

VIDC

Vancouver Island District Council

Agenda

September 15th, 2018

Minutes

May 12, 2018

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4

Executive Meeting: September 15, 2018 9:00AM

General Meeting: September 15, 2018 1:00PM

Lunch: 12:15 – 1:00 PM (\$10)

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

SEPTEMBER, 2018 FUNDRAISER – CHILDREN’S HEALTH HUB

Monetary donations welcome – Contact -**Sarah Fairbrass** – vpcupe374@gmail.com

see pg. 4 for more information.



GENERAL MEETING AGENDA

September 15, 2018

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

WELCOME TO GUESTS, STAFF AND Presenters

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

THE ISLAND CRISIS CARE SOCIETY WOULD LIKE TO THANK YOU, FOR YOUR GENEROUS CONTRIBUTIONS!!



Quarterly fundraisers:

- **December, 2018** – Powell River & CBC Island Wide Food Drive – Contact - Martha Higgins
- **February, 2019**

SEPTEMBER 2018 FUNDRAISER

Children's Health Hub Gold River



Thanks to funders, Children's Health Foundation of Vancouver Island and School District 84, a dream became a reality. The families of Gold River and Surrounding areas now have a Children's Health Hub they can receive support from. The Hub helps families and community members find services. The Hub also supports early learning and child development initiatives.

With the support of:

- Campbell River Area Family Network

Providing families with a network of family & children's services, programs and resources under one roof. Child Care Resources – Early Learning Programs – Child Health & Development – Pregnancy & Parenting Aboriginal Children & Families – Outlying Areas – Help & Crisis Supports – Special Events Community Calendars of Free & Low-Cost Programs for Young Children & Families.

- School District #84 Vancouver Island West

Providing building space and building maintenance.



PERSONAL INFORMATION PROTECTION ACT

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

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

Submit agenda items, issues, guest speakers to the **President, Amber Leonard**

cupe459officer@gmail.com or C: 250 516 3371

AREA REPORTS

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

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

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

VIDC EDUCATION

Send course registration and fees to:

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

Send education requests to:

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

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

ISLAND VIEWS

Purpose:

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

Send submissions to:

Sherrene Ross

or

Wayne Smiley

T: 250 749-6173

C: 250 732-3898

C: 250 715-6734

wayne@pccomputerguy.com

vidcsecretary@gmail.com

Island Views online: vidc.cupe.ca



National President – Mark Hancock addressing the Vancouver Island District Council Leadership Conference 2018



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

President Amber Leonard T: 250 642 1227 C: 250 516 3371 Cupe459officer@gmail.com	Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com	Treasurer Steve Fielden T: C:250 668-4616 stevefielden@shaw.ca	Secretary Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com	Sgt. At Arms Christine Szaflik T: 250203-8695 cmszaflik@gmail.com
Division-General Vice-President Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca	Diversity Executive Member-at-Large Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca	Division Regional Vice-President/ Amber Leonard T: 250 642 1227 C: 250 516 3371 M-at-L: 1, 2, 3 cupe459officer@gmail.com	Division Regional Vice-President Kirk Mercer M-at-L: 4, 5, 6 sleestak@shaw.ca	Division Regional Vice-President (Alt) Dan MacBeth M-at-L: 7, 8, 9 dan_macbeth@hotmail.ca

