

# VIDC

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## Vancouver Island District Council

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### Agenda

December 1, 2018

### Minutes

September 15<sup>th</sup>, 2018

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Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4

**Executive Meeting:** December 01, 2018 9:00AM

**General Meeting:** December 01, 2018 1:00PM

**Lunch:** 12:15 – 1:00 PM (\$10)

Send all reports to:

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



**DECEMBER , 2018 FUNDRAISER** – The Powell River Hospice Society <https://prhospice.org/>  
or Contact - Martha Higgins @ [recsec798@gmail.com](mailto:recsec798@gmail.com). see pg. 4 for more information.



## **GENERAL MEETING AGENDA**

**December 1, 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 – September 15, 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

*Nothing Changes*  
*if*  
*Nothing Changes*



# Children's Health Hub of Port Hardy would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



**Quarterly fundraisers TBA: Bring your idea for a fundraiser to the December meeting!**

- February 2019
- May 2019
- September 2019
- December 2019

Caring  
*for our*  
Community



## DECEMBER 2018 FUNDRAISER

### The Powell River Hospice Society

We are a registered charity that provides end-of-life and bereavement support to those in the Powell River Regional District, including Tla’Amin First Nation and Texada Island.

#### Our Vision

Our vision is of a sustainable organization providing active support and education for end-of-life and bereavement to all residents in Powell River and the Regional District.



#### Our Mission

The Powell River Hospice Society, a community-based, non-profit organization, offers social, emotional and spiritual support to individuals at the end of their life—through compassion, respect and care, aimed at quality of living and a good death. We also support family and friends in grief and bereavement, and are committed to providing education and advoc

acy throughout the community.

### VIDC DECEMBER Christmas Party!

**Date:** Saturday, December 1<sup>st</sup>, 2018

**Time:** Saturday evening - tba

**Place:** Room 315, Coast Bastion Hotel

**Bring:** a \$20 generic gift for gift exchange





## 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](mailto:cupe459officer@gmail.com) or C: 250 516 3371

## AREA REPORTS

At the 1996 Executive Think Tank, a decision was made to streamline the area reports from locals at general meetings, yet still allow the exchange of important information within the Council. In order to achieve this goal, please try to 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](mailto:vidcsecretary@gmail.com), and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

## KEEPING OUR MEETINGS SCENT FREE

For the comfort of your fellow delegates who may be sensitive to chemicals found in scents, perfumes and aftershaves, please refrain from wearing 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](mailto:switt@cupe.ca)

### Send education requests to:

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

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



## ISLAND VIEWS

### Purpose:

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

### Send submissions to:

**Sherrene Ross**

or

**Wayne Smiley**

**C: 250 715-6734**

**C: 250 732-3898**

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

[Wayne@pccomputerguy.ca](mailto:Wayne@pccomputerguy.ca)

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





## VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<b>President</b> Amber Leonard T: 250 642 1227 C: 250 516 3371 <a href="mailto:Cupe459officer@gmail.com">Cupe459officer@gmail.com</a>	<b>Vice-President</b> Sarah Fairbrass T: 250 661 8417 <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a>	<b>Treasurer</b> Steve Fielden T: C:250 668-4616 <a href="mailto:fieldensteve@gmail.com">fieldensteve@gmail.com</a>	<b>Secretary</b> Sherrene Ross T: 250 749 6173 C: 250 715 6734 <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a>	<b>Sgt. At Arms</b> Christine Szaflik T: 250203-8695 <a href="mailto:cmszaflik@gmail.com">cmszaflik@gmail.com</a>
<b>Division-General Vice-President</b> Michelle Waite T: 250 898 9166 <a href="mailto:pres.cupe3479@nic.bc.ca">pres.cupe3479@nic.bc.ca</a>	<b>Diversity Executive Member-at-Large</b> Laurie Whyte T: 250 642 3070 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a>	<b>Division Regional Vice-President/ M-at-L: 1, 2, 3</b> Amber Leonard T: 250 642 1227 C: 250 516 3371 <a href="mailto:cupe459officer@gmail.com">cupe459officer@gmail.com</a>	<b>Division Regional Vice-President M-at-L: 4, 5, 6</b> Kirk Mercer 250 580-5804 <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a>	<b>Division Regional Vice-President (Alt) M-at-L: 7, 8, 9</b> Dan MacBeth <b>T: 250 385 6023</b> <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a>

<b>1)Executive Member-at-Large Wayne Smiley</b>  Wayne@pccomputerguy.ca <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 917, 951, 1978, 3886, 4163</b> <b>TERM: Dec 2017 – May 2019</b>	<b>2)Executive Member-at-Large Kirk Mercer</b> 250 580-5804 <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 459, 2081, 3136, 5101, 374</b> <b>TERM: May 2016 – May 2018</b>	<b>3)Executive Member-at-Large Dan MacBeth</b> <b>T: 250 385 6023</b> <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>MALAHAT-SOUTH</b> (South Island up to and including Duncan)  <b>Locals: 50, 358, 382, 947, 2011</b> <b>TERM: May 2017 – May 2019</b>
<b>4)Executive Member-at-Large Deborah Hopper</b> <b>C: 250 668 0522</b> <a href="mailto:Deborah.hopper@viu.ca">Deborah.hopper@viu.ca</a>  <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 118, 606, 788, 873, 1767</b> <b>TERM: May 2016 – May 2018</b>	<b>5)Executive Member-at-Large Stacy Watton</b> <b>C: 250720-5132</b> <a href="mailto:Cupe118@gmail.com">Cupe118@gmail.com</a>  <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 358, 401, 727, 3403, 5278</b> <b>TERM: Sept 2017 – May 2019</b>	<b>6)Executive Member-at-Large Ray Farmere</b> <b>C:</b> <a href="mailto:Ray.Farmere@viu.ca">Ray.Farmere@viu.ca</a>  <b>MALAHAT- NORTH to DEEP BAY</b> (Including Port Alberni and the Gulf Islands)  <b>Locals: 1858, 3376, 3570, 3897</b> <b>TERM: May 2018 – May 2019</b>
<b>7)Executive Member-at-Large Kevin McPhail</b> <b>T: 250 339-2707</b>  <a href="mailto:Ksmcphail@shaw.ca">Ksmcphail@shaw.ca</a> <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 2769, 3399</b> <b>TERM: May 2018 – May 2020</b>	<b>8)Executive Member-at-Large Michelle Waite</b> <b>T: 250 898 9166</b>  <a href="mailto:pres.cupe3479@nic.bc.ca">pres.cupe3479@nic.bc.ca</a> <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 439, 556, 3479</b> <b>TERM: May 2017 – May 2019</b>	<b>9)Executive Member-at-Large Martha Higgins</b> <b>T: 604 485 8622</b>  <a href="mailto:recsec798@gmail.com">recsec798@gmail.com</a> <b>DEEP BAY-NORTH</b> (North of Deep Bay and including Powell River)  <b>Locals: 476, 789, 4601</b> <b>TERM: May 2017 – May 2019</b>

