Friday – Employer has cancelled availability
- City of Port Alberni – proposals set
- By-election in Cherry Creek electoral area due to boundary issue
- Executive all re-elected at recent elections
- A lot of young workers in Local – getting more active on committees

401

- Port Hardy schools getting ready for bargaining

798

- Preparing for bargaining
- Library component took strike vote – 92% in favour



- Looking for wage parody
- Active grievances ongoing

1767

- Currently in bargaining
- Exchanged proposals in January
- Mandated under PSAC
- Good working relationship with employer
- Trying to keep the Assessment office in Courtenay open
- Sending full slate to CUPE BC

5278

- Elimination of interest on student loans

Motion

To adopt all area reports

MSC

Committee Reports:

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

Anti-Privatization:

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

- Met as committee
- Reminder to Locals – pilot project - \$2000 available from CUPE BC for support

Anti-Poverty:

Sarah Fairbrass (Sherrene Ross)

- No report

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

- No report

Constitution:

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- Constitution needs updating with new areas, etc.

Notice of Motion:

To update the Constitution at the May meeting

Diversity:

Laurie Whyte (Michele Favarger)

- February is Black history month – a month to honor those and all they've done
- Viola Desmond was the first black woman to appear on a Canadian bill who wasn't royalty

Education:

Vacant

- No report

Environment:

Michele Favarger (Michelle Waite, Kevin McPhail)

- CUPE BC has put forward a resolution on the Leap Manifesto – premise that Canada is facing a crisis around the first peoples of this land



- Encourage all of you to sign on to the Leap Manifesto
- National Energy report came out yesterday
- UVIC running Ideasfest – *Solutions for our Planet*
- March 9th – David Suzuki presentation – tickets available
- Thank you to Kevin McPhail for offering to volunteer
- Looking for volunteers for the water cart in Duncan
- Retiring in May – will not be running for Chair again
- Pleasure and an honor to have served with you all these years

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

- No report

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

- No report

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

- June 11 – 15th, 2019 The Western Municipal Conference – registration opens March 15th
- Bid for speaker at the next AVICC not accepted but will try again next year

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

Sarah Fairbrass

- Thank-you Martha for the newsletter
- Christa Watton is the wordsearch winner from last newsletter

Martha Higgins

- Attended CUPE BC OH & S committee – talked about violence in the workplace
- It is a Provincial problem
- Many young workers don't know what a union is or what it can do for you
- Participated in the Nanaimo by-election and Rally
- Looking forward to the CUPE BC Convention 2019

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

- See attached report

Political Action: **Keith Todd** (Michelle Waite, Deborah Hopper)

- Thank you to all the volunteers who came out to work on the bi-election
- For information on bi-elections, go to Elections BC
- See attached report

Resolutions: **Laurie Whyte**

- Resolutions to be submitted to CUPE BC reviewed

Motion:

That VIDC endorse and submit the resolutions provided for the CUPE BC Convention 2019

MSC

Skilled Trades Working Group: **Kirk Mercer** (Shannon Mckenzie)

- See attached report

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

- Women's day presentation
- Giving of bread and roses



Young Workers: Hailey Fielden

- Attended the Joseph Mairs memorial – a lot of great information
- Left with a feeling of empowerment

Community Social Services: Carla Bailey

- Social services sector has had in input of \$ to support low wages
- We support complex individuals – finding unsafe situations, violence in the workplace

Motion:

To approve the reports of committees 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

Motion

To accept all reports as read

MSC

Nominations, Elections and Installation of Officers:

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

- **Member-At-Large – Central Region – Tiffany Mclaughlin - elected**

Unfinished Business/Old Business

1. N/A

New Business:

1. **CUPE BC Convention 2019 committee call:**

Sgt At Arms: Wayne Smiley

Credentials: Jane Massey

Shauna Johnson

Angela Leong

Resolutions: Laurie Whyte

2. **District Council Hospitality Night**

a. Photo booth has been booked

b. Small portion of finger foods for snacks-eat dinner first

c. Come to caucus meetings – very important and you'll get a t-shirt



Motions:

VIDC to make an additional donation of \$500 to the Comox Valley Transition Society and a request to CUPE BC to match all donations of the Council

MSC

To donate \$300 to the Comox Valley Transition Society from the Anti-Poverty Committee