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

TRUSTEES

Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2020)	Karen Garrett C: 250686-5345 karenngarrett@hotmail.com (2019)	Michele Favarger mfavarger@gmail.com (2020)
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Vancouver Island District Council Committee Chairs			
<p><u>Anti-Privatization</u> Karen Garrett C: 250686-5345 karengarrett@hotmail.com TERM: May 2017 – May 2019</p>	<p><u>Communication & Technology</u> Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com TERM: May 2017- May 2019</p>	<p><u>Constitution</u> Martha Higgins T: 604 485 8622 Recsec798@gmail.com TERM: May 2017- May 2019</p>	<p><u>Diversity</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca TERM: Sept 2017- May 2019</p>
<p><u>Education</u> Denise Bullock Presidentcupe439@gmail.com TERM: May 2017- May 2019</p>	<p><u>Environment</u> Michele Favarger mfavarger@gmail.com TERM: May 2017- May 2019</p>	<p><u>Hospitality</u> VACANT TERM: ??- May 2019</p>	<p><u>International Solidarity</u> Amber Leonard Cupe459officer@gmail.com TERM: May 2017- May 2019</p>
<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca TERM: May 2017- May 2019</p>	<p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019</p>	<p><u>Pensions</u> VACANT TERM: ?? - May 2019</p>	<p><u>Political Action</u> Keith Todd todd@camosun.bc.ca TERM: May 2017- May 2019</p>
<p><u>Resolutions</u> Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca TERM: May 2017- May 2019</p>	<p><u>Women's</u> Heather Scarisbrick T: 250 941 7510 hjscar@gmail.com TERM: Dec 2017- May 2019</p>	<p><u>Young Workers</u> VACANT TERM: Feb 2018- May 2019</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019</p>

<p><u>Community Social Services</u> Carla Bailey cupe3403prez@gmail.com TERM: May 2018- May 2019</p>	<p><u>Skilled Trades</u> Kirk Mercer sleestak@shaw.ca TERM: May 2017- May 2019</p>
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AFFILIATES

LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox and Comox Valley Regional District
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
441	K-12	Saanich – School District 63
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
606	K-12	Mid-Island – School District 68
723	K-12	Campbell River – School District 72
727	K-12	Port Alberni – School District 70
788	K-12	Gulf Islands – School District 64
2769	K-12	Vancouver Island West – School District 84
3570	K-12	Qualicum – School District 69
5101	K-12	Cowichan Valley – School District 79
947	K-12	Greater Victoria School Board Inside
917	Post-Secondary	Victoria – UVIC Trades, Maintenance and Foods
951	Post-Secondary	Victoria – UVIC Office, Technical and Childcare
1858	Post-Secondary	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
4163	Post-Secondary	Victoria – UVIC Specialist and Instructional Teaching Assistants, Sessional Instructors, Second Language Teachers and Music Performance Instructors
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial,



		Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRC, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
798	Multi-Sector	Powell River Municipal, Renal District and District Library
1978	Multi-Sector	Victoria Capital Regional District, Capital Health Region, Capital Region Housing Corporation, Victoria Senior Citizens Housing Society
1767	Tr/Ag/Boards	BC Assessment Authority
3376	SS & Health	Nanaimo Association for Community Living
1004	Community Social Services	
5278	Post-Secondary	Vancouver Island University – Student Union
1004	Community Social Services	
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 September, 2018

Pension Committee Chair
 Hospitality Chair
 Young Workers Chair



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
May 12, 2018**

Call to Order – 9:10am

Roll Call of Officers – Sherrene Ross

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

Welcome to guests, staff and presenters:

Warren Chapman – K-12 President

Tracy Mathison – K-12 Coordinator

Trent Snickers - Staff

Approval of the Agenda -

MSC

Minutes of the Previous Meeting – February 16 & 17, 2018

MSC

Matters Arising Out of the Minutes -

MSC

Treasurers Report – Steve Fielden

MSC

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Copy of latest newsletter and request for donation from The Council of Canadians
- Notice of Rental Rate Change from the West Shore Mini Storage
- BC SPCA newsletter
- Thank you letter for sponsorship from AVICC
- Information package regarding

EMAIL

- Information on the BCFED Regional Conference noting registration is now open
- Information on the 3rd Annual Jeff Lawson Solidarity Ride – Weekend of July 28th, 2018
- Information on Vancouver Island MusicFest 2018
- Resignation from Alison Pringle – Member at Large - Deep Bay North, Pension Committee & Hospitality Committee Chair



CUPE BC

- Spring copy of Public Employee

CUPE NATIONAL

- Request for financial contributions be given to CUPE Local 5317 (Viterra-Port of Montreal) – Members are trying to achieve their first collective agreement with no end in sight
- Latest version of CounterPoint
- Email requesting Locals to not book hotels for the 2019 Bargaining Conference in Saskatoon until the official list of union hotels is available – hotels that have been booked currently are non-union