### TRUSTEES

<b>Rob Zver</b> C: 250 753 7769 F: 250 729 0866 <a href="mailto:r_zver@hotmail.com">r_zver@hotmail.com</a> (2020)	<b>Karen Garrett</b> C: 250 686-5345  <a href="mailto:karengarrett@hotmail.com">karengarrett@hotmail.com</a> (2019)	<b>Michele Favarger</b> 250 882-8765  <a href="mailto:mfavarger@gmail.com">mfavarger@gmail.com</a> (2020)
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<b>Vancouver Island District Council Committee Chairs</b>			
<p><b><u>Anti-Privatization</u></b> Karen Garrett C: 250 686-5345   <a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a>  <b>TERM:</b> May 2017 – May 2019</p>	<p><b><u>Communication &amp; Technology</u></b> Sherrene Ross C: 250 715 6734   <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Constitution</u></b> Martha Higgins T: 604 485 8622   <a href="mailto:Recsec798@gmail.com">Recsec798@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Diversity</u></b> Laurie Whyte T: 250 642 3070 W: 250 721 7623   <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a>  <b>TERM:</b> Sept 2017- May 2019</p>
<p><b><u>Education</u></b> Denise Bullock   <a href="mailto:Presidentcupe439@gmail.com">Presidentcupe439@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Environment</u></b> Michele Favarger C: 250 882-8765   <a href="mailto:mfavarger@gmail.com">mfavarger@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Hospitality</u></b> Karen Garrett C: 250 686-5345   <a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a>  <b>TERM:</b> Sept 2018 - May 2019</p>	<p><b><u>International Solidarity</u></b> Amber Leonard T: 250 642 1227 C: 250 516 3371  <a href="mailto:Cupe459officer@gmail.com">Cupe459officer@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>
<p><b><u>Municipal</u></b> Dan MacBeth T: 250 385 6023   <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>OH &amp; S</u></b> Sarah Fairbrass T: 250 661 8417   <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Pensions</u></b> Kevin McPhail T: 250 339-2707   <a href="mailto:Ksmcphail@shaw.ca">Ksmcphail@shaw.ca</a>  <b>TERM:</b> Sept 2018 - May 2019</p>	<p><b><u>Political Action</u></b> Keith Todd   <a href="mailto:todd@camosun.bc.ca">todd@camosun.bc.ca</a>  <b>TERM:</b> May 2017- May 2019</p>
<p><b><u>Resolutions</u></b> Laurie Whyte T: 250 642 3070 W: 250 721 7623  <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a>  <b>TERM:</b> May 2017- May 2019</p>	<p><b><u>Women's</u></b> Heather Scarisbrick T: 250 941 7510   <a href="mailto:hjscar@gmail.com">hjscar@gmail.com</a>  <b>TERM:</b> Dec 2017- May 2019</p>	<p><b><u>Young Workers</u></b> Hailey Fielden C: 250 668-8518   <a href="mailto:haileyfielden@gmail.com">haileyfielden@gmail.com</a>  <b>TERM:</b> Sept 2018- May 2019</p>	<p><b><u>Anti-Poverty</u></b> Sarah Fairbrass T: 250 661 8417   <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a>  <b>TERM:</b> May 2017- May 2019</p>
<p><b><u>Community Social Services</u></b> Carla Bailey   <a href="mailto:cupe3403prez@gmail.com">cupe3403prez@gmail.com</a>  <b>TERM:</b> May 2018- May 2019</p>		<p><b><u>Skilled Trades</u></b> Kirk Mercer 250 580-5804  <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a>  <b>TERM:</b> May 2017- May 2019</p>	





## AFFILIATES

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



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

**Upcoming dates:**

CUPE National Fall School  
 CUPE National Sectoral Conference  
 BCFED Convention

October 28 – November 2, 2018 Nanaimo  
 November 5 – 8, 2018 Ottawa  
 November 26 – 30, 2018 Vancouver

**VIDC CHRISTMAS PARTY**

**DECEMBER 1, 2018**





**VANCOUVER ISLAND DISTRICT COUNCIL  
EXECUTIVE MEETING  
September 15, 2018**

**Call to Order – 9:10am**

**Roll Call of Officers – Sherrene Ross**

- **Health & Safety - Emergency Preparedness Plan – Martha Higgins**
- **Recognition of Territories – Michele Favarger**
- **Equality Statement – Shared**
- **Green Statement – Michele Favarger**

**Approval of the Agenda -**

Additions:

4. Committee Budgets 2018-2019

5. Committee Chair – Roles & Responsibilities

Adjournment – Next Meeting Dates Nov. 30/Dec. 01

**MSC**

6. Christmas Social

**Minutes of the Previous Meeting**

**MSC**

**Matters Arising Out of the Minutes**

**MSC**

**Treasurers Report – Steve Fielden**

**MSC**

- Update dates of Term deposits
- Update name of Anti-Contracting Out Committee
- Skilled Trades needs their own budget line

**Correspondence Report – Sherrene Ross**

**INCOMING:**

**MAIL**

- Animal Sense Magazine
- Information from the BCSPCA

**EMAIL**

- Michele Favarger provided a flyer with VIDC highlighted as Sponsors to the 9<sup>th</sup> Latin American & Spanish Film Week

**CUPE BC**

- Information regarding CUPE BC THINK TANK – July, 2018
- Letter confirming Heather Scarisbrick appointed to CUPE BC Women's Committee



### **CUPE NATIONAL**

- Nothing received

### **OUTGOING**

- 2 members Cards of Condolence to Local 1858

**MSC**

### **CUPE BC Executive Report**

#### **Michelle Waite**

- UBCM held recently in Whistler
  - CUPE had a booth at event
  - Skilled Trades Committee did presentation
  - Workshops were valuable – interesting if you are a Municipal Worker
- CUPE BC Think Tank in July
- Attended Women's Leadership Conference in California with Amber Leonard -RVP

#### **Amber Leonard**

- Women's Leadership Conference in California was amazing
  - Received tangible skills

#### **Kirk Mercer**

- Travelled to Montreal for Skilled Trades presentation
- Now a member of United Way for Skilled Trades
  - Attended a bus tour to see various sites – Victoria Refugee Centre, Sexual Assault Centre, Centre for Children experiencing trauma

### **VIDC Committee Reports**

#### **Anti-Privatization**

Karen Garret (Amber Leonard, Dan MacBeth)

#### **Motion**

To add Christine Szaflik to the Anti-Privatization Committee

**MSC**

#### **Environment**

Michele Favarger (Michelle Waite)

- Event at Island' Folk Festival - transition year – new people on the board, venue had major changes so some big hurdles to overcome. Council needs to replace stolen items. All copper has to be replaced. All water stations must be rebuilt.



