

VIDC

Vancouver Island District Council

Agenda

May 27, 2017

Minutes

February 17 & 18, 2017

Vancouver Island Conference Centre

101 Gordon Street

Nanaimo, BC

Executive Meeting: Saturday, May 27, 2017 9:30 AM

Lunch: 12:00 – 1:00 PM (\$10)

General Meeting: 1:00 PM

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

GENERAL MEETING AGENDA

May 27, 2017

1. ROLL CALL OF OFFICERS
2. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT
3. EQUALITY STATEMENT, AKNOWLEDGEMENT OF TERRITORIES AND GREEN STATEMENT
4. GUEST SPEAKERS
5. PRESENTATION OF AFFILIATES AND CREDENTIALS
6. OBLIGATION OF NEW DELEGATES
7. SERGEANT AT ARMS REPORT
8. APPROVAL OF THE AGENDA
9. MINUTES OF PREVIOUS MEETING SEPTEMBER 24, 2016
10. MATTERS ARISING FROM MINUTES
11. TREASURER'S REPORT
12. COMMUNICATIONS AND CORRESPONDENCE
13. REPORT OF THE VIDC EXECUTIVE BOARD
14. CUPE BC REPORT
15. STRONG COMMUNITIES
16. AREA REPORTS
17. REPORTS OF THE COMMITTEES AND DELEGATES
18. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
19. UNFINISHED BUSINESS
20. NEW BUSINESS
21. GOOD AND WELFARE OF THE COUNCIL
22. ADJOURNMENT



A huge thank you from the Port Alberni Shelter. The monetary donation and skillets will be very beneficial to families.

Hear Ye! Hear Ye!

**ELECTIONS FOR THE FOLLOWING POSITIONS WILL TAKE PLACE
ON MAY 27th:**

- ❖ All Committee Chairs
- ❖ Treasurer
- ❖ Vice President
- ❖ Members @ Large
 - Duncan - South
 - Mid Island - North
 - Deep Bay - North
- ❖ Diversity @ Large
- ❖ Trustee (1 three-year term)

MAY FUNDRAISER



Shelbourne Community Kitchen

A Community Food resource in the Shelbourne Valley Neighbourhood of Saanich, British Columbia

The Shelbourne Community Kitchen was formed to provide support for those in our community who lack adequate access to healthy food.

Our Vision is to have a food secure community

Our Mission is to assist people living on a low income in increasing their food security through learning and working together in a supportive community

We have a new Family Program, "**Healthy Starts**", that begins just a few weeks after your meeting.

Project Snapshot

Healthy Starts is a community-based, intergenerational food literacy program. Families of all kinds work together from garden to kitchen to table.

Families come to the Shelbourne Community Kitchen once a week for three hours and three consecutive weeks in a row. We are seeking funding to provide families with food and garden supplies as well as guidance and childcare.

Each session families will learn several recipes and take home food for the rest of the week. Older children will be included in the food preparation and gardening learning as well.

In the Shelbourne community too many families face food security issues, moreover access to local healthy food and gardening opportunities should be accessible for all families.

Program Goals

To create an inclusive and accessible program environment where family members can increase their level of food security by:

- Learning to grow and care for a vegetable garden (containers or yard)
- Preparing nutritious meals during sessions for take home
- Practicing and developing the food skills of every member of the family, to encourage intergenerational participation in food preparation at home
- Connecting families with food and gardening resources that can support their efforts (e.x. Fruit Tree Project, seed library etc.)
- Encouraging seasonal eating and practicing food preservation techniques

- Participants meet other families, socialize and build connections
- Upstream preventative program that addresses food security and environmentally ethical practice
- Strength-based and family centred facilitations teaching and practice from our staff and volunteers
- Education for the next generation

Program Delivery -June & July 2017

- Each group will work together for 3 sessions: 1 x week for 3 hours (Saturdays 9am-12pm)
- 3 consecutive weeks in a row x 2 (we will use surveys to gather info that may impact this schedule)

Here are a few items that would be very beneficial to our program.

Healthy Starts is looking to source donations of:

- Kids size Garden Tools 6 spades, 2 hand rakes, 2 square shovels
- Family Packs of Tupperware 1 set/family @ 10 families
- Kids size Kitchen Equipment approx. 6, washable tablecloths x 2
- Art and Craft supplies -*I've attached a list from our coordinator.*

Crafts Tote

- Stamps and Ink
- Finger paints, non-toxic
- Poster paints, non-toxic
- Brushes, sponges
- Construction paper
- Wrapping paper
- Safety Scissors
- Glue sticks
- Origami paper
- Flipchart paper
- Crayons
- Markers
- Colouring books, sheets
- Bead set, yarn, string

Sports tote

- Jump ropes
- Velcro balls, ping pong
- All purpose balls
- Sidewalk chalk
- Bubbles
- Badminton set

Learning/Play Tote

- Science books
- Dinosaur books
- Little Kid Books
- Blocks and Letters
- Flash cards
- Lego
- Dress up costumes
- Imagination Toys
- Board Games, monopoly etc
- Cards, Chess and Checkers

Quarterly fundraisers:

- **September** – Cowichan Lake Community Services – monetary & food (cases of soup, pasta, tuna, etc.)
Contact: Sherrene Ross
- **December** – Fentanyl fundraiser
Contact: Laurie Whyte

PERSONAL INFORMATION PROTECTION ACT

As require by the BC Personal Information and Protection Act (Jan. 1, 2004), the Vancouver Island District Council will take 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 it's business. Such information will not be divulged to any person or organization outside of the VIDC and/or CUPE without prior consent.