MSC

To donate \$100 to the United Way Greater Victoria – Period Promise Initiative

MSC

VIDC to make further donation in amount \$200 to VETS FOR PETS

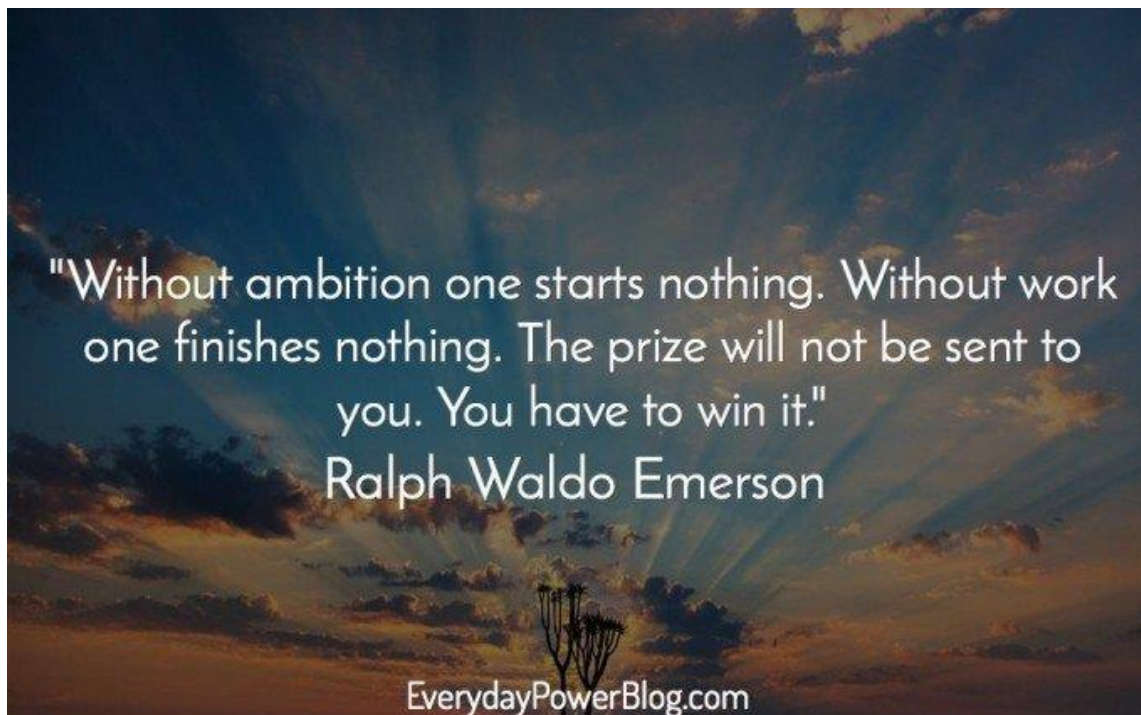
MSC

Good and welfare of the Council:

- Another great meeting
- Good and welfare for our community today
- Possibly give special thank you to Becky from the hotel for her special kindness shown

Adjournment: 3:00pm

MSC





CUPE BC SKILLED TRADES COMMITTEE

Report to Vancouver Island District Council – February 2019

Skilled Trades committee meet January 21st 2019 at the BCRO

Randy Anderson-Fennel reported back on the BC FED convention,

The BC FED **Apprenticeship and Skills Training Working Group** (ASTWG) report was received by the convention. All 3 of their resolutions made the floor.

Here is a copy of their recommendations.

- 1) Equal representation by organized labour, Indigenous peoples and employers at all levels of the ITA, including the board of directors and sector advisory groups;
2. Reinstatement of compulsory certification along with a robust enforcement system;
3. Reinstatement of the requirement for journeypersons to provide apprentices on-the-job training and supervision as well as establishing appropriate journeyperson to apprentice ratios;
4. Hiring quotas for Indigenous peoples, women and other under-represented apprentices and journeypersons in the skilled trades;
5. Permanent funding for the BC Centre for Women in the Trades to provide wrap-around supports to increase the retention and advancement of under-represented apprentices and journeypersons in the skilled trades; and
6. Hiring quotas for apprentices and under-represented groups in the public sector, including publicly-funded infrastructure projects, direct government, public services and crown corporations.

Next, we talk about the up-coming **Canadian Apprenticeship Forum** (CAF) first regional roundtable of 2019! Apprenticeship stakeholders will gather in Vancouver on February 28th to gain insights on creating welcoming workplaces and how to encourage those not traditionally represented to pursue and achieve success in skilled trades. This will cover

- Hear results from the inaugural *Supporting Women in Trades Conference* held in November; learn details of the next event in Vancouver this year
- Finding what skilled trades workers and their allies' value about employers who champion diversity and inclusion; help inform the work that remains
- Share ideas and best practices through roundtable discussion

Our Chair Kirk Mercer will be attending and we hope to have other members go as well.