<b>Education</b>	Denise Bullock
• No Report	
<b>Constitution</b>	Martha Higgins (Sarah Fairbrass, Michelle Waite)
• No Report	
<b>Political Action</b>	Keith Todd (Michelle Waite)
• Justin Schmidt will be here to discuss Electoral Reform	
<b>Hospitality</b>	<b>Vacant</b> (Amber Leonard, Denise Bullock)
• No Report	
<b>Women's</b>	Heather Scarisbrick – (Laurie Whyte, Johanne Kemmler, Christy Whitmore)
• No Report	
<b>International Solidarity</b>	Amber Leonard (Michele Favarger)
• On notice that at Christmas Social – CODEV coffee and chocolate will be available, get your order in!	
<b>Resolutions</b>	Laurie Whyte
• No Report	
<b>OH &amp; S</b>	Sarah Fairbrass (Martha Higgins, Wayne Smiley)
• Have a look at the newsletter	
<b>Pension</b>	<b>Vacant</b>
• No Report	
<b>Young Workers</b>	<b>Vacant</b>
• No Report	
<b>Diversity/CARD</b>	Laurie Whyte (Michele Favarger, Michael Forrester)
• No Report	
<b>Municipal</b>	Dan MacBeth (Sarah Fairbrass, Martha Higgins)
• Community Elections upcoming	
• Watch new boundaries	
• Vote for someone who will protect your job!	
• Find your labor friendly person	
<b>Communications/Technology</b>	Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)
• No Report	
<b>Anti-Poverty</b>	Sarah Fairbrass (Sherrene Ross)
• No Report	
<b>Skilled Trades</b>	Kirk Mercer
• Attended Montreal In June to participate in the Apprenticeships Forum – see attached report	



**Community Social Services** Carla Bailey

- Ratified CA early 2% for 3 years (6%) – trying to close gaps
- Making improvements in H & S
- Creating National H & S Council
- Community Living Events next month – watch for info. in your community

**Motion**

To accept all reports as read

**MSC**

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

Colleges – No report

K-12

**Amber Leonard**

- Second round of bargaining have tentatively been signed off. Now goes to Presidents for ratification and then onto Locals to add to Local CA's

Libraries – No report

Universities – No Report

**Kirk Mercer**

- UCBC has met few times over 6 mths. Appetite to get to table early also

Child Care – No report

**Motion:**

To adopt all reports

**MSC**

**Unfinished Business/Old Business:**

**1. VIDC Leadership Conference**

- a. Turned out to be phenomenal
- b. Asked for feedback from all participants and Committee members

**Committee Member Feedback**

- ✚ Need float & cash box
- ✚ No agenda in kit
- ✚ No conference booklet in kit
- ✚ Having checkboxes instead of #'s (due to the dropping of courses caused confusion)
- ✚ Committee member contact list
- ✚ Parking mix up
- ✚ Sort registration by surname
- ✚ Office supply box



- + Late notice info
- + Where first aid kit was
- + Clearer info of rooms
- + Cheat sheet for runners

### **Feedback from Delegates**

- + Awesome facilitators
- + Workshops unique
- + Loved tie in with Pride
- + Plenaries & workshops fabulous optional workshops in evening were great
- + Felt welcomed
- + Loved venue
  
- + Wifi sketchy
  
- + Mobility issue challenging  
(at VIU if you have a handicap sign hanging – no tickets will be issued)
- + Sing Solidarity at beginning of Conference
- + Better food/choices

### **Feedback from Facilitators**

- + Elevators slow at Coast
- + Thanked for being asked
- + Good response time
- + Facilitators well taken care of
  
- + At a glance agenda would be beneficial

### **Financial Report**

- + 10,500.00 ahead at this point
- + VIU was very helpful with billing – using actual #'s
- + Still awaiting some billing
- + New pins – VIDC Pins are available

### **Amber**

- + Enjoyed herself at Conference
- + Thank you to Sarah Fairbrass for all her hard work
- + Thank you to Deborah Hopper for all you did to make this conference successful
- + Small class sizes were well received – something to consider for the next Conference held



## 2. Elections at the General Meeting

- a. Pension Chair
- b. Hospitality Chair
- c. Young Worker Chair

## 3. Bursary/Scholarship Committee Report

- a. Committee working on building new form (turning 3 applications into 1)
- b. Simplified form
- c. Information hasn't changed – just combined
- d. For delegates or dependant of delegate (Add – delegate name and Local # for dependant's application)
- e. Removed 'President's signature' line

## 4. Honorary Life member list

- a. Updated – attached to minutes

## 5. Miner's Memorial Report – 100<sup>th</sup> anniversary

- a. **Kirk Mercer** – Wow! Amazing experience.  
Enjoyed other activist's company  
Participating at the graveside vigil was eye opening  
CUPE VIDC leadership is obvious and well-received  
Donned black ribbons  
Very proud moment to be a VIDC member
- b. **Michele Favarger** – Glad there was a group of us able to attend the 100<sup>th</sup> Anniversary  
Parade down street was very moving as well as the sign on the highway  
Historical Event  
Enjoyed working at the CUPE trailer handing out ribbons, etc.  
Social time with others is fantastic  
Encourage others to join in next year  
Cumberland Museum has a video on their Facebook page showing the entire parade  
Happy to see Ginger Goodwin Way signage back up on the highway
- c. **Karen Garrett**  
Thank you to many delegates for supporting Local 556's BBQ with your help in the kitchen
- d. **Michelle Waite**  
Cumberland Society very grateful for CUPE's presence  
Celebrated on the actual anniversary date of his murder



## 6. Changes to Executive at Large

- a. Discussion with changes made
- b. Follow-up at next meeting

## 7. Pride Parade Report

- a. Amber Leonard attended the Nanaimo Pride parade – wonderful again!
- b. Also attended the Victoria – No Unifor float this year – a little disappointing
- c. Sooke Trustees joined in with a float
- d. Paul Faoro & Michelle Waite participated in Victoria parade
- e. Salt Spring Island had their first pride parade – check dates for next year

## 8. Music Festival Report

- a. Michele Favarger – Well attended
- b. Coordinated public camping this year (volunteers enjoy festival for free)
- c. Michelle Waite - Vancouver Island Folk Festival's Green team person has stepped down if anyone is interested
- d. CUPE had events trailer set up once again
- e. Advice – trailer doesn't automatically come with swag, you must request it
- f. Suggest donating water bottles to the festival to assist CUPE BC with swag costs
- g. Thank you to Michelle Waite for providing swag for the children – makes them very happy!