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator.

Agenda items, issues, guest speakers – submit items, issues or suggestions for guest speakers to the **President, Amber Leonard** cupe459officer@gmail.com or **C: 250 516 3371**

AREA REPORTS

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

- 1) Report on current, substantive issues in your local, rather than, for example, simply indicating that there were severe active grievances or that a number of delegates have ben 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 my not be included in the minutes.

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

An informal lunch will be serve 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 Craig 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:

Lisa Paine, Education Chair
Phone: 250 927-4025
Email: l_paine@telus.net

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.comvidcsecretary@gmail.com**Island Views online: vidc.cupe.ca**

| VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE | | | | |
|--|---|---|---|--|
| President Amber Leonard T: 250 642 1227 C: 250 516 3371 Cupe459officer@gmail.com | Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com | Treasurer Craig Anderson T: 250 283 7100 Dabear10@conumacable.com | Secretary Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com | Sgt. At Arms Heather Scarisbrick T: 250941 7510 hjscar@gmail.com |
| Division-General Vice-President Alison Pringle T: 250 283 7307 C: 250 202 4145 alisonpringle4@gmail.com | Diversity Executive Member-at-Large Dale Whitford magicdaledude@gmail.com | Division Regional Vice-President Amber Leonard T: 250 642 1227 C: 250 516 3371 M-at-L: 1, 2, 3 cupe459officer@gmail.com | Division Regional Vice-President Michelle Waite T: 250 898 9166 M-at-L: 4, 5, 6 pres.cupe3479@nic.bc.ca | Division Regional Vice-President (Alt) Kirk Mercer M-at-L: 7, 8, 9 sleestak@shaw.ca |
| 1) Executive Member-at-Large Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca DUNCAN-SOUTH (South Island up to and including Duncan) Locals: 917, 951, 1978, 3886, 4163 | 2) Executive Member-at-Large Kirk Mercer sleestak@shaw.ca DUNCAN-SOUTH (South Island up to and including Duncan) Locals: 459, 2081, 3136, 5101 | 3) Executive Member-at-Large Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca DUNCAN-SOUTH (South Island up to and including Duncan) Locals: 50, 374, 382, 947, 2011 | | |
| 4) Executive Member-at-Large Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca MID-ISLAND NORTH (North of Duncan to Deep Bay, and including the Gulf Islands) Locals: 118, 606, 788, 873, 1767 | 5) Executive Member-at-Large Laura Johnston T: 250 724 2210 ljohnson@telus.net MID-ISLAND NORTH (North of Duncan to Deep Bay, and including the Gulf Islands) Locals: 358, 401, 727, 3403 | 6) Executive Member-at-Large Cherilyn Bray C: 250 735 7705 Cupe3403prez@gmail.com MID-ISLAND NORTH (North of Duncan to Deep Bay, and including the Gulf Islands) Locals: 1858, 3376, 3570, 3897 | | |
| 7) Executive Member-at-Large Alison Pringle T: 250 283 7307 C: 250 202 4145 alisonpringle4@gmail.com DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 2769, 3399 | 8) Executive Member-at-Large DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 439, 556, 3479 | 9) Executive Member-at-Large Martha Higgins T: 604 485 8622 Recsec798@gmail.com DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 476, 789, 4601 | | |
| TRUSTEES | | | | |
| Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2017) | Karen Garrett karengarrett@hotmail.com (2019) | Michele Favarger mfavarger@gmail.com (2018) | | |

| Vancouver Island District Council Committee Chairs | | | |
|---|---|---|--|
| <u>Anti-Contracting Out</u> Karen Garrett karenngarrett@hotmail.com | <u>Communication & Technology</u> Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com | <u>Constitution</u> Martha Higgins T: 604 485 8622 Recsec798@gmail.com | <u>Diversity</u> Dale Whitford magicdaledude@gmail.com |
| <u>Education</u> Lisa Paine L_paine@telus.net | <u>Environment</u> Michele Favarger mfavarger@gmail.com | <u>Hospitality</u> Cherylyn Bray C: 250 735 7705 Cupe3403prez@gmail.com | <u>International Solidarity</u> Dale Whitford magicdaledude@gmail.com |
| <u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca | <u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com | <u>Pensions</u> Laura Johnston T: 250 724 2210 l-johnson@telus.net | <u>Political Action</u> Keith Todd T: 250 598 8039 W: 250 370 3783 todd@camosun.bc.ca |
| <u>Resolutions</u> Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca | <u>Women's</u> Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca | <u>Young Workers</u> Jason Wallace jason.wallace@nic.bc.ca | <u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com |



AFFILIATES

| LOCAL | SECTOR | REGION |
|-------|----------------|---|
| 374 | Municipal | Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt and Sooke, City of Langford |
| 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 |
| 917 | Post-Secondary | Victoria – UVIC Trades, Maintenance and Foods |
| 951 | Post-Secondary | Victoria – UVIC Office, Technical and Childcare |
| 1858 | Post-Secondary | Nanaimo – 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 |
| 50 | Multi-Sector | Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board |
| 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 |
| 947 | K-12 | Greater Victoria School Board Inside |
| NON-AFFILIATES | | |
| 3886 | Post-Secondary | Royal Roads University |
| 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 |

Join us for Miner's Memorial Weekend

June 22 – 24, 2017

Cumberland BC

For 32 years the Cumberland Museum has co-hosted an annual commemoration of fallen workers, highlighting labour history and contemporary labour issues.