OUTGOING

- Letter to CUPE BC requesting Heather Scarisbrick be added to the CUPE BC Women's Committee

CUPE BC Executive Report

Amber Leonard

- Think Tank July 2018 – send ideas or conversations prior to then
- Thank you to Council for sending me to Convention 2018
- Resolution to hold Convention every 2 years hit floor but did not pass – discussion ensued – change is in the air – interesting to see how it roles out

Kirk Mercer

- Legislative updates have come out regarding different sectors
- CUPE Exec had opportunity to lunch with Political

Michelle Waite

- Planning session to prep for Think Tank
- All Presidents Bargaining session June 6-9th, 2018 at RiverRock, Richmond BC
- Ask member who attended what best part of convention was – reply was debate on moving convention to every 2 years.

VIDC Committee Reports

Anti-Privatization
Environment
Education
Constitution
Political Action

Karen Garret (Amber Leonard, Dan MacBeth)
Michele Favarger (Michelle Waite)
Denise Bullock
Martha Higgins (Sarah Fairbrass, Michelle Waite)
Keith Todd (Michelle Waite)



- Hospitality** Ali Pringle (Amber Leonard, Denise Bullock)
Women's Heather Scarisbrick – (Laurie Whyte, Johanne Kemmler, Christy Whitmore)
International Solidarity Amber Leonard (Michele Favarger)
Resolutions Laurie Whyte
OH & S Sarah Fairbrass (Martha Higgins)
- Congratulations on Word search win – Wayne Smiley

Motion;

To add Wayne Smiley to OH & S committee

MSC

- Pension** Alison Pringle
Young Workers Maddy Smith
Diversity/CARD Laurie Whyte (Michele Favarger, Michael Forrester)
Municipal Dan MacBeth (Sarah Fairbrass, Martha Higgins)
Communications/Technology Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)
Anti-Poverty Sarah Fairbrass (Sherrene Ross)
Skilled Trades Kirk Mercer
Community Social Services Vacant

Motion

To accept all reports as read

MSC

CUPE BC Sectoral Committees & Working Groups:

(not covered by VIDC Committees)

Colleges – no report

K-12

Tracy Mathieson

Elections at K-12 Presidents Council

President – Warren Chapman

Vice-President - Nicole Edmonsun

Recording Secretary - Karen Wong

Treasurer - Leslie Franklin

Membership Officer -Dean Coates

- Potentially bargaining early
- Possible discussions with other side to start earlier
- Locals directed to get committee struck, meet and discuss local issues



Health Care – Warren Chapman

- Health Authority met yesterday
- Bargaining committee struck, met, and strategic plan made
- Hearing good things from employer this time
- Realize created system of failure and want to fix
- Workers are all in moral distress due to work overload
- Caring professionals doing the work but not recognized for it
- Ministry & Employer aware and hoping for positive change
- Facilities Bargaining Agreement – members working under it have much higher wages than our workers under CA

Libraries – no report

Universities – no report

Child Care – no report

Motion:

To adopt all reports

MSC

Unfinished Business/Old Business:

1. VIDC Leadership Conference Report

- Committee met last night – registration at 20

Recommendations:

- Not enough to hold conf. – need 50 to hold
- Have to sign agreement with VIU so numbers need to be secured
- Extend registration deadline
- Will cap at 75
- Cancel workshops 5 & 6 (Women's courses)
- Would like to open to other union groups
- Nathan Allen would like to open Political Action to other groups
- Would like M-at-L to contact their Locals by phone to seek additional interest
- Contact NDDLDC & VLC

Motion:

To cancel workshops #5 & 6 from Leadership Conference

MSC

To open the Leadership Conference 2018 to include affiliated Unions to Labour Councils North of the Malahat

MSC



That VIDC purchase 1000 pins with VIDC flag with cost to be pro-rated with Leadership Conference need	MSC
That VIDC purchase 20 art cards at a cost of \$5 each, and make a \$300 donation to the Island Crisis Society from the Leadership Conference budget	MSC
That \$500 be donated from Communications budget to decorate the Pride Parade bus	MSC
That VIDC purchase two pride flags from the Diversity budget	MSC
To donate \$500 from the Anti-Poverty Committee to the Island Crisis Society	MSC
To donate \$400 from the Women's Committee to the Island Crisis Society	MSC
VIDC to donate \$300 from general budget to the Island Crisis Society	MSC