## 9. Labour Day Reports

- a. **Dan MacBeth** – A lot of politicking this year
- b. Many booths with a lot of swag
- c. **Kirk Mercer** – Next to the United way tent
- d. Local 374 had cookies to hand out
- e. Well attended
- f. **Michelle Waite** – Black Creek
- g. Some politicians were there, bbq sockeye & hot dogs
- h. **Deborah Hopper** - NDDL (Nanaimo, Duncan & District Labour Council) held their celebration at Transfer beach
- i. Many people attended

## New Business:

### 1. Dates for 2019

- a. February 22/23, 2019 1<sup>st</sup> choice, 2<sup>nd</sup> choice tbd
- b. May 25, 2019 1<sup>st</sup> choice, 2<sup>nd</sup> choice May 11, 2019
- c. September 28, 2019 1<sup>st</sup> choice, 2<sup>nd</sup> choice September 14, 2019
- d. November 30, 2019 1<sup>st</sup> choice, 2<sup>nd</sup> choice December 7, 2019



**Submit ideas for 2019 fundraisers for December meeting**

- 2. Project Presentation – International Brigades – Pamela Vivian**
- 3. Electoral Reform Presentation – Justin Schmidt (see attachment)**
- 4. Committee Budgets**

**Motion**

To accept the following budgets for 2018-2019:

Young Worker's	2000	<b>MSC</b>
Women's	2000	<b>MSC</b>
Skilled Trades	2000	<b>MSC</b>
Add Shannon McKenzie		
Political Action	2000	<b>MSC</b>
Resolutions	2000	<b>MSC</b>
Municipal	2000	<b>MSC</b>
O H & S	2000	<b>MSC</b>
Int Solidarity	2000	<b>MSC</b>
Hospitality	2000	<b>MSC</b>
Environment	2000	<b>MSC</b>
Education	2000	<b>MSC</b>
Diversity	2000	<b>MSC</b>
Anti-Poverty	2000	<b>MSC</b>
Constitution	500	<b>MSC</b>
Anti-Privatization	2000	<b>MSC</b>
Community Social Service	2000	<b>MSC</b>
Communication & Tech	2000	<b>MSC</b>

**5. Roles & Responsibility of Committee Chairs**

- a. Reply to Steve Fielden immediately regarding hotel rooms
- b. Up to Chairs to invite their members to the committee meetings
- c. Bring motions to Executive & General meetings
- d. Look at your budget and decide if you have delegated your funds appropriately, stay within line items or motion for additional items
- e. Budgets passed annually
- f. Use General mtg to report out on what your committee is up to (2 min)
- g. Use your budget to participate in events, create awareness

**6. Christmas Social – Saturday, December 1, 2018**

- a. Karen Garrett will plan a Christmas social



**Good and Welfare of the Council:**

**Motion**

To donate \$600 to the BCSPCA to be split amongst the regions of the VIDC **MSC**

To donate \$1000 to the United Way to be split amongst the regions of the VIDC **MSC**

To donate \$600 to the Red Cross for the BC Wildfire fund **MSC**

To donate \$250 to the Success By Six fundraiser **MSC**

Kirk Mercer – Attended the Jeff Lawson memorial ride. Really good ride

**Adjournment: 12:08pm**

**SOMETIMES YOU WILL NEVER  
KNOW THE VALUE OF A  
MOMENT, UNTIL IT BECOMES  
A MEMORY.**

~ DR. SEUSS





**Vancouver Island District Council  
General Meeting  
September 15, 2018**

**Call to Order: 1:02pm**

**Roll Call of Officers:** Sherrene Ross

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

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

Pamela Vivian – Local 2081 Presentation on the BC participants from the Spanish War

***Paul Faoro, CUPE BC President,***

- Thanks for the chips!
- This Council is impressive and an inclusive group
- Today is the International Day of Democracy
- Greetings on behalf of T. Davies – new father 😊
- Enjoyed the Victoria Pride Parade once again
- Looking forward to visiting Local 50 to celebrate their 100<sup>th</sup> birthday, next week
- Upcoming elections – so important
- Will let you know who from CUPE will be running for positions – will update on the website
- Proportional Representation ballots out October 22<sup>nd</sup>, 2018
- Ramping up one of our largest one-to-one campaigns
- Want to ensure your Local is affiliated to the BCFED – encourage Locals to attend and if not, offer your credentials to CUPE BC for other Locals
- Division is here to offer support to Locals and Councils

***Justin Schmidt, Legislative Coordinator – BC Region***

- Presentation on Proportional Representation Referendum

Greg Burkitt – CUPE National Education

Steven Beesly – CUPE National Communications

**Sergeant at Arms Report: 40 Delegates, 2 Alt., 3 Staff, Paul Faoro,  
President CUPE BC**

**MSC**

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

**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**

**Treasurers Report:** Steve Fielden

**MSC**

- Update the Term deposit dates
- Change Anti-Contracting Out to Anti-Privatization

**Communications and Correspondence Report – Sherrene Ross**

**MSC**

**INCOMING:**

**MAIL**

- Animal Sense Magazine
- Information from the BCSPCA

**EMAIL**

- Michele Favarger provided a flyer with VIDC highlighted as Sponsors to the 9<sup>th</sup> Latin American & Spanish Film Week

**CUPE BC**

- Information regarding CUPE BC THINK TANK – July, 2018
- Letter confirming Heather Scarisbrick appointed to CUPE BC Women’s Committee

**CUPE NATIONAL**

- Nothing received

**OUTGOING**

- 2 members Cards of Condolence to Local 1858

**Report of the VIDC Executive Board:**

**1. Dates for 2019**

- a. February 22/23, 2019
- b. May 25, 2019
- c. September 28, 2019
- d. November 30, 2019

**Motions:**

To add Christine Szaflik to the Anti-Privatization Committee

**MSC**

To accept the following budgets for 2018-2019

Young Worker’s	2000
Women’s	2000

**MSC**

**MSC**



Skilled Trades	2000	<b>MSC</b>
Political Action	2000	<b>MSC</b>
Resolutions	2000	<b>MSC</b>
Municipal	2000	<b>MSC</b>
O H & S	2000	<b>MSC</b>
Int Solidarity	2000	<b>MSC</b>
Hospitality	2000	<b>MSC</b>
Environment	2000	<b>MSC</b>
Education	2000	<b>MSC</b>
Diversity	2000	<b>MSC</b>
Anti-Poverty	2000	<b>MSC</b>
Constitution	500	<b>MSC</b>
Anti-Privatization	2000	<b>MSC</b>
Community Social Service	2000	<b>MSC</b>
Communication & Tech	2000	<b>MSC</b>

To donate \$600 to the BCSPCA to be split amongst the regions of the VIDC **MSC**

To donate \$1000 to the United Way to be split amongst the regions of the VIDC **MSC**

To donate \$600 to the Red Cross for the BC Wildfire fund **MSC**

To donate \$250 to the Success By Six fundraiser **MSC**

**CUPE BC Report:**

**Michelle Waite**

- September Executive Board meeting coming up
- Think Tank in July
- Exec very busy
- Attended Women’s Summer Institute

**Kirk Mercer**

- Asked to join the United Way Labour Committee
- Recently participated in a bus tour highlighting where the \$\$ go



### **Amber Leonard**

- Participated in Pride events around the area
- Salt Spring now holds a Pride Parade and we are looking forward to attending

### **Dan MacBeth**

- Attended Labour Day event in Victoria
- Very political this year
- Shared our 100-year swag