We discussed the upcoming **CAF Supporting Women in Trades Conference**

In Vancouver June 17-18 2019 and building on our participations within CAF were other non-union and union groups can hear our perspectives from a Public Sector point of view.

Randy also gave us a report back on the **BC FED ASTWG**

The last meeting of the BCFED ASTWG was on November 7, 2018. I provided a report last meeting. Our chair Laird Cronk has been elected President of the BCFED. Our new chair is Cam McRobb of the BCGEU. We have meetings booked for February, April, June (Kelowna) and October.

We will also be scheduling at least two additional meetings that include the labour representatives on the Sector Advisory Groups – dates to be determined.

The Committee had long discussions on resolution 81 from last years convention and came up with a DRAFT that CUPE BC can use to inform locals on how to have opening talk about starting apprenticeships. Our opening statement would read.

“The CUPE BC Skilled Trades Committee resolves to help build a relationship between employers and locals to change the culture to make apprenticeships benefit CUPE workplaces. The committee has the opportunity to make a difference in how public sector apprentices are perceived by demonstrating the true value of apprenticeships.”

Our Recommendations to CUPE BC are:

That CUPE BC send up to two members of the Skilled Trades Committee to the CAF Supporting Women in Trades Conference, June 17th to 18th in Vancouver BC 2019.

That CUPE BC create a Skilled Trades Committee sticker to be included in the 2019 CUPE BC convention kit.

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COMMITTEE REPORTS

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Women’s Committee Report

Feb. 22, 2019

By Heather Scarisbrick, Chair

Committee Members –Laurie Whyte

International Women’s Day is **March 8, 2019**, globally celebrating all the achievements of women, while marking a call to action for accelerating gender parity in all aspects of



a women's life; economic, political, cultural, and social. Balance for Better is the theme for this year's global event.

Over a million people in Austria, Denmark, Germany and Switzerland supported the first International Women's Day 1911. Unofficially the work to recognize this day began in the early 1900's with Suffragists and Suffragettes as well as other groups who worked hard to bring to the forefront many atrocities and inequalities that women faced, not only in the home but in the workplace.

On the Island, there is a free event happening in Victoria at Centennial Square Douglas & Pandora on Thursday, March 8th between 3 pm and 7 pm entitled "*International Women's Day Festival: Bread and Roses*". They are gathering to celebrate with music, dance, art, poetry, etc. to honor the diversity of women and our collective strength. I could not locate any other free events advertised at this time.

There are a couple of other events that have a cost to attend – one in Nanaimo, March 3rd at the Grand Hotel on Rutherford Road. The cost is \$30 with a traditional afternoon tea and keynote speaker Mitzi Dean, BC's Parliamentary Secretary for Gender Equity, put on by Equal Voice.

The Union Club in Victoria is also sponsoring an event, with ticket prices starting at \$75. There are several keynote speakers. Taken from the website "*this panel of powerful women will share their insights about women's empowerment in business, social responsibility, and promote Bridges important work in ending violence against women through healing and empowerment*".

I hope that we will hear of other events as we get closer to the time with more emphasis on free so as not to exclude anyone. Please look online or in your local news source for updates.

We will have draws today for loaves of bread & roses as well as some single roses. If you are lucky enough to win, you may want to give that rose to someone who is special to you, or someone who is struggling, or even a random person you meet on the street to brighten their day.

Please take some time out of your day to think about a person who has been a role model in your life and make a point of letting them know how special they are to you.

Thank you. Respectfully submitted by
Heather Scarisbrick and Laurie Whyte
Women's Committee, Vancouver Island District Council

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from Wikipedia, the free encyclopedia



Viola Irene Desmond c.1940

Viola Irene Desmond (nee Davis) was born July 6, 1914 in Halifax, Nova Scotia, Canada. She died at the age of 50, February 7, 1965 in New York City, New York, United States. Her resting place is Camp Hill Cemetery, Halifax, Nova Scotia. She attended Bloomfield High School. She was married to Jack Desmond.

Viola Desmond was a Canadian businesswoman and beautician (Halifax, Nova Scotia) of Black Nova Scotian descent. In 1946 she challenged racial segregation at a cinema in New Glasgow, Nova Scotia by refusing to leave a whites-only area of the Roseland Theatre. For this she was convicted of a minor tax violation for the one-cent tax difference between the seat she had paid for and the seat she used, which was more expensive. Desmond's case is one of the most publicized incidents of racial discrimination in Canadian history and helped start the modern civil rights movement in Canada.

In 2010, Desmond was granted a posthumous pardon, the first to be granted in Canada. The government of Nova Scotia also apologized for prosecuting her for tax evasion and acknowledged she was rightfully resisting racial discrimination.