2. Elections at the General Meeting

- a. President
- b. Record Secretary
- c. Sgt Arms
- d. Chair of
 - i. Young Workers
 - ii. Social Services
- e. 1 Trustee (incumbent Michele Favarger)
- f. 2 M-at-L – Malahat North to Deep Bay – (1 vacant – 1 incumbent Deborah Hopper)
- g. 1 Malahat South – incumbent Kirk Mercer)
- h. 1 Deep Bay North

3. Bursary/Scholarship Committee report

- a. No final decisions made yet – September

4. Honorary life member list

- a. Will be updated and emailed out to Executive for additional updates and then will be added as official document in future



5. Miners' Memorial – June 21 – 23, 2018

- a. Volunteers for BBQ needed
 - i. Heather Scarisbrick has Food Safe
 - ii. Michele Favarger has Food Safe
 - iii. Kirk Mercer, Amber Leonard, Sarah Fairbrass, Christy Whitmore
- b. Ask for additional CUPE BC aprons
- c. Who is attending? 4 reserved - 1 Trailer spot left

6. Convention update – Resolutions – District Council Night

- a. \$2000 included photo booth and drink tickets
- b. 115 tickets were used
- c. Received \$200 from Okanagan DC
- d. Will message other Councils for remaining funds
- e. Suggestion to send DC's their photos with thankyou

7. Changes to Executive at Large descriptions

- a. Last meeting distribution map handed out
 - i. Introduction of new titles**
 1. Malahat South – South Island up to and including Duncan
 2. North of Duncan – up to and including Nanaimo and the Gulf Islands
 3. Deep Bay North – North of Nanaimo to Deep Bay and including Powell River
- b. All feedback to Sarah prior to September meeting so to be included in Constitution

8. AVICC report – Dan McBeth

- a. Held in Victoria
- b. Interesting speakers
- c. Thank Council for supporting us
- d. If we expand our sponsorship, more delegates could attend

Amber Leonard - Cost share funds are available through National to support delegates and local to send to conference

9. Library Conference report – Laurie Whyte

- Approx. 130 attendees
- Volunteered at registration



- Many UVIC, Camosun, Emily Carr, VIU, Victoria Friendship Centre, etc.
- Food services provided by Local 917
- VIDC & CUPE BC mentioned during thank you slide along with other sponsors
- Open to all library workers

New Business:

1. Pride parades

- a. Nanaimo – June 9th
- b. Victoria – July 9th –
 - i. Meet at Centennial square around 10am – parade at 11am

CUPE BC sent swag for parades, and hopefully tank tops
More the merrier!

2. Labour Day events

- a. Anyone attending? If so, take a flag/swag
- b. Dan McBeth sent email to VDLC to set up booth for 100th year
- c. Kirk Mercer – Victoria – on legislative lawns again
- d. Steve Fielden – Ladysmith – Transfer Beach
- e. Michelle Waite – Courtney – Black Creek

3. Music Festivals (dates)

- i. Vancouver Island Music Festival – Courtenay - July 13-15/18
- ii. Tickets avail \$195 + tx
- iii. Island Folk Festival - July 20-22/18
- iv. Tickets avail \$110 (camping extra)

Motion:

To sponsor the VIMF in the amount of \$500

MSC

To sponsor the Island Folk Festival in the amount of \$300

MSC

Good and Welfare of the Council:

Kirk Mercer – Information shared on the Jeff Lawson Solidarity Ride

- Attended United Way Spirit Awards – many CUPE Locals noted

These 3 won awards:

1978

2081

3886

Michelle Waite – May Fundraiser – Cumberland Community Forest Society

Motion

That the VIDC make a contribution in the amount of \$250 to the Latin American Film Festival out of the International Solidarity budget

MSC

To donate \$150 from the OH & S budget to the Cumberland Community Forest Society

MSC

To donate \$150 from the Environment budget to the Cumberland Community Forest Society

MSC

Please send any good photos to VIDC secretary at the end of meeting to be included in future meeting minutes.