### **Strong Communities Report:**

#### **Greg Burkitt**

- Fall School October 28 – November 2, 2018
- Apply for Scholarships
- 19 Scholarships between all 3 schools (ensure Trustee reports up-to-date)
- New Steward Learning Series rolling out

### **CUPE National Committees:**

#### **Amber Leonard**

- National Women's Committee meeting date first week of October

### **Area Reports:**

#### **374**

- Settled all 6 Agreements – very happy!
- Very tough round of bargaining
- Beginning bargaining in another area
- TAPS have just joined our Local
- Mediation of 3-month unpaid suspension
- Local 374 will turn 60 – planning an event
- One of our Young Worker's passed away recently

#### **50**

- United Way – Victoria fired a member and have brought legal on
- We are now holding back our donations
- Only in South end
- Waiting for a proposal to come
- 100<sup>th</sup> Anniversary – September 22<sup>nd</sup> Open House

#### **118**

- Negotiations beginning next month for Regional District
- Mayor and Council take up two chairs
- CAO's attended the UBCM

#### **798**

- Components going into bargaining
- Surveys going out
- Mediation regarding a dismissal settle



- CAO – contract is ending
- Employee dismissed after an addiction issue ignored for years

**1767**

- AGM coming up in October
- Majority of people running in election are Sisters
- CA expires December, 2018

**556**

- Miner's Memorial – 100<sup>th</sup> Anniversary
- We sponsored the BBQ – thanks to many CUPE members for supporting us
- CVRD in Courtney CA runs out – survey going out
- CVRD Admin building/Water treatment project – under way
- Brand new P3 hospital already out of beds – opened wing in old hospital for patients

**2081**

- Our Local is focused on bargaining – survey out
- Student society also in bargaining
- Issue at Local is the Staff Development fund – had to slash – Town Halls, etc.
- Labour Relations person is leaving Regular range of concerns, grievances

**3479**

- Had an employee go on sick leave appropriately – insurer tried to reach and couldn't
- Employer contacted Cape Scott to give message
- Felt employer checking on her
- Doctor suggested rest time/sick time
- Unusual to us for this to happen
- I am running for School Trustee

**3403**

- Through Social Service sector – have ratified our agreement – begins April 1, 2019
- 3-year CA 2% ea year (6% total)
- Retention improvements
- October – Community Living events
- 3 Members have passed away recently

**1858**

- The EI standards around maternity/parental leave changed
- Top up is now being debated
- Filed a grievance regarding the Top Up
- Discovered Employer is deducting Union Dues inappropriately since 1995
- Members haven't paid enough – to be repaired
- Preparing a vote between Local & Sub-local
- University not loaning a Rep to the United Way this year
- Union taking over this position
- 2 Active members have passed

**951**

- Grievances – members being taken over as PEA's (management)



- Member used a name outside of workplace and was terminated Agreement study committee will wrap up their work soon and present to Local
- Welcome back event each year, combined with 2 other locals – giveaways to students including a first aid kit, pamphlet and great conversations

**917**

- Enjoyed the welcome back event

**947**

- Met new Superintendent
- HR department has had big changes – 4 grievances in the first few days of school
- New HR Manager & Assistant

**5101**

- Congratulations to Johanne Kemmler running for SD79 Trustee
- Changes to the way Education Assistants are deployed to schools
- Previously took posting, now assigned to school
- Seeing more & more quals being added to our job descriptions – French language itinerant postings on the rise
- Employer believes that if employee refuses JEIS, they do not receive sick bank-thru discussions with BCPSEA – mixed messages from k-12 vs. BCPSEA

**723**

- Bargaining – committee selected – Survey out soon
- Minimal amount of training – hoping for more
- Took out ½ page add in local paper regarding roll out of school
- Temporary Superintendent from Sooke
- Telling members very important to get out and vote for your employer
- Shift in Management team – for the positive
- Change in our SD language from Aboriginal to Indigenous
- Signed LOA agreement for LIF – 3 - 7 hr. positions over 3 days – trial run to track what they are doing
- Thanks to Matt Armitage for bringing us onto Office 365

**606**

- Even though surplus – 4 layoffs of temporary workers
- Attend meeting and again, surplus
- I ask for reinstatement of funding
- Looking forward to Elections in October
- We would like to have 7 good labour people in

**459**

- Retired Superintendent is supporting Campbell River – he will do well
- Wanted to make sure everyone knows that we have negotiated 30 hrs across the board to all EA's
- Have put Employer on notice we want 35 hours
- Will support on what to do with that time
- Short 30+ EA's daily



- Need for 1 new school for the next 5 years with the growth
- Concern with election coming up – Trustees have been there long-term and fear they will be replaced with less knowledge

### **Motion**

To adopt all area reports

**MS**

### **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)

- No report

#### **Education:**

Denise Bullock (Martha Higgins, Heather Scarisbrick)

- No report

#### **Environment:**

Michele Favarger (Michelle Waite)

- No report

#### **Hospitality:** Vacant (Amber Leonard, Denise Bullock)

- Christmas Social December 1, 2018

#### **International Solidarity:**

Amber Leonard (Michele Favarger)

- International Film Festival – Latin America

#### **Municipal:**

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- No report



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

- Check out the newsletter
- Impairment in the workplace
- Complete the work search and win \$50

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

- No Report

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

- Civicinfo.bc.ca – for information on who is running for School Trustee or Municipal Elections

**Resolutions:** Laurie Whyte

- No report

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

- Will submit report

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

- Presentation on Residential Schools – Spread your light/your knowledge
- 3 draws were held

**Young Workers:** Vacant

- No report

**Community Social Services:** Vacant

- No report

**Motion:**

To approve the reports of committees as presented

**MSC**

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

Colleges – No report

K-12 – No report

Libraries – No report

Universities – No report

Child Care – No report





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

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

#### **1. Pension Chair**

- a. Kevin McPhail – elected September 2018 – May 2019
- b. Christine Szaflik – nominated

#### **Motion**

To destroy the ballots

**MSC**

#### **2. Hospitality Chair**

- a. Karen Garret – elected September 2018 – May 2019

#### **Motion**

To destroy the ballots

**MSC**

#### **3. Young Worker's Chair**

- a. Hailey Fielden – elected September 2018 – May 2019

#### **Motion**

To destroy the ballots

**MSC**

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

1. **VIDC Leadership Conference – A Smashing Success**
  - a. Delegates enjoyed the size of the smaller classes
  - b. A financial success as well

### **New Business:**

#### **1. Community Elections**

- a. Michelle Waite SD71 & Johanne Kemmler SD79 are running for School Trustees
- b. Please let us know if you have any members running in the upcoming elections  
Kirk Mercer – read list of candidates from Greater Victoria area