In 2016, the Bank of Canada announced that Desmond would be the first Canadian woman (as compared to British born royalty) to be featured on the front of a Canadian banknote, but that honour went to Agnes



MacPhail, who appeared along with three men on a small print run commemorative note issued in 2017 to mark the 150th anniversary of Confederation.

In late 2018 Desmond became the first Canadian-born woman to appear alone on a Canadian bank note—a \$10 bill which was unveiled by Finance Minister Bill Morneau and

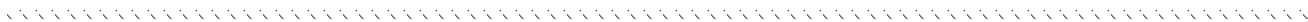
Bank of Canada governor Stephen Poloz during a ceremony at the Halifax Central Library on March 8, 2018. Desmond was also named a National Historic Person in 2018.

The **Canadian ten-dollar note** is one of the most common banknotes of the Canadian dollar. The current \$10 note is purple, and the obverse features a portrait of Viola Desmond. The background of the portrait is a colourful rendition of the street grid of Halifax, Nova Scotia, including the waterfront, Citadel and Gottingen Street, where Desmond's Studio of Beauty Culture was located. Foil features on the note face include both the Flag and Coat of Arms of Canada. This is the first Canadian banknote to feature neither a prime minister nor a royal in its solo portrait, and the first to feature a solo female Canadian other than the Queen.

The reverse features the Canadian Museum for Human Rights in Winnipeg, Manitoba. Part of the background pattern mirrors the museum's interior architecture and its ramps connecting multiple levels. A foil eagle feather is prominent, symbolizing ideals such as truth, power and freedom. A quotation from section 15 of the Canadian Charter of Rights and Freedoms appears in both English and French.

The foil window at the base of the note includes an iridescent rendering of the Library of Parliament's vaulted dome ceiling, which can be seen from both sides of the note.

The \$10 note entered circulation on November 19th, 2018.





FEBRUARY IS BLACK HISTORY MONTH

February 1 marks the beginning of Black History Month (also known as African Heritage month). Black History Month is a time for all Canadians to reflect and educate ourselves on the history of enslavement, discrimination, bigotry and criminalization of people of African descent.

It is also a time to celebrate and highlight the best of Black history and culture and to honour the historic leaders of Black communities, their accomplishments and their enduring fight for freedom.

Canadian society has seen a lot of progress over the decades, but the realities of differential treatment towards African Canadians continue.

At the global level, the United Nations Working Group of Experts on People of African Descent is educating people on our world history of enslavement, discrimination, bigotry and criminalization. In 2016, this UN body visited Canada and wrote a detailed report on what they learned. They called for a number of actions, including one for the federal government to “issue an apology and consider providing reparations to African Canadians for enslavement and historical injustices.”

Last March, the federal government announced that it is developing a much-needed anti-racism strategy for Canada. CUPE participated in the government’s consultations and we will watch its development closely.

Our union is committed to fighting racism and hatred in all its forms and to empower our members to speak out and act against discrimination. We encourage members to celebrate Black History Month and to keep fighting anti-Black racism in their locals, workplaces, schools and communities.

Here are some ways to increase awareness, understanding and change:

Learn

- Check out CUPE’s landing page on Black History Month to view activities and learning resources
- Order **free** copies of CUPE’s newly designed Black History Month bookmark
- Invite a Black activist or community organizations to speak to your members
- Contact Union Education and ask for CUPE workshops on Challenging Racism, Human Rights and Anti-Oppression to be delivered to members in your region

Act

- Celebrate and promote Black history month within your local
- Lobby your government for the implementation of legislation that addresses anti-Black racism in your region, including employment equity legislation
- Support community organizations and movements such as Black Lives Matter and other community organizations that fight against systemic racism and violence
- Visit blacklivesmatter.ca and follow **#BlackLivesMatter** on Twitter
- Attend Black History Month events in your local communities to celebrate, learn and network

Bargain



- Bargain employment equity language into your collective agreement to help ensure that your workplace represents the diversity of your community

Learn more at cupe.ca/black-history-month

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## UNITED NATIONS INTERNATIONAL DAYS

### February

**February 4<sup>th</sup> – World Cancer Day**

**6 February 6<sup>th</sup> – International Day of Zero Tolerance to Female Genital Mutilation**

**February 10<sup>th</sup> – World Pulses Day** (Pulses are a type of leguminous crop that are harvested solely for the dry seed)