Adjournment: 11:47am

MSC

Local 50 Free Swim & BBQ!



Jeff Lawson Solidarity Ride



**Vancouver Island District Council
General Meeting
May 12, 2018**

Call to Order: 1:00pm

Roll Call of Officers: Sherrene Ross

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

Welcome to guests, staff and presenters:

Greg Burkitt - Staff

Trent Snicker – Staff

Trevor Davies – en route

**Sergeant at Arms Report: 35 delegates, 7 guests, 3 staff
& presentation of Affiliates & Credentials:** Sherrene Ross

MSC

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

Approval of the Agenda:

MSC

Minutes of the Previous Meeting:

MSC

Matters Arising Out of the Minutes:

MSC

#5 should say Feb 16/17, 2018

Treasurers Report: Steve Fielden

MSC

Communications and Correspondence Report – Sherrene Ross

MSC

INCOMING:

MAIL

- Copy of latest newsletter and request for donation from The Council of Canadians
- Notice of Rental Rate Change from the West Shore Mini Storage
- BC SPCA newsletter
- Thank you letter for sponsorship from AVICC
- Information package regarding



EMAIL

- Information on the BCFED Regional Conference noting registration is now open
- Information on the 3rd Annual Jeff Lawson Solidarity Ride – Weekend of July 28th, 2018
- Information on Vancouver Island MusicFest 2018
- Resignation from Alison Pringle – Member at Large - Deep Bay North, Pension Committee & Hospitality Committee Chair
- Intention to run for Sgt at Arms – Christine Szaflik
- Intention to run for Sgt at arms – Wayne Smiley

CUPE BC

- Spring copy of Public Employee

CUPE NATIONAL

- Request for financial contributions be given to CUPE Local 5317 (Viterra-Port of Montreal) – Members are trying to achieve their first collective agreement with no end in sight
- Latest version of CounterPoint
- Email requesting Locals to not book hotels for the 2019 Bargaining Conference in Saskatoon until the official list of union hotels is available – hotels that have been booked currently are non-union

OUTGOING

- Letter to CUPE BC requesting Heather Scarisbrick be added to the CUPE BC Women's Committee

Report of the VIDC Executive Board:

To cancel workshops #5 & #6 from Leadership Conference

MSC

To open the Leadership Conference 2018 to include affiliated Unions to Labour Councils North of the Malahat

MSC

That VIDC purchase 1000 pins highlighting the VIDC flag, with cost to be pro-rated with Leadership Conference 2018

MSC

That VIDC purchase 20 art cards at a cost of \$5 each, and make a \$300 donation to the Island Crisis Society from the Leadership Conference 2018



budget **MSC**

That \$500 be donated from Communications budget to decorate the Pride Parade bus **MSC**

That VIDC purchase two pride flags from the Diversity budget **MSC**

To donate \$500 from the Anti-Poverty Committee to the Island Crisis Society **MSC**

To donate \$400 from the Women's Committee to the Island Crisis Care Society **MSC**

VIDC to donate \$300 from general budget to the Island Crisis Care Society **MSC**

To sponsor the Vancouver Island Music Festival in the amount of \$501 **MSC**

To sponsor the Island Folk Festival in the amount of \$300 **MSC**

That the VIDC make a contribution in the amount of \$250 to the Latin American Film Festival out of the International Solidarity budget **MSC**

To donate \$150 from the OH & S budget to the Cumberland Community Forest Society **MSC**

To donate \$150 from the Environment budget to the Cumberland Community Forest Society **MSC**

To add Wayne Smiley to OH & S committee **MSC**

Strong Communities Report:

Greg Burkitt-Education

- Registration for Spring school closes May 18th
- All courses full except Political Action

Nathan Allen – Political Action

- Last election, CUPE did very well
- Supported members to get elected
- Focused on getting out the vote



- This time very different – no union or corporate contributions accepted
- Work is on the ground
- Want Locals to stay engaged
- Money can be spent on member book off and other areas to support candidates – we just cannot send \$\$ direct to candidates
- Approx. 20-30% of communities are CUPE members – as much as votes needed
- Using Social Media and member-member contact to get the information out there
- 28 days prior to October 20th – has no limits to what we can do when speaking with members, Councils, affiliates, etc.