#### **Motion**

The Anti-Poverty Committee donate \$250 to Success by Six - Port Hardy

**MSC**

### **Good and welfare of the Council:**

Moment of Silence for fallen members

Local 723 to take toiletries to give out

Kirk Mercer – Jeff Lawson Solidarity Ride in July – Great success

September 22<sup>nd</sup> – Walk to Defeat Depression - Victoria

Deborah Hopper – VIU Student's Union hosting Proportional Representation – September 25th, 6:30pm Malaspina Theatre, Nanaimo Campus

**Adjournment: 4:07pm**

**MSC**



## **Here is the list of endorsed municipal candidates for the North Island Campbell River, Courtenay & District Labour Council:**

### **In Campbell River, we have endorsed**

Michele Babchuk - Councillor  
Richard Franklin - School Board Trustee  
Joyce McMann - School Board Trustee  
John Kerr - School Board Trustee

### **In Courtenay, we have endorsed**

David Frisch - Councillor  
Kiyoshi Kosky - Councillor  
Doug Hillian - Councillor  
Melanie McCollum - Councillor  
Will Cole-Hamilton - Councillor

### **In Cumberland, we have endorsed**

Ian McClean - Councillor  
Roger Kishi - Councillor

## **Recommended Candidates for Endorsement by the Victoria Labour Council**

### **City of Victoria**

Marianne Alto \*  
Ben Isitt \* (Former CUPE)  
Jeremy Loveday\*  
Grace Lore  
Laurel Collins  
Sarah Potts  
Sharmarke Dubow

### **Central Saanich**

Zeb King \* (BCGEU)

### **Saanich**

Judy Brownoff \*



Colin Plant \* (BCTF)  
Zac de Vries

**Oak Bay**

Andrew Stinson  
Isabella Lee

**Colwood**

Gordie Logan \* (HEU)

**School District #61**

Rob Paynter \*  
Diane McNally\*  
Ryan Painter  
Jordan Watters\*  
Vincent Gornall

**School District #62**

Ravi Parmar \* (BCGEU)

\* incumbent

# CANADIAN APPRENTISHIP FORUM CONFERENCE 2018

## SKILLED TRADES COMMITTEE REPORT VIDC SEPT 15<sup>TH</sup> 2018

Canadian Apprenticeship Forum Conference 2018 Montreal June 10<sup>th</sup> 11<sup>th</sup> 12<sup>th</sup>

Randy Anderson-Fennell and I went to the Canadian Apprenticeship Forum Conference in Montreal and made our presentation on Public Sector Apprenticeships: How to Change the Culture to make Apprenticeship work for Unions and Employers.

This presentation addresses the current state of public sector apprenticeship, where most organizations continue to lag behind their private sector counterparts. Efforts to advocate for apprenticeship in trades



occupations in education, health care and municipal environments, among others, relies on a broader understanding of the opportunities for public sector employers and unions to work together.

It was well received by all in attendance and we made some new allies within the ITA. (Industry Training Authority)

Rick Kasper is a retired Bricklayer, served as a Director on ITA's Board from December 2013 to April 2018. He also was former NDP MLA and current Sooke Counselor. He said we should look at making our presentation at the UBCM. (Union of BC Municipalities)

Gary Herman is Chief Executive Officer ITA, responsible for the governance, expansion and improvement of B.C.'s industry training system. Gary also sits on the Board of CAF He was the one who introduced our session in Montreal and helped with our Q&A at the end. He was very pleased to see CUPE leading these issues from BC and looks forward to the hard work we will be doing in the years to come.

Bob Davis the President of the Kwantlen Faculty Association, Mr. Davis volunteers for Canadian Apprenticeship Forum projects and has serves on the BC Federation of Labour Apprenticeship and Skill Training Working Group and Canadian Labour Congress Apprenticeship Working Group.

Lisa Langevin, BA, RSE, is an Assistant Business Manager for Local 213 of IBEW. Ms. Langevin helped establish, and co-chairs both the IBEW Women's Committee and B.C. Tradeswomen Society.

Cindy Oliver was President of the Federation of Post-Secondary Educators of BC for 13 years and sat as a Director of the Canadian Apprenticeship Forum Board for ten years. Ms. Oliver has been a guest speaker at numerous conferences across North America and overseas on various issues such as: women's rights in the workplace; women in trades; bargaining in the public sector.

Here are reports from the Breakout sessions that we attended

A 1.

### **Technical Training Designed to Support Progression and Completion**

Speakers from Yukon College, Operating Engineers Training Institute of Ontario, Red Deer College, NAIT, Lambton College, Thompson Rivers University and Okanagan College discussed experimental and pilot projects to overcome barriers associated with technical training. Future apprenticeship training will include new technologies and new approaches but the impact must also be considered.

An example was the Thompson Rivers Steam fitter/pipe fitter program. A pilot project where they accelerate the course. With 8 weeks online and 10 weeks in school. Students do the online while they are working.



The IOEU of Ontario provides virtual training with a combination of real equipment training. Virtual equipment is also used when equipment is not available. This provides the students with a safe environment for dangerous and complex work. But industry must have buy in on program, and employers must accept this style of training. And the need of best technology available is paramount.

At Okanogan College, the ITA put out a call for innovative training. As Construction Electrician is the largest class, they decided to take on Electrician Level 1, as it had the highest wait lists. They took the 10-week classroom course and shortened it to 5 weeks spread it over. 17 weeks with an online component. 1st week was a face to face orientation on campus. They used WordPress and Learn Dash as online platform. Code book classes were at campus as well as all labs. And testing was done under supervision. Instructor made themselves available at all hours and all days and apprentices were able to work from remote locations and didn't have to leave their jobs as much as traditional training.

A 2

### **Implementing Harmonized Trades Across Jurisdictions:**

What is the process for harmonizing a trade?

Achieving harmonization for each trade relies on consensus from industry across the country:

- Research and analysis to develop proposed recommendations for each trade on the four harmonization priorities.
- Consultations with industry and training stakeholder on the proposed recommendations.
- A facilitated discussion on the sequencing of training topics using the Red Seal occupation standard (RSOS).
- Implementation of changes in the apprenticeship systems.

The challenges for Ontario

Timelines for approval and implementation with a large labour market with many stakeholders. Multiple training providers including 24 public colleges, private career colleges and Union training centers. The harmonization began at the same time as the province established OCOT (*Ontario* College of Trades). There were regulatory changes required for most elements of the harmonization and in Ontario the cost of implementing 4 levels of technical training vs 3, also came with that E.I. issues associated with 4th Level.

The Solutions, Supportive of the concept of harmonization and continuing to engage with industry and training providers. They were able to leverage the college governance structure and trade boards with the support of the CCDA (Canadian Council of Directors of Apprenticeship) and leverage the Red Seal program cycle.

The Strengths, Strong support of the Red Seal program (i.e. supplying facilitators, SME's etc. for workshops) most trades meet or exceed total hours for each trade. Recent establishment of an Apprenticeship Division



at MAESD (Ministry of Advanced Education and Skills Development). A renewed collaboration and partnership between the college and MAESD.