**February 11<sup>th</sup> – International Day of Women & Girls in Science**

**February 13<sup>th</sup> – World Radio Day**

**February 20<sup>th</sup> – World Day of Social Justice**

**February 21<sup>st</sup> – International Mother Language Day**

### March

**March 1<sup>st</sup> – Zero Discrimination Day**

**March 3<sup>rd</sup> – World Wildlife Day**

**March – International Women’s Day**

**March 20<sup>th</sup> – International Day of Happiness & French Language Day**

**March 21<sup>st</sup> – International Day for the Elimination of Racial Discrimination & World Poetry Day & World Down Syndrome Day & International Day of Forests**

**March 22<sup>nd</sup> – World Water Day**

**March 23<sup>rd</sup> – World Meteorological Day**

**March 24<sup>th</sup> – World Tuberculosis Day & International Day for the Right to the Truth concerning Gross Human Rights Violations and for the Dignity of Victims**



**25 March 25<sup>th</sup> – International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade & International Day of Solidarity with Detained and Missing Staff Members** (marked each year on the anniversary of the abduction of Alec Collett, a former journalist who was working for the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) when he was abducted by armed gunman in 1985 and murdered)

**April**

**2 April 2<sup>nd</sup> – World Autism Awareness Day**

**April 4<sup>th</sup> – International Day for Mine Awareness & Assistance in Mine Action**

**April 6<sup>th</sup> – International Day of Sport for Development and Peace**

**April 7<sup>th</sup> – International Day of Reflection on the Genocide in Rwanda & World Health Day**

**April 12<sup>th</sup> – International Day of Human Space Flight**

**April 20<sup>th</sup> – Chinese Language Day**

**April 21<sup>st</sup> – World Creativity & Innovation Day**

**April 22<sup>nd</sup> – International Mother Earth Day**

**April 23<sup>rd</sup> – World Book & Copyright Day & English Language Day & Spanish Language Day**

**April 24<sup>th</sup> – International Day of Multilateralism & Diplomacy for Peace**

**April 25<sup>th</sup> – World Malaria Day**

**April 26<sup>th</sup> – International Chernobyl Disaster Remembrance Day & World Intellectual Property Day**

**April 28<sup>th</sup> – World Day for Safety & Health at Work & Day of Mourning for Workers Killed or Injured on the Job**

**30 April 30<sup>th</sup> – International Jazz Day**

*For more information on any of these dates please go to:*

<http://www.un.org/en/sections/observances/international-days/>

*The United Nations International Days website*





## VIDC Environment Committee Report – February 2019

With me today are Michelle Waite and Kevin McPhail.

The National Energy Board (NEB) yesterday delivered its Reconsideration report to the Government of Canada, with an overall recommendation that the Trans Mountain Expansion Project (Project) is in the Canadian public interest and should be approved.

The NEB will impose 156 conditions on the Project if it is approved, and has made 16 new recommendations to the Government of Canada. The recommendations relate to matters that fall outside of the NEB's regulatory mandate, but within the authority of the Government of Canada.

The Reconsideration report concludes that Project-related marine shipping is likely to cause significant adverse environmental effects on the Southern resident killer whale and on Indigenous cultural use associated with the Southern resident killer whale. The NEB also found that greenhouse gas emissions from Project-related marine vessels would likely be significant. While a credible worst-case spill from the Project or a Project-related marine vessel is not likely, if it were to occur the environmental effects would be significant. While these effects weighed heavily in the NEB's consideration of Project-related marine shipping, the NEB recommends that the Government of Canada find that they can be justified in the circumstances, in light of the considerable benefits of the Project and measures to minimize the effects.

The considerable benefits of the Project include increased access to diverse markets for Canadian oil; jobs created across Canada; the development of capacity of local and Indigenous individuals, communities and businesses; direct spending on pipeline materials in Canada; and considerable revenues to various levels of government.

The Reconsideration specifically examined the impacts of Project-related marine shipping related to the application of the Canadian Environmental Assessment Act, 2012 and the Species at Risk Act (SARA), as per the Government's direction to the NEB in September 2018. The NEB has completed the Reconsideration within the 155-day timeline required by the Government of Canada.

However, according to experts, market research has NOT been conducted and therefore these projections for markets of Canadian oil are based on incomplete data.

If the Project is approved by the Government, the company must comply with 156 conditions, covering a wide range of matters including: emergency preparedness and response, protection of the environment; consultation with affected Indigenous communities; socio-economic matters; pipeline safety and integrity; commercial support for the Project prior to construction; and financial responsibility on the part of the company.

In addition, the NEB has made 16 recommendations to the Government of Canada related to Project-related marine shipping, including: cumulative effects management for the Salish Sea, measures to offset increased underwater noise and increased strike risk posted to SARA-listed





marine mammal and fish species, marine oil spill response, marine shipping and small vessel safety, reduction of GHG emissions from marine vessels, and the Indigenous Advisory and Monitoring Committee for the Project.