Contact Nathan at: nallen@cupe.bc.ca

CUPE National Committees: No Report

Area Reports:

556

- City of Comox & Courtenay in bargaining
- Miner's Memorial in June
- VI Music Fest in July
- Request for tender for new Admin building

459

- SD's trying to get budgets figured out
- 145 teachers added only 20 CUPE jobs – need more \$\$ for CUPE
- Workload issues are large and working toward identifying need for full-time hours

606

- Putting 3-400,000 to keep people working
- Growing in Child Care & Youth workers
- Need for caretakers, can't get back workforce that we lost
- Still trying to get them back
- Wanting Contractors in for seasonal work

723

- Elected bargaining committee
- Vacation pay for 10 & 12 mth spares get paid out every 3 months – trying to fix
- Losing 2.5 jobs out of NIC due to Head of department

727- Electronic

2769

- No report

5101

- Reported on EA coverage in schools

947

- EA need is big but not retaining because can't get enough work
- Moving them around so not happy and not staying
- Some management changes – replaced an HR Officer with Principal
- Grievance going to Arbitration over Volunteer – over wording 'REPLACED'
- EA layoffs approx. 65 this year



917

- No report

951

- Happy to announce 4 members to Leadership Conference
- Bargaining survey has been sent out
- 2 yr conclusion of review of Bylaws

1858

- Last round of bargaining – lost some drug benefits
- Tried to bring back in for 2nd round – didn't work
- Great news – Provincial Bargaining – through mediated arbitration – drug coverage was reinstated

2081 – Kirk M. as M-a-L

- Motion to send 3 members to the VIDC Conference
- Others to bargaining conference
- Young worker sent to CUPE Convention

3479

- Good notetaking helped assist the mediated arbitration to a win
- Doing a Get out the Vote campaign once again

3403

- Starting bargaining for Canadian Mental Health & Social Services
- Contract up at end of March

374

- Currently in bargaining 6 of 7 CA
- Though going well – taken a turn – not sure where we'll go
- Two AO's have been terminated
- No VP in our Local – need to recruit one
- Grievance going to mediation in June

50

- Unit bargaining in Greater Victoria Area
- 100th Anniversary this year – various celebrations

118

- Need info on Work Experience within Works department
- Verbal agreement with Ucluelet
- Ukey Days July 27-29th, 2018
- Will be looking at job descriptions (since no je)

798

- Bargaining in 3 units
- New OH & S site committees set up
- Working on Bylaws
- Public Works – Contracting out portions

1978

- Injured worker was disciplined for being injured – that has been sorted out



- Partnering with the employer to recreate joint site committees
- ECOM – met with Local 50 to discuss
- Employer claims no money at bargaining table

1767

- Executive working with BCGEU on affordable housing plan
- Member attended leadership workshop with employer

5278

- Review of job category – added one full-time position
- Our first local donation of \$150, was made to the CUPE Brothers and Sisters who were affected by the tragedy that occurred in Toronto (van incident)

David Scott

- At standstill with employers at Victoria Labour Board
- To put on notice

Motion

To adopt all area reports

MSC

CUPE BC Report:

Trevor Davies

- Thank you to this Council & delegates for your assistance at Convention
- In post-convention stage – debriefing and deciding what to do with resolutions
- Bargaining All Presidents Think Tank – apologies for duplicating dates
- Currently hiring office Executive Assistant – Shirley Kadgien retired
- Locals sending members to Spring School – Rally for Municipal workers at Harrison on June 1st – Possibly swing by on way back from Spring School to participate
- Proportional representation coming down – Since can't do donations now – use money internally to engage members
- Enjoy the summer with your friends and family!