The three-day event welcomes hundreds of attendees from across Western Canada and as far away as the UK including workers and their families, activists, artists, writers, academics, community leaders, musicians and many others.

All are welcome to join us for this important weekend of solidarity, celebration, and remembrance.



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
February 17th, 2017**

Call to Order – 6:30pm

Roll Call of Officers – Sherrene Ross

Health & Safety – Martha Higgins

Emergency Preparedness Plan – Martha Higgins

Recognition of Territories – Dale Whitford

Equality Statement – Shared by members

Green Statement – Michele Favarger

Additions to Agenda -

Approval of the Agenda -

MSC

Minutes of the Previous Meeting – November 26, 2016

MSC

Matters Arising Out of the Minutes -

MSC

Treasurers Report – Information shared by Steve Curry

-Moved by Martha Higgins

MSC

Correspondence Report – Sherrene Ross

MSC

MAIL

- Thank you card from Eden Haythornthwaite re: Joseph Mairs Memorial
- Letter from Victoria BC NDP Candidate Carole James – making a request for volunteers and financial contributions
- CUPE Education – Introduction to Stewarding – Powell River – Mar. 2-3 – Registration \$20
- Copy of a letter from Carlos Flores to the Victoria City Mayor and Council re: the lack of justice and guaranteed impunity granted by the government of Canada to those who committed “cultural genocide” within residential schools
- From Steward Conference – Sign in sheets and feedback forms from CUPE BC
- Letter from Leap Victoria re: support for the opposition of the fossil fuel industry
- CUPE BC Education Department – booklet on workshops available
- Christmas & New Year’s greetings from Carole James

EMAIL

- Letter from John Hall, Chair of the CUPE BC Young Worker’s Committee encouraging Councils to send a YW to Convention 2017
- Request for sponsorship funding from Karen Dykes for the VI Library Staff Conference – April 28th 2017 at UVIC
- Email from Robin Jones providing list of staff advisors assigned to district councils

- Invitation from Nathan Allen for Locals to attend Political Action Information Session in Courtney February 7th, 2017.
- Letters of intention to run for CUPE BC position:
 - Amber Leonard - RVP
 - Kirk Mercer - RVP
 - Ali Pringle – GVP
 - Michelle Waite – GVP
- Letters of endorsement
 - Amber Leonard
 - Kirk Mercer
- Request for endorsement from Pat Shade for position of Diversity Vice President

CUPE BC

- Receipt of the latest edition of Public Employee

CUPE NATIONAL

- Receipt of cheque from CUPE National for reimbursement for Steward Conference
- Receipt of cheque from CUPE National for reimbursement for OH & S pin

OUTGOING

- Letter to Affiliates re: change of address
- AVICC 2017 Sponsorship renewal
- Letter to CUPE National re: submission of VIDC Constitution and Bylaws
- Letter to CUPE National requesting card of condolence for Brother Bill Dobbyn – local 459

CUPE BC Executive Report

Report at General

VIDC Committee Reports

Anti-Contracting Out

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

- **Resolution to Laurie Whyte**

Environment

Michele Favarger (Dale Whitford, Michelle Waite)

- **Resolution to Laurie Whyte**

Education

Lisa Paine (Christine S, Denise Bullock, artha Higgins, Heather S)

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- **Copies of draft constitution available**

Political Action

Keith Todd (Michelle Waite)

- **'Build a Better BC' website shows training session schedule & March 16th in Victoria w/Nathan Allen**

Hospitality

Cherilyn Bray (Amber Leonard, Denise Bullock)

| | |
|--|---|
| Women's | Laurie Whyte (Dale Whitford, Heather S, Karen Dykes) |
| | <ul style="list-style-type: none"> • Women's Committee handed out new pins from Ontario |
| International Solidarity | Dale Whitford (Michele Favarger) |
| Motion "To spend \$250.00 to support the Victoria International Film Festival" MSC | |
| Resolutions | Laurie Whyte |
| | <ul style="list-style-type: none"> • 47 resolutions provided to VIDC |
| | Voted on as package at general meeting |
| OH & S | Sarah Fairbrass (Martha Higgins) |
| Pension | Laura Johnston (Pauline Loranger, Keith Todd, Heather S, Ali Pringle) |
| Young Workers | |
| Diversity/CARD | Dale Whitford (Michele Favarger, Laurie Whyte) |
| Municipal | Dan MacBeth (Sarah Fairbrass, Martha Higgins, Steve Curry) |
| Communications/Technology | Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley) |

Motion: "To send the chair or alternate of the Communication & Technology committee to Toronto to attend the next CALM conference held May 5-7, 2017." **MSC**

Flight: 800.

Hotel: 600.

Release: 350. (Thurs-Sun)

Per diem: 100.

Registration: 725.

\$3000

Anti-Poverty Sarah Fairbrass (Sherrene Ross)

CUPE BC Sectoral Committees & Working Groups:

(not covered by VIDC Committees)

| | |
|------------------------------|--|
| Colleges | nr |
| K-12 | meeting coming up |
| Libraries | nr |
| Universities | nr |
| Skilled Trades Working Group | attached |
| Child Care | nr |
| Community Social Services | Michael Lanier's leadership, provincially, was noted |

Motion: To accept all reports as read."