UVic Ideafest 2019

**March 8 - Solutions for our planet: A community conversation 4:30–6:30 PM | HUMAN AND SOCIAL DEVELOPMENT BUILDING, LOBBY**

Let's talk about solutions for the planet. UVic students, faculty and members of the One Planet Saanich initiative kick-started the discussion with a bike ride to local high schools to hear what the students had to say. Explore the results and join the conversation at this event as scholars, politicians and public administrators meet to take action on climate change, pollution and creating sustainable societies.

**March 9 - Beyond Climate impacts...to inspiring solutions 7:00–9:00 PM | UNIVERSITY CENTRE, FARQUHAR AUDITORIUM**

Join David Suzuki and the Pacific Institute for Climate Solutions (PICS) executive director Sybil Seitzinger for a special screening and discussion of Ian Mauro's latest film, Beyond Climate. Beyond Climate invites viewers on a journey of the climate impacts facing the places and people of British Columbia. After the screening, engage with panellists as they examine different ways of advancing climate solutions. Tickets are required for this event with all proceeds going to University of Victoria student engagement on climate action: Adults \$10\* Students \$5\* Purchase Tickets\*If the ticket price is a barrier to your attendance, an allocation of free tickets is available; please contact ideafest.

Planning for Vancouver Island Music Festival and I am delighted to welcome Kevin McPhail, and his lovely wife Petra to the Public Camping Crew. Planning is also underway for Islands Folk Festival and I am still looking for VIDC-sponsored Water Crew.

I am intending to retire so I will not be running for the chair of the Environment Committee and will be stepping down from my role as Trustee at the end of that meeting. The term is to 2020.

**2019 - CUPE BC ENVIRONMENT COMMITTEE - RESOLUTION #1**

**CUPE BC WILL:**

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CUPE BC will establish an annual recognition program that celebrates individuals/locals that have made a significant positive sustainable impact on the environment in the community they serve.



## **BECAUSE:**

- Members will appreciate there is an opportunity to effect real change; and
- It will promote and encourage engagement and action; and
- The recognition will promote sharing these ideas throughout the province.

Submitted by CUPE BC Environment Committee

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Anita Early, Chair, CUPE BC Environment Committee

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Michèle Favarger, Secretary, CUPE BC Environment Committee

### **2019 - CUPE BC ENVIRONMENT COMMITTEE - RESOLUTION #2**

## **CUPE BC WILL:**

- Call on the Province of BC to tighten groundwater laws as BC is the only jurisdiction in Canada that does not charge corporations for groundwater use.

## **BECAUSE:**

- Water is a natural resource that citizens of this province and country should protect; and
- CUPE BC and CUPE National have a long history of protecting natural resources; and
- Nestlé is bottling and selling up to 265,000,000 litres of water from the area around Hope, BC for free, WaterWealth Project reports; and currently British Columbia has no regulation on groundwater use. Corporations can extract as much groundwater as they like without any fees; and
- No studies have been done to measure the environmental impact of draining that quantity of water every year, and not enough is being done to monitor and regulate the extraction of water; and
- Nestlé is one of several multi-nationals bottling BC's fresh water.

submitted by CUPE BC Environment Committee

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Anita Early, Chair, CUPE BC Environment Committee

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Michèle Favarger, Secretary, CUPE BC Environment Committee

### **2019 - CUPE BC ENVIRONMENT COMMITTEE - RESOLUTION #3**

## **CUPE BC WILL:**

- Develop a Green Statement to be read out at all CUPE BC meetings and events and encourage locals to use the Green Statement at all their events.



**BECAUSE:**

- CUPE’s environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and
- The Environment must be in the forefront of everyone’s work, for without a healthy environment, our efforts at labour relations are for naught.

Submitted by CUPE BC Environment Committee

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Anita Early, Chair, CUPE BC Environment Committee

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Michèle Favarger, Secretary, CUPE BC Environment Committee

**2019 - CUPE BC ENVIRONMENT COMMITTEE - RESOLUTION #4**

**CUPE BC WILL:**

- Encourage all members to sign the Leap manifesto.

**BECAUSE:**

- Reading the manifesto will educate members about the serious environmental issues we face today; and
- Through publicly pledging to positive environmental action, members are more likely to develop enduring behaviours that support a resilient environment; and
- Members will appreciate there is an opportunity to affect real change in our environmental crisis.