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)

- No report

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)

- No report

Diversity: Laurie Whyte (Michele Favarger, Michael Forester)

- 5 hand-outs on table
- International Days noted

Education: Denise Bullock (Martha Higgins, Heather Scarisbrick)

- No report

Environment: Michele Favarger (Michelle Waite)

- Kinder Morgan pipelines in all reports
- Some indigenous supporting many are not
- Can impact how we do business in BC
- Looking for volunteers for the Island Folk Festival to assist with the water cart July 20-22/18 (you get free camping and tickets to the Festival)

Hospitality: Vacant (Amber Leonard, Denise Bullock)

- No Report

International Solidarity: Amber Leonard (Michele Favarger)

- No report

Municipal: Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- Attended AVICC last 3 years
- Good opportunity to speak with Local Bosses/Managers

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

- Complete word search for September and enter to win
- Day of Mourning Report – acknowledging members who have passed

Pension: Vacant (Pauline Loranger, Keith Todd, Heather Scarisbrick)

- No Report

Political Action: Keith Todd (Michelle Waite)

- No Report

Resolutions: Laurie Whyte

- Submitted 35 resolutions to CUPE BC but were 1 day late due to misunderstanding – all were submitted by locals so were still available
- See Laurie if you would like specific information on a resolution



Skilled Trades Working Group: Kirk Mercer (Shannon Mckenzie)

- Electronic report attached
- Received info on Women in Trades Seminar in Halifax in the Fall

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

- Suggest working with the Anti-Poverty Committee
- Stats on poverty given
- Shireen Clarke – Simply Women Author 3 books to giveaway

Young Workers: Vacant

Community Social Services: Vacant

Motion:

To approve the reports of committees as presented

MSC

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

Colleges

- Attended the National College Conference – shout out to Local 2081 for the amazing job they did

K-12 – no report

Libraries – no report

Universities – no report

Child Care – no report

Nominations, Elections and Installation of Officers:

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

- **President** **Amber Leonard – Local 459- elected**
 - May 2018 – May 2020
- **Recording Secretary** **Sherrene Ross – Local 5101- elected**
 - May 2018 – May 2020
- **Sgt. At Arms** **Christine Szaflik – Local 728– elected**
Wayne Smiley – Local 5101 – nominated
 - .May 2018 – May 2020
- **1 Trustee** **Michele Favarger – Local 951 - elected**
 - May 2018 – May 2020
- **Chair of Young Workers Committee**
 - May 2018 – May 2019
- **Chair of Social Services**
Carla Bailey Local 3403 - nominated
 - May 2018 – May 2019

- 2 - MALAHAT- NORTH to DEEP BAY (Including Port Alberni and the Gulf Islands) (1 vacant, 1 incumbent Deborah Hopper)
 - Deborah Hopper – Local 1858 - elected**
 - Ray Farmere – Local 1858 - elected**
 - May 2018 – May 2020
- 1 - MALAHAT-SOUTH (South Island up to and including Duncan) (incumbent – Kirk Mercer)
 - Kirk Mercer – Local 951- elected**
 - May 2018 – May 2020
- DEEP BAY-NORTH (North of Deep Bay and including Powell River)
 - Kevin McPhail – Local 1767 - elected**
 - May 2018 – May 2020

Unfinished Business/Old Business

1. No old business

New Business:

1. No new business

Good and welfare of the Council:

Moment of silence for 2 members

Newly elected members will be contacted

Jeff Lawson Solidarity ride information

Adjournment: 4:01pm

MSC



Swearing in of elected Officers, May 2018



SKILLED TRADES COMMITTEE REPORT

MAY 12TH 2018 VIDC

2018 marks a turning point for the Skilled Trades Committee, we remain focused and committed to promoting Red Seal trades and access to apprenticeships, with a focus on First Nations workers and women in the trades, working to better collective agreement language, and playing a larger role in our participation with the Canadian Apprenticeship Forum.

Since CUPE BC has become a member of the Canadian Apprenticeship Forum (CAF), which gives us access to resources and reports as well as voting rights on the board. Randy and Kirk have submitted a presentation call “Public Sector Apprenticeships: How to Change the Culture to make Apprenticeship work for Unions and Employers” and will be presenting this at the 2018 National Apprenticeship Conference June 10 -12 in Montreal. The skilled trades committee now have the opportunity to make a difference in how Public Sector Apprenticeships are perceived. We are proud to leaders the way in this.