The challenges for British Columbia ITA

Working with a large, complex jurisdiction. The lack of system capacity while ensuring a smooth transition for apprentices. The change in Government and the cost of development and implementation.

Solutions, through a graph showed the consultation/ RSOS development at first then moving to program development and transition planning. This followed a step program that started with a Gap Analysis-Draft Scenarios-Webinar 1(review of draft scenarios)-Finalize transition plan-Webinar 2 (present plan) =Communicate transition plan. This meant collaboration with Provincial Ministry, Safety Authorities, Unions, Industry Reps, Private training providers, Post secondary (Deans and Presidents) and Contractors Associations.

There Strengths were Focus on People and Process.

People needed the support of ITA internal departments, Industry groups, Training providers and the Ministry of Advanced Education Skills and Training.

Process needed the support of Program development, Consultation, Training planning and Collaboration.

B 6.

### **Building Initiatives that Support Apprenticeship Completion**

This presentation focused on the impact of BC's completion initiatives both on completion performance measures and for individuals who felt stuck in a system that wasn't working for them.

Stats:

ITA has 37,703 registered participants

The handed out 7240 trades tickets.

There are 10666 registered employer sponsors.

40 schools for 27408 students.

ITA has accommodations on exams, like extra time, and other initiatives. The first step is identifying the barrier, identify the low hanging fruit. Reach out to those who have failed and see how they need to be accommodated. Discover if there is learning disabilities, barriers to passing a test.



ITA dose not touch base with all students after a 2nd fail on test/course.

Completion rates have grown from 37% in 2014/15 to 45% in 2017/2018.

B 3

### **Joining forces to advance Women in Apprenticeship in Nova Scotia**

#CountUsIn

Presented by Doreen Parsons CEO Women Unlimited Association

Women Unlimited-Irving Shipbuilding Partnership a multi-year journey.

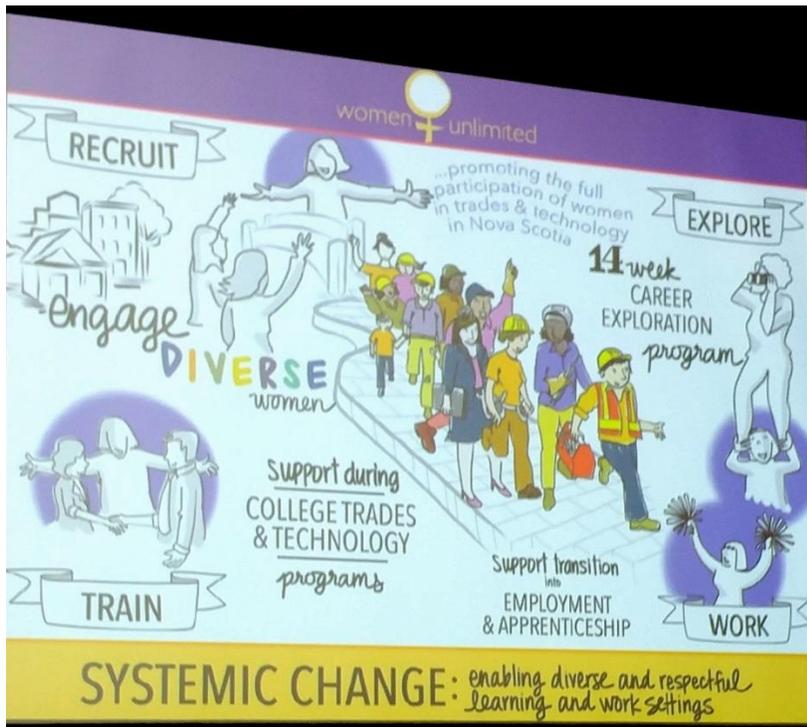
Starts with recruitment: there is a 4-month recruitment process that is to engage diverse women through community-based outreach, Women Unlimited Network then have a comprehensive assessment move to joint selection with WU-ISI (Irving Shipbuilding Inc.) from that 20 women are selected.

Explore: Free 14-week Career Exploration Program (CEP) a Metal trades focus with hands-on experiences learn essential skills, employment skills all with Wrap-around supports (support at home and in the community and school).

Train: NSCC (Nova Scotia Community College) Welding/Metal fabrication programs. Bursaries (ISI/CWAF) Canada's Walk of Fame. Industry support (Tools/PPE) Personal protective equipment. Wrap-around supports. Work terms at ISI shipyard and Unifor Mentors.

WORK: Transitional support 15 are hired by ISI June 2017. Unifor Mentors, retention support, respectful workplace program and Apprenticeship support.

Change: Systemic change has happened implementing respectful learning workplace practices. 2 new cohorts (2017-19) WU Network Mentors, evaluation framework and shared learnings.



### Sharing Our Experiences Nationally

- Canadian House of Commons Standing Committee Status of Women
- Gender Equality Network Canada (GENC)
- CAF Supporting Women in Trades Conference, Halifax, November 6&7, 2018

D 4

### Future Builder: Engagement the Next Generation

Construction Foundation of BC works with high schools to ensure students are aware of the Industry ASK (Attitude, Skills, and Knowledge). Working with students in grades 10-12, Future Builder includes an online tool that tracks, verifies and logs student activities as they consider future job opportunities. Learning safety provided free to high school students, reaching out to a young group so we can try to replace the aging workforce. When we have 1 in 3 are at a retirement age, we need to have a 1 in 8 ratio of apprenticeships, in reality we are training 1 in 72. Research has found the biggest obstacle for apprentices is to find that first job, that first employer to commit to training them.

D 5

### Statistics Canada: Apprenticeship Data and what it is Telling Us.



## **Women in Male Dominated Apprenticeships: How do they fair in the labour market?**

**Kristyn Frank & Marc Frenette, Stats Can**

### **Increasing women's participation in a male-dominated apprenticeship programs may contribute to: background**

- Reducing the gender wage gap- women in male dominated trades earn 27% more women with a high school diploma (Boothby & Drewes,2010)
- Reducing shortages in skilled trades – women are very underrepresented in industrial/construction trades (Frank & Jovic, 2017; Laryea & Medu, 2010)
- Fully utilizing women's skills
- Creating a more diverse workforce

### **Objectives**

- Examine gender representation in registered apprenticeship programs
- Determine characteristics associated with women apprentices choosing a male-dominated program
- Investigate differences in the labour market outcomes among women and men who studied the same apprenticeship programs

### **Data and Methods**

- 2015 National Apprenticeship Survey (NAS) 55.7% response rate; survey adjust for non-response
- Focus on completers and discontinuers in 2011,2012 and 2013 from male-dominated, female-dominated, or mixed programs. 75% threshold to determine if program was male- or female-dominated
- 9 apprenticeships programs met sample size requirements, Programs primarily aligned with RAIS major groups, but first assessed based on 4-digit NOC. Some were grouped tighter to increase the sample sizes