MSC

Unfinished Business/Old Business:

1. Constitution Review
 - constitution is complete- will review at general meeting
2. Log Book of Motions
 - copies available for Exec. and electronic copies were sent to Exec.
3. Resolutions to CUPE BC Convention
 - extended deadline due to weather
 - 47 resolutions
 - most resolutions coming from CUPE BC committees
 - 8 copies & 1 for signature
 - 2016=35 submitted
 - 2015=30 submitted
 - discussion on whether VIDC should continue to endorse CUPE BC committee resolutions
 - hard copies handed out to those who requested

New Business:

1. Treasurer status and appointment

- Steve Curry has been appointed as temporary treasurer
- election for position in May

Motion “To appoint Steve Curry as temporary treasurer until an election can be held in May” **MSC**

2. Library Conference sponsorship

Motion: “To sponsor \$500 to the Vancouver Island Library Staff Conference” **MSC**

3. CUPE BC convention & Hospitality

- reviewed the VIDC Annual CUPE endorsement hospitality costs
- Thursday evening of convention – what does the VIDC want to do?
- should we continue with photobooth
- only 2 of 6 reimbursed VIDC in previous year’s idea to promote VIDC in the photobooth

Motion “That we sponsor \$2000 toward the CUPE BC District Council hospitality night” **MSC**

4. National convention & hospitality

- planning for October convention at May meeting

5. May elections for Treasurer, Young Workers, Trustee, MAL, Vice President

- Notice of Motion for next meeting

6. Strategic Planning/Faceless Doll project

- Letter requesting funding from National \$5000 toward Strategic Planning
- work with Anti-Poverty, OH & S, Diversity, Women's committees to support Faceless Doll project – potential as full VIDC project

7. Miner's Memorial – camping spots and community events trailer

- June 22-24, 2017
- CUPE BC events trailer has been requested

Motion: “That the Executive Committee recommends the Council financially support participation at the 2017 Miner's Memorial” **MSC**

8. GVP & RVP & DVP positions

Motion: “That the Executive Committee recommends endorsement of Sister Alison Pringle and Sister Michelle Waite as General Vice Presidents for CUPE BC” **MSC**

Motion: “That the Executive Committee recommends endorsement of Brother Pat Shade for position of Diversity Vice President Disabilities” **MSC**

Motion: “That the Executive Committee recommends endorsement of Sister Amber Leonard and Brother Kirk Mercer for position of Regional Vice President” **MSC**

Motion: “That the Executive Committee recommends endorsement of Brother Dan Mac Beth as Alternate Regional Vice President” **MSC**

Motion: “That the Executive committee recommends sending a Young Worker Delegate to CUPE BC convention” **MSC**

Motion: “That VIDC send the Vice President to the CUPE BC convention” **MSC**

9. Truth and Reconciliation – Letter received by Dale Whitford

Motion: “That we allow a late resolution based on this topic of Truth and Reconciliation” **MSC**

Motion: “That we accept the resolution from the CUPE BC Municipal Committee regarding the opioid crisis”

MSC

10. Changing the order of business on general meeting agenda

- a motion needs to be made under approval of agenda

11. Skillet fundraiser – would like a photo op

Good and Welfare of the Council:

- Moment of silence for Michael Lanier and Bill Dobyyn

Adjournment: 10:00

VANCOUVER ISLAND DISTRICT COUNCIL

GENERAL MEETING

February 18, 2016

Call to Order – 10:45am

Roll Call of Officers – Sherrene Ross

- **Health & Safety & Emergency Preparedness Plan – Martha Higgins**
- **Equality Statement – Shared by members**
- **Recognition of Territories – Dale Whitford**
- **Green Statement – Michele Faverger**

Guest Speakers and Staff:

- Aaron Young
- Ian McLean
- Paul Faoro
- Trevor Davies
- Tanya Patterson
- Paul Simpson
- Amber Leonard
- Alison Pringle

Presentation of Affiliates and Credentials – Sherrene Ross

- 3 new credentials

Obligation of New Delegates – Sarah Fairbrass

Sergeant at Arms Report – 38 delegates 2 staff 12 guests

MSC

Approval of the Agenda –

MSC

Motion: “That we move #13 under #10 on the agenda to move the order of business”

MSC

Minutes of the Previous Meeting - Nov 26, 2016

MSC

Matters Arising Out of the Minutes -

MSC

- in the past had names listed beside # of local

Treasurers Report – Steve Curry

MSC

- question re: November, 2016 term deposit
- interest earned going back onto term deposit not in bank account
- Trustee concern over \$9000 misc. line item – report covers \$5000 recovery from National & \$2568 for the OH&S project.