Submitted by CUPE BC Environment Committee

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Anita Early, Chair, CUPE BC Environment Committee

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Michèle Favarger, Secretary, CUPE BC Environment Committee

**2019 - CUPE BC ENVIRONMENT COMMITTEE - RESOLUTION #5**

**CUPE BC WILL:**

- Oppose the BC government’s decision to continue the use and export of LNG.



## **BECAUSE:**

- CUPE's environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and
- The liquefaction and export of LNG pose an unacceptable risk to all levels of aquatic and marine life; and
- The LNG liquefaction process is a large contributor to the increases in greenhouse gas emissions; and
- The BC geography is such that it can support many other clean energy sources such as, but not limited to, wind, solar, tidal, and geothermal power generation.

Submitted by CUPE BC Environment Committee

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Anita Early, Chair, CUPE BC Environment Committee

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Michèle Favarger, Secretary, CUPE BC Environment Committee

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## **VIDC Pension Committee**

February 23, 2018

Kevin McPhail (Chair)

Keith Todd, Heather Scarisbrick, Christine Szaflik (Members)

## **Ministry of Finance Consultation Paper**

In October 2018 the ministry issued a consultation paper to explore the concept of solvency funding vs going-concern funding with a goal of reducing employer funding pressures.

The cost of funding pension plan liabilities have traditionally been determined by calculating a blend between solvency funding (what are the costs if the company were to go out of business soon) and going-concern (if the company is assumed to continue to operate). In the current era of low interest rates there has been growing funding pressures on employers using this approach and they were seeking relief.

BC's four large public sector pension plans have been exempt from the solvency funding rules since their establishment in 1993 since no one expects the various levels of government to go bankrupt. Other single employer and non-collectively bargained multi-employer plans were permitted to use letters of credit to cover payments towards a solvency shortfall but they are becoming costlier.

This paper seeks to either A) keep current solvency funding but modify them to reduce the cost or B) completely replace solvency funding with enhanced going concern funding.



On January 30, 2019 Paul Faoro responded to government on behalf of CUPE BC noting that ANY relief of employer obligations shifts risk to employees and pensioners. He agreed that there should be a review but noted that all plans should be treated the same. Additionally he argued that any new solvency rules or exemption measures should require the consent of plan members and retirees.

On February 14, 2019 there was a meeting of stakeholders with the ministry that provided further details such as the long-term fall of government bond yields between 1998 and 2018. Their supplied powerpoint presentation spoke about the decline of defined benefit pension plans indicating that as of 2017 there were only 155 such plans remaining covering 820,000 members.

On a positive note the ministry claims that through this review they hope to provide support for retaining defined benefit pension plans.

Stakeholder consultations will continue through March 2019 with implementation not expected to occur before 2020.

## **BCI – BC Investment Management Corporation Newsletter**

BCI is the manager of our pension investments and they recently released a Responsible Investing newsletter outlining their activities. Responsible investing uses ESG factors which is an acronym for Environmental, Social and Governance.

Using their 2016 purchase of Cleco (a Louisiana based utility company) as an example they noted that direct ownership resulted in the ability to improve health and safety, have climate change discussions and explore renewable energy options.

The following are summaries of specific pension plan communications since our last report.

### **BC Municipal Pension Plan**

There were no new communiqués on their website since our last report.

Highlights of the November 2018 AGM held in New Westminster were received. Vice-President Gary Yee noted that the plan 10 year return of 7.1% remains above the investment target. Presentation slides and a recording of the AGM can be found on the AGM page of their website.

### **Public Service Pension Plan**

No new communiqués.

An on-line calculator will be updated in October 2019 to include enhanced retirement benefits negotiated in 2018.

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## AREA REPORTS

### 1767 Area Report

We are currently in Bargaining. This year was a little different with going over our proposals shortly after our AGM in October, exchanging packages with our employer in December and beginning bargaining in January. With our local, our mandate comes from PSEC (Public Sector Employer Council). This becomes challenging to actually bargain with the set mandate and the limitations given to us. We are the only Crown Corporation that is funded by the tax levy, which limits and complicates our ability to pay fair wages to keep up with the increases in the cost of living. This is my first time on the bargaining team and what I find the most interesting is the communication back and forth between PSEC and as well with our employer. It would be really nice to have the full communication from PSEC to our local prior to bargaining. Right now, it seems we get information from the employer at times that are suitable to them. In our favour, we have a good working relationship with our employer, and a very hardworking team that understands our business and are working very hard to find the best gains for our membership.