Our Committee working with the CUPE BC Action Plan 2017/2018 will continue to build solidarity thought our relationships with BC Federation of Labour, affiliated Unions and other progressive related organizations like BC Tradeswomen Society, and the “BC Women in the Trades” Facebook group. We will continue to look for programs like Aboriginal Initiatives Skills Training Plan 2015-18 that includes Enhanced Construction Craft Workers Program (E-CCW), Aboriginal Initiatives Canada Jobs Fund (CJF) Programs all run though the Industry Training Authority to help assist our members.

We are hopeful that with the change in government this will lead to the Industry Training Authority taking back a stronger leadership role in working with Unions and The Canadian Council of Directors of Apprenticeship (CCDA) who is responsible for the Red Seal Program, which develops common interprovincial standards and examinations. The CCDA is undertaking the Harmonization Initiative in 30 Red Seal trades by 2020. The goal is to substantively align apprenticeship systems across Canada by making apprenticeship training requirements more consistent in the Red Seal trades.

Respectfully submitted,
Kirk Mercer Chair



Keith Todd, President, CUPE LOCAL 2081

Next week, we have a motion going to the membership to send three members to the VIDC Leadership Conference.

It's great to have a solid executive, so that we will have representation at the CUPE BC Bargaining Conference on June 7-8.

Our Vice-President, Erynne Grant, will attend the Bargaining Conference, so that I can participate as an organizer with the Leadership Conference.
We were able to send a Young Worker to the CUPE BC Convention.

We sent six delegates in total: three women, one representing Diversity, one from our Sub-Local, one Young Worker, and me – the old guy!
Sorry we could not be there this weekend.

It has been a long time since not even one CUPE Local 2081 delegate has not been in attendance at a VIDC meeting!

In Solidarity,

Keith Todd

CUPE Local 2081 President



Local 1767 – BC Assessment

May 12, 2018 – Report to VIDC

Kevin McPhail – Past President

Tina Dhami – Regional Director for South Vancouver Island

Affordable Housing

Greetings and regrets from our President Jared Melvin from Victoria and Harpinder Sandhu our Vice-President from Burnaby.

As I've reported before they've both continued to be busy working with the BCGEU on their Housing Affordability Plan. The plan was recently endorsed by the Vancouver and District Labour Council.

This past Tuesday Jared was a panelist on the Affordable Housing conference in Victoria.

Mental Health

I'm pleased to introduce as a delegate my co-worker Tina Dhami. When she lived in Prince George she was our Regional Director for the north. She took a lateral transfer to work in Victoria and subsequently became our regional director for the South Island.

For many years our Local had a committee called Long-Term Disability and we deliberately chose to change the name of it to Wellness and steer the committee towards championing positive health goals.

Tina has been on this committee for some time and earlier this week Tina was the only union member in a room full of managers attending a workshop on Leadership Strategies for Supporting Mental Health. By working with the Employer on this important issue we're hoping to achieve better health outcomes for employees who may be struggling.

Facilities Review

A new issue in our Local is a recently announced facilities review for Vancouver Island. We have our Head Office at Uptown...one of the highest cost office spaces in Victoria, as well as our Victoria field office a couple blocks away. We also have offices in Nanaimo and Courtenay. The Courtenay employees are particularly concerned since, even though the review is only just starting, the writing appears to be on the wall with vacancies being posted in other offices but not this office.



CUPE 118 REPORT May 2018

City of PA - The RCMP manager and Inspector are looking at changing up the department to have 4 Watch command positions. The details we will have next week but if anyone has this in place please let me know how its working

Parks and Recreation director is looking at offering work experience, does anyone have work experience in their locals and how has it been?

ACRD - we have an outstanding grievance moving to step 3. they hired new manager Rob Williams General manager of environmental services

Ucluelet- Ukee days are coming up July 27-29 with lots of fun things to do.



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