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

- Thank you card from Eden Haythornthwaite re: Joseph Mairs Memorial
- Letter from Victoria BC NDP Candidate Carole James – making a request for volunteers and financial contributions
- CUPE Education – Introduction to Stewarding – Powell River – Mar. 2-3 – Registration \$20
- Copy of a letter from Carlos Flores to the Victoria City Mayor and Council re: the lack of justice and guaranteed impunity granted by the government of Canada to those who committed “cultural genocide” within residential schools
- From Steward Conference – Sign in sheets and feedback forms from CUPE BC
- Letter from Leap Victoria re: support for the opposition of the fossil fuel industry
- CUPE BC Education Department – booklet on workshops available
- Christmas & New Year’s greetings from Carole James

EMAIL

- Letter from John Hall, Chair of the CUPE BC Young Worker’s Committee encouraging Councils to send a YW to Convention 2017
- Request for sponsorship funding from Karen Dykes for the VI Library Staff Conference – April 28th 2017 at UVIC
- Email from Robin Jones providing list of staff advisors assigned to district councils
- Invitation from Nathan Allen for Locals to attend Political Action Information Session in Courtney February 7th, 2017.
- Letters of intention to run for CUPE BC position:
 - Amber Leonard - RVP
 - Kirk Mercer - RVP
 - Ali Pringle – GVP
 - Michelle Waite – GVP
- Letters of endorsement
 - Amber Leonard
 - Kirk Mercer
- Request for endorsement from Pat Shade for position of Diversity Vice President
- Request for endorsement from Dan MacBeth for position of Alternate Regional Vice President

CUPE BC

- Latest edition of Public Employee

CUPE NATIONAL

- Receipt of \$5000 from CUPE National for reimbursement for Steward Conference

OUTGOING

- Letter to Affiliates re: change of address
- AVICC 2017 Sponsorship renewal
- Letter to CUPE National re: submission of VIDC Constitution and Bylaws
- Letter to CUPE National requesting card of condolence for Brother Bill Dobbyn – local 459

Report of the VIDC Executive Board – Sherrene Ross

The Executive Board met last night and the following motions came out of that meeting:

- | | |
|---|------------|
| Motion “To spend \$250.00 to support the Victoria International Film Festival” | MSC |
| Motion: “To send the chair or alternate of the Communication & Technology committee to Toronto to attend the next CALM conference held May 5-7, 2017.” | MSC |
| Motion “To appoint Steve Curry as temporary treasurer until an election can be held in May” | MSC |
| Motion: “To sponsor \$500 to the Vancouver Island Library Staff Conference” | MSC |
| Motion “That we sponsor \$2000 toward the CUPE BC District Council hospitality night” | MSC |
| Motion: “That the Executive Committee recommends the Council financially support participation at the 2017 Miner’s Memorial” | MSC |
| Motion: “That the Executive committee recommends endorsement of Alison Pringle and Michelle Waite as General Vice Presidents for CUPE BC” | MSC |
| Motion: “That the Executive committee recommends endorsement of Brother Pat Shade for position of Diversity Vice President Disabilities” | MSC |
| Motion: That the Executive committee recommends endorsement of Amber Leonard and Kirk Mercer for position of Regional Vice President” | MSC |
| Motion: “That the Executive committee recommends endorsement of Dan Mac Beth as alt Regional Vice President” | MSC |

Motion: “That the Executive committee recommends sending a young worker delegate to CUPE BC convention” **MSC**

Motion: “That VIDC send the Vice President to the CUPE BC convention” **MSC**

Motion: “That we allow a late resolution based on the topic of Truth and Reconciliation” **MSC**

Motion: “That we accept the resolution from the CUPE BC Municipal Committee regarding the opioid crisis” **MSC**

Notice of Motion:

May elections for Treasurer, Young Workers, Pensions Committee, Trustee, MAL, Vice President

Motion:

“That VIDC submit all resolutions in the corrected package to CUPE BC convention” **MSC**

CUPE BC Report:

Michell Waite:

-report attached

Trevor Davies

-working on office move to the new office

-Exec. Board meets next week

-Convention planning on the go

-BCFed taking lead this year on Day of Mourning event (in Victoria)

-Electronic voting this year at convention

-Audit and budget season for CUPE BC

Paul Faoro

-Convention planning

-2 additional DVP will be beneficial – caucus to choose those people

-Meeting with affiliates regularly

-Monitoring provincial budget

-Thanks to VIDC for

Strong Communities – NR

CUPE National Committee Reports – NR

Area Reports – E = electronic copy

See Local name under Affiliates/Non-Affiliates

374-E

556-E

2011-

3399-

382-

439-E

441-

459-

476-

606-

723-

727

-2 upcoming arb. 1- mediation – wcb top up

-1-mediated arb. – loss of seniority

788-

2769

3570-E**5101-E**

917-

951

-Casual on campus 5000 hrs per month (3000 should be regular jobs)

-Collection in Dec. filled a 4 dr hatchback full of warm clothing

1858-E**2081**

-606 members now

-new trades building open/health building soon

-previous cuts paying for those

-members moving from one campus to another but continuing to grow

-Feb. 17 – Day of Reconciliation at the College

3479

-how you can change a P3

4163

410

873

3403-E

50

118-elections Feb. 22nd

401

358

798

- hosting a steward workshop Mar. 2-3
- bargaining proposal prep

1978

- Letter of acknowledgement from the city re: a lifesaving event Sept. 15, 2016

1767

- Desktop review – aerial photo (US) making decisions on your house and the quality of finishing on the inside causing many calls coming in
- Senior staff leaving
- Push to have junior staff working outside of their paygrade
- Message – gladly do the work once put thru JE process

947

3886

3376

3897

4601

3136

Motion: “To move all reports”**MSC****Lunch Break 11:57am – Guest speakers**

The following people are running for various positions for CUPE BC. Each person was given time to share their platform with VIDC delegates.