We are also currently in our busy time of the year reviewing assessments with the public and addressing many concerns through the appeal process. It is becoming an apparent shift that our junior employees (Property Information Collectors) are being used to fill in the gaps where do not have enough appraisers during this busy time of the year. Overtime and acting opportunities are being given out and our union is keeping a close eye on the situation.

Kevin has spoken with our MLA Ronna-Rae Leonard about the potential for a Courtenay office closure. We have also sent our concerns to our minister Selina Robinson as well as the minister of government services Ginny Simms. In a nutshell rather than closing an office we own and moving into more expensive lease space we could expand staffing here where it's also more affordable for employees to live who's jobs aren't tied to a specific geography. We are hoping for a positive outcome and should hear soon.

Our local is sending our full slate of six delegates to convention and hopes to have the VIDC support for the seven resolutions we've submitted.

Respectively Submitted Christina Infanti, North Island Regional Director for Cupe1767

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### Local 1978

#### **Bargaining:**

- GVHS have entered bargaining and had two meetings between the employer and union. Progress is being made and the next session is set for April 5.
- our VIHA (Island Health) group (Health Science Professionals) ratified their new contract which takes effect April 1st 2019.

#### **Grievances:**

Several grievances are in progress at CRD, WSPRS and VIHA. Of note is one with VIHA where we recently discovered (through attendance at ratification meetings) that many members have been coded to the wrong union so dues have been going to HSA or BCGEU, not coming to CUPE.





**Education:**

Several members attended the CLC Harrison Winter School and their sessions on member engagement, stewarding and occupational health and safety were well received.

**Health & Safety:**

This needs to be a focus for our local as our employers have been allowed to get away with a lax approach to running joint occupational health and safety committees.

Respectfully submitted

Bruce Lesperance

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**LOCAL REPORT FOR CUPE 2081 February 23 2019**

Greetings from 2081 our local continues to grow as we are now over 600 members. We are short on delegates today as we have strike training taking place today, as strike training is required from CUPE National before we can enter bargaining. Our locals bargaining committee is fine tuning our proposals and we will serve intent to bargain within the month.

Our Child Care members most recently received the Early Childhood Enhancement fund this gives our members and extra 1 dollar and hour with a second dollar an hour coming April 1 2020.

Our local wished our Chief Shop Steward/Office Manager Dawn Svendsen the best in her retirement. Dawn took over from Louise Oetting when Louise moved on to CUPE National; all the best to Dawn in her retirement years. Erynne Grant the locals Vice-President is filling this position until our AGM in March.

We will be sending our full complement to the CUPE BC Convention in Victoria we will see you then.

On behalf of CUPE 2081

In solidarity

President Keith Todd

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## **CUPE 917 Local Report to VIDC**

Submitted February 23, 2019



### **Readying for Bargaining**

Our Bargaining Committee have been working through our Collective Agreement and have identified areas of the agreement we would like to work on in the upcoming round of bargaining. We are looking for some help from CUPE to craft some language which will address our member's needs.

We are in the process of preparing some "Bargaining Season" themed buttons for our members to wear as bargaining approaches, not only to try and engage more of our members but to show to the employer that bargaining doesn't happen in a vacuum and our members are aware of what's going on. This is going to be coupled with regular bargaining updates posted on Union boards on campus and also on our website.

We have also met with our sister Local 951 to work together on our benefits and some of our shared language.

### **Chili and Blanket Event**

Our Local was involved with the Our House and the United Way in a Chili & Blanket event. Our Local was successful in winning the first annual "Golden Bean" award for the best chili. Our Local would like to thank University Food Services for donated some of the ingredients for the award-winning chili and Residence Services, who were kind enough to donate old blankets that they had sitting in storage. We look forward to defending our title next year.

### **Education on Campus**

We have been hosting education workshops from CUPE National Education at the University Club, which is staffed by 917 members. We hosted a Steward Learning Series in January which was very well attended and are hosting a Financial Officers workshop next week. It's been a bit of a learning experience on our part as a Local but we plan on continuing to help our brothers and sisters in our Local and others in supporting these workshops going forward. Our thanks to brother Greg Burkett and his staff for helping us provide our members with these learning opportunities.

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### **Local 476**

We were successful in bringing IT department workers into the 476 Bargaining Unit. We thank CUPE BC Organizer David Fleming along with Rep. Jocelyn Morgan for taking the lead and doing the work. There were a few initial employer concerns/hurdles, however we are hopeful we can move past this and forward together. We are looking to clear up the limited and somewhat discriminatory language regarding the hiring of members in need of Supported Employment (Inclusion BC/PRESS/STRIVE etc.) in order to have a more equitable view of their CA rights. We see this having a positive outcome for all our members as well as our community.



## NOTES



## NOTES

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