Karen Ranellato - GVP

Alison Pringle – GVP

Tanya Patterson - GVP

Michelle Waite - GVP

Kirk Mercer – RVP – Vancouver Island Region

Dan MacBeth – Alt. RVP – Vancouver Island Region

Paul Simpson – RVP – Metro Vancouver Region



Reports of the Committees/Working Groups and Delegates:

- Anti-Contracting Out –** Karen Garret (Amber Leonard, Christine S, Dan MacBeth)
-CUPE BC ACO met Feb. 17/17
-updated binder avail at convention
-‘Bring Work Back In’ Pilot up and running
- Environment -** Michele Favarger (Dale Whitford, Michelle Waite)
-CUPE BC Environment committee – via phone
-US making things interesting
-Pipeline approval a concern
-Salishseatrust.ca for more information
- Education –** Lisa Paine (Christine S, Denise Bullock, Martha Higgins, Heather Scarisbrick)
-Conversation around facilities that hold our #'s
-OH&S workshops avail. For the 8hr mandatory training
-Kamloops school May 28-June 2nd/17
-Apply for scholarships – subsidized members
-Trustee reports must be included in application
-Social Media course has been updated
-Piloting Local Executive training (LET)
-Oct. 15-20th/17 for Fall school at Coast Bastion
-New Financial Officers handbook available on website
- Constitution –** Martha Higgins (Sarah Fairbrass, Michelle Waite)
-Review of final document
- Motion:** “To accept changes to the Constitution as submitted” **MSC**
- Political Action –** Keith Todd (Michelle Waite)
-79 days 16 hrs until polls open
-Get out to vote early if you can – free up your time to volunteer
-March 16th Political Action training - Royal Legion
-Check out a “Build a Better BC” website
-Let’s elect a government that focuses on two issues – Education & Health
Paul Faoro – 57 constituencies in the Province
-March 11th – nomination meeting – Langford/Juan de Fuca for John Horgan

- 5 CUPE Sisters running for nomination this election**
 - Judy Darcy CUPE**
 - Rashna Sing**
 - Sylvia Lingren**
 - Lisa Bear CUPE**
 - Barb NederPaul HEU**
- Book off for Election – Nathan Allen tracking – if members interested – let Paul or Nathan know – targets being arranged – working with constituencies**
- Encourage member to take May 9th off to support Election**
- Cautionary – Liberals could put forward a Bill to stop Labour - Be an active fundraiser**
- If your Local has already voted to donate – encouraged to send cheque right away**

Hospitality –

Cherilyn Bray (Amber Leonard, Denise Bullock)

-2 draws**Women's –**

Laurie Whyte (Dale Whitford, Heather S, Karen Dykes)

-Attended conference on behalf of VIDC**-Mar. 8th – International Women's Day****-To combine and work on the Faceless Doll project****International Solidarity –**

Dale Whitford (Michele Favarger)

Resolutions –

Laurie Whyte

-48 resolutions for submission -review each on screen**-vote as a whole****Motion:**

"That VIDC submit all resolutions in the corrected package to CUPE BC convention" MSC

OH & S –

Sarah Fairbrass

-Thank you to Martha for the newsletter**-Important dates – see newsletter****-Enter newsletters on the NAOSH website****-Congrats to Heather for winning the draw****Pension –**

Laura Johnston (Pauline Loranger, Keith Todd, Heather Scarisbrick, Ali Pringle)

-Will attend her final CUPE BC Pension mtg next week

-Thank you to VIDC for supporting Laura's time at Council

**Young Workers –
Diversity/CARD –**

Dale Whitford (Michele Favarger, Laurie Whyte)

-Campaigns ongoing around campus

-Will attach remaining report

Municipal -

Dan MacBeth (Sarah Fairbrass, Martha Higgins, Steve Curry)

-Sponsoring AVICC conference

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

-Thank you to Wayne Smiley for working on the newsletter

Anti-Poverty –

Sarah Fairbrass (Sherrene Ross)

CUPE BC Sectoral Committees & Working Groups:

(not covered by VIDC Committees)

Colleges - NR

K-12 -NR

Libraries – verbal report

Universities- NR

Skilled Trades Working Group - attached

Child Care - NR

Community Social Services – attached

Motion: “To accept all committee reports”

MSC

Nominations, Elections and Installation of Officers:

Nomination:

“Brother Matthew Hubbard Local 410 to attend CUPE BC convention, 2017”

MSC

Unfinished Business/Old Business:

New Business:

1. Request for names for submission of names for CUPE BC convention committees:
 - Laurie Whyte – Resolutions
 - Maggie Clarke – Credentials
 - Karen Garrett – Credentials

- Rhondalyn Perras – Credentials
- Wayne Smiley – Sgt. At Arms
- 2. Metro District Council – Thank you Paul Simpson
- 3. Support for Port Alberni Shelter – Laura

Motion: “That the VIDC support the quarterly fundraiser by donating \$300 to the skillet fundraiser”

MSC

4. Endorsements

Motions:

“That VIDC endorse Paul Faoro for CUPE BC President”

“That VIDC donate \$300 to Paul Faoro toward his re-election for President”

“That VIDC endorse Trevor for CUPE BC Sec/Treasurer”

“That VIDC donate \$500 to Trevor Davies toward his re-election as Sec/Treasurer”

“That VIDC donate \$1500 to Alison Pringle toward her re-election as GVP”

“That VIDC donate \$1500 to Michelle Waite toward her election as GVP”

“That VIDC donate \$300 to support Amber Leonard toward her re election for RVP”

“That VIDC donate \$300 to support Kirk Mercer toward his election for RVP”

“That VIDC donate \$300 to support Dan Mc Beth’s election for Alt RVP”

“That VIDC donate \$300 to support Pat Shade’s election as Diversity Vice-President”

Good and Welfare of the Council:

Presentations & thank you to Laura Johnston for her many years of service & dedication

Motion:

“That we make Laura Johnston a life time member of VIDC”

MSC

Motion:

“That we donate \$1000 to Craig Anderson’s family to cover their parking and costs

MSC

Any correspondence for Craig can go through Ali and will be forwarded to his family. Maggie Clarke lives near hospital and has offered her services (housing, pet sitting, etc.) if any are needed.

Adjournment: 3:32pm

AREA REPORTS

VIDC Area report Feb 18,2017

Pauline Loranger and Laura Johnston

Cupe Local 727

School District No 70

Last report we had two upcoming arbitrations, An agreement was reached on the loss of seniority grievance where the member will not lose there seniority. The other grievance in regards to WCB top up was a arbitration mediation and the member will be topped up from the board if they are in a block of work or a posting.

We Were having staff shortages in EA and Custodial Depts but management has hired several people in both departments.

In Solidarity

Laura Johnston Pauline Loranger

LOCAL 3570 REPORT

The local sent 5 members to CLC Pacific Region Winter School at Harrison, where they learned how to use modern tools to engage members, or building psychologically healthy workplaces or OH&S learning series. The employer continues to pursue the grievance against the union regarding their interpretation of the language regarding Professional Development days and what is work-related courses. Their position is that pension workshops are not work-related. The local has elected a gender-neutral JJEC committee after the passing and retirement of previous members; training will take place with Peter Coombes in the spring. There is also the formation of a new Benevolent Committee tasked with looking how to help out members who are caught in having to self-fund their benefits while off work due to illness or accident. The committee will develop an application process and a schedule of what is the appropriate levels of support needed. The list of grievances has diminished due to the satisfactory settlement of thirty-three grievances regarding the frozen wages of the custodial department. The local also filed a grievance with the employer because of their unreasonable denial of union leaves to attend the Steward's Conference in November. There are also a number of grievances due to the inclement weather and members not being able to safely get to work.

374 Report – December to February

□ 2 Grievances going to arbitration that may set a precedent for other locals (med leave and standby). □ Grievance at Sooke has been resolved and Worksafe guidelines have been implemented and the District will be monitored for the next 2 years to ensure a safe workplace free of bullying and harassment. □ Awaiting the vote from CUPE National Meeting for the official transfer of Abilities Community Services (ACS) to be approved – meeting is in March. □ Bargaining about to begin now that new national rep has started. □ Had a successful membership reward night at the Royals Hockey game with 94 members and guests in attendance.

Local 556

The Town of Comox and the Village of Cumberland are currently in bargaining. The CVRD is getting a new CAO on May 31, 2017, Russell Dysen the current CAO of Port Alberni. Last week the Comox Valley, as well as many BC communities, received a huge amount of snowfall. Our public works crews worked long/hard hours to keep our roads clear and safe for our residents. Also a big thank you on behalf of my members to Michelle Waite who visited the various public works yards and brought them Cumberland donuts.

Karen Garrett

President

CUPE Local 556 (Comox Valley)

www.556.cupe.ca

www.facebook.com/cupe556

CUPE Local 1767 – BC Assessment

February 2017 Report

It's a challenging time for BC Assessment employees as we faced a surge in inquiries due to rapidly rising house prices not only in the Lower Mainland, but also in 'spillover' markets like Victoria, Nanaimo and Kelowna.

Even in markets where the value appreciation wasn't as strong there were many changes in assessments due to a reassessment program called "Desktop Review" or DTR for short. Where in the past appraisers would physically go to communities and knock on doors to review the accuracy of our information about homes, this has been replaced with DTR. DTR involved paying for a series of aerial photos of a community and an American company is contracted to take street front photos. They drive down the street (complete with Florida plates at one point) and take a photo of each home, very similar to Google.

This information is geo-referenced with existing assessment data and a team comprising mostly of temporary, minimally trained employees make changes to the data of taxpayers homes...purely based on what the home looks like from the outside. If the home looks renovated on the outside then its value is increased for assumed renos on the inside as well. Similarly these employees are told to assume an almost completely finished basement in all cases...yet the workers within BC Assessment know that this isn't always the case. It's effectively a form of negative billing. If you inquire...we will gladly correct the errors, but we know there are far too many owners who do not inquire and they could be faced with an unwarranted level of taxation every year for as long as they own their homes.

This push for 'efficiency' comes at a cost to our coworkers who have a reduced level of pride in the work they do. Increasingly as soon as they are trained as appraisers and become accredited a number are leaving to work for other organizations. This results in a downward spiral of experience, more temporary

staff and decreasing quality of the assessments. Managers have attempted to respond by pushing work down to lower paid employees within the organization but the Union has responded by reinforcing the language of the existing job descriptions. There is an ongoing grievance related to the differentiation between the work of Property Information Collectors compared to Appraisers but we have been successful recently in ensuring that relatively new Appraisers act only as expert witnesses in Property Assessment Review Panel Hearings and senior staff are obligated to attend with them to act as advocates.

This is simply the cost of doing business when the markets spiral upwards and coworkers leave for better working conditions and work they can be proud of.

My Local undertook a program of affiliation with District Councils around the province two years ago and overcame the historic hurdle of a number of constitutions defining dues for us based on 'total membership' rather than membership within the district council's region. We overcame that and are happily affiliated with active councils throughout BC and will start to ramp up our involvement at this level and attendance by our Executive members and shop stewards who are spread across the province.

Personally I am in my final few months of an eleven year run as President of my Local and am 'clearing the decks' as I anticipate returning to my third year of CUPE National Rep work shortly I leave my Local in the hands of a new generation of activists and I look forward to seeing many of you in this role or in my role with National!

Kevin McPhail
President, Local 1767

COMMITTEE REPORTS

SKILLED TRADES WORKING GROUP REPORT

FEB 2017 VIDC

February 3rd, 2017 BCRO 9:30-2:00

Reports:

BC Federation of Labour: There has not been a BC Fed meeting since the STWG last meeting. All of the skilled trade resolutions made it to the floor. There was discussion with regard to the practical assessment for apprentices when they challenge the Red Seal.

Area reports lead to discussion that management is not open to apprentices in many locals and that management is possibly unaware of the available funding options for training apprentices.

Our co-chair Randy Fennell will get financial aid information from the BC Building Trades and pass it on to our CUPE BC liaison to help produce a document that will assist locals with apprenticeships. Contracting out trades is on the rise at VIU and in the Surrey school district. Randy pointed out that Surrey was given \$217 million and the trustees did not know about the monies. He did advocate to the Surrey Board of Trade about the 25% apprenticeship rate mandate on new schools being built.

CUPE BC executive has approved two of the three recommendations and referred the third one.

1. The Skilled Trades Working Group (STWG) would like CUPE BC to support the BC Federation of Labour's Apprenticeship and Skills Training Working Group (ASTWG) in the development of the Apprenticeship/Skills Training paper – APPROVED.
2. The STWG would like to send a representative to the Western Municipal Conference on May 31, 2017 – REFERRED.
3. The STWG would like CUPE BC to become a supporting member of the Canadian Apprenticeship Forum at a cost of \$1000 – APPROVED.

Resolutions:

We have 6 resolutions prepared for Convention this year.

Survey:

Sarah will ask Jordana at CUPE research to make a list of the missing locals from the survey that was handed out at convention and their contacts. She will also ask Jordana to send the survey to these locals before this year's convention.

Convention promo:

Kirk will design a handout for convention. He will take the design as far as he can and then send it in to CUPE BC Communications for finalization.

Respectfully submitted by Kirk Mercer STWG member.

Environment Cttee report to VIDC – Feb. 18, 2017

CUPE BC Environment Cttee met Feb. 9 however to the storm, I was only able to attend via phone rather than in person in Vancouver.

Four resolutions from the Committee to the CUPE BC Convention that have been endorsed at the CUPE 951 local level, and which have been brought to VIDC for endorsement.

With the elections south of our border, with a climate change denier at the helm of the US government, things look rather scary on this front for all of us.

Here at home, despite much on-going legal protest from stakeholders, the Federal Liberal government has given the green light on the twinning of the pipeline to Burnaby, thus putting our coast line in increased danger of bitumen spills.

Ironically, the Salish Sea Trust were pleased with a decision last summer that the federal government would proceed with the Southern Strait of Georgia National Marine Conservation Area (NMCA) and have started discussions. Parks Canada criteria, goals and support of First Nation interest and heritage, and the marine interest.

The deadline is December for Parks Canada review, January for the UNESCO application and April to submit support letters. A committee is also working on a biosphere reserve application separate from the World Heritage Site application.

Send letters of support to salishseatrust@shaw.ca by April 30th and visit salishseatrust.ca for more information.

Respectfully submitted,

Michèle Favarger, Chair
VIDC Environment Committee

Diversity

- February is Black History month
- Protocol Gathering held at UVIC, a chance for our members to ask questions around Indigenous protocols and issues. Served with bannock and Muskeg tea.
- Stenistolw Conference happening in Victoria on August 23-25, 201. It's a gathering for educators, scholars, and knowledge keepers working in Indigenous adult education. Information at camosun.ca/stenistolw

International Solidarity report

- MEC update.. MEC is a woman's organization, supported by CUPE, representing workers in Nicaraguan sweatshops. A Korean multinational sweatshop factory outlet experienced protests from workers and were successful in having charges laid, after riot police were sent in. MEC, with CUPE's assistance were able to have many charges dropped, however 10 people were still successfully prosecuted. The committee sees this as criminalizing protest.

CUBA partnership is ongoing- we provide money for training and we will be delivering a shipment of goods, like computers, tires and stationary- infrastructure to help our partners continue to promote worker rights.

VIDC EDUCATION COMMITTEE REPORT

We met the morning of February 18 with committee members Heather Scarisbrick, Denise Bullock, and |Martha Higgins, we were joined by Sarah Fairbrass, and Michele Favarger. We had a lively discussion regarding courses and venue options throughout the island. Each venue must be able to accommodate enough to put on the course and be at minimal cost to locals. We also are going to be looking at BDFed Health & Safety Learning Center courses. Of note we would like to see offered in different areas of the island Return To Work and Union Counselling training. We are also advocating for island facilitators to give island sponsored courses offered to our

members and finding out who the facilitator is beforehand. The committee is also working on a campaign regarding language equity for CUPE education courses. We think courses could be offered to members whose first language is not English and remedial help or assistance may help with getting more members involved and understanding their rights and responsibilities in their workplaces. This is a long-term goal of our committee.