#### **This study examines:**

- Factors associated with women selecting male-dominated apprenticeship programs (multivariate regression)
- Differences between labour market outcomes of men and women who studies the same apprenticeship program
- Employment, self-employment, union membership
- Job related to a trade of study
- Receipt of 6 types of job benefits (extended health plan, dental plan, retirement plan, paid vacation leave, sick leave, other benefits)
- Median hourly wages

### **Results: gender representation across programs**



Male-dominated programs: Automotive service tech (excluding storekeepers/partspersons), Carpenter / Cabinetmaker, Electrician, Plumber / pipefitter / steamfitter, Welder / other machining / metal forming programs, 95% males in programs

Mixed programs: Chef / cook / baker, 62% males in program

User support tech, 45% males in program

Female-dominated: Hairstylist / esthetician 5% males in program

**Results: program selection**

- Just over 1 in 5 women apprentices (20.7%) were in male-dominated programs
- Factors associated with increased likelihood of selecting a male-dominated program:
  - Immigrant status: Canadian-born more likely than immigrant women.
  - Age: older women more likely than younger women
  - Having a father with a trade certificate
  - Participation in a youth apprenticeship program or trade/vocational/technical program in high school.
- Factors associated with a lower likelihood of selecting a male-dominated program:
  - Lower education level at time of registration: women with less than high school less likely than those with a high school diploma.
  - Having a mother with a trade certificate

**Results: gender gaps in labour market outcomes**

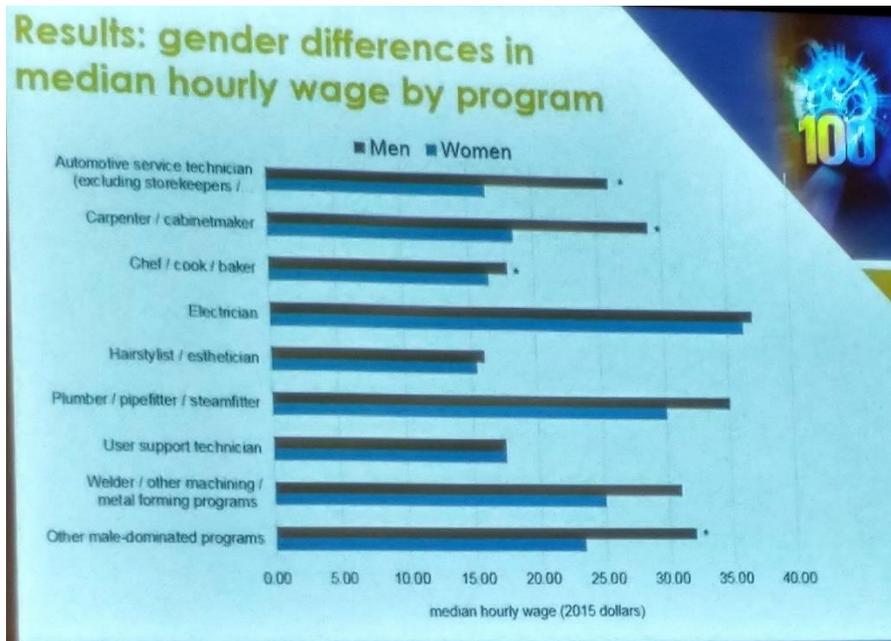
**Automotive service tech**

Employed	men 97%	women 85%
Self- employed	men 5%	women 2.5 %
Union membership	men 22%	women 25%
Extended health benefits	men 76%	women 78%
Dental benefits	men 76%	women 73%
Retirement plan	men 50%	women 45%
Vacation leave	men 85%	women 82%
Sick leave	men 55%	women 47%
Other benefits	men 25%	women 12%



The others are very similar but I should point out that when we look at the data for Electrician, women have more paid vacation, sick leave benefit and other benefits. And in Union membership only the carpenter/ Cabinetmaker has low numbers of women.

Results: gender differences in median hourly wage by program:



**Results: examining the gender wage gap:**

Other factors may play a role in the hourly wage gap. Median regression models (log hourly wages) used to examine whether these factors changed the wage results

Factors included

Age, age squared

Completion status (completed or discontinued)

Year of completion or discontinuation

Highest level of schooling at time of survey (2015)

Geographic location (Census division)

Whether job was related to trade of study

**Results: gender gaps in log hourly wage-median regression results**

only in the user support tech do women move the grid forward.



## Conclusions

**Women face barriers in choosing a male-dominated program.** About 1 in 5 women apprentices selected a male-dominated program

**Women who studies carpenter/cabinetmaker, electrician, or welder programs were significantly less likely to find a related job than their male counterparts**

**No significant gender differences in benefits between apprentices who studied plumber/pipefitter/steamfitter programs**

**Across most male-dominated programs, sizeable hourly wage gaps existed between women and men.**

One notable exception was among electrician apprentices

Differences remained even if apprentices held jobs related to their trade of study [www.statcan.gc.ca](http://www.statcan.gc.ca)



NATIONAL  
**APPRENTICESHIP**  
CONFERENCE

CONFÉRENCE  
NATIONALE  
**D'APPRENTISSAGE**



Dear Kirk:

Please accept our sincere thanks for joining us as a presenter at the *2018 National Apprenticeship Conference*. More than 500 attendees joined us June 10-12 in Montréal, QC and the biennial national conference was declared by many as our best-ever. Your support is very much appreciated and was essential to making this event possible.

Among the highlights, conference delegates had many opportunities to learn about promising programs and initiatives that contribute to Canada's world-class apprenticeship system. We are especially pleased with the outcome of our interactive Sunday session, ***Apprenticeship: Facing Change Head-on***. There, employer, labour, education, equity and government representatives contributed ideas and insights on the key change factors impacting sectors and trades and consider their implications for apprenticeship training. We will be publishing a discussion summary in the fall.

CAF-FCA staff was grateful for the opportunity to host this national event. While we work to develop well-organized, professional events, we fully recognize the value that comes from members of the community who contribute their time and expertise. This effort is the foundation of our organization.

Once again, thank you for your contribution. We appreciate your support and look forward to your participation in Calgary for our next national conference in May 2020.

Sincerely,

Sarah Watts-Rynard  
Executive Director



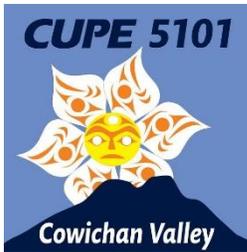
**I would like to thank the CUPE BC Executive and VIDC for making this possible with out the support of you none of this would have be possible.**

The skilled trades committee would put forward a recommendation to send two sisters from the skilled trades committee to the inaugural Supporting Women in Trades Conference put on by CAF in Halifax, NS on November 6 & 7 2018.

**In Solidarity**

**Kirk Mercer**

**STC chair**



# **CUPE 5101 VIDC Report September 25, 2018**

A new school year is underway and business is picking up! Here a few things I'd like to share:

- Our district is now using a new model for assigning EAs to jobs within the schools. EAs used to select specific jobs within a school and that was the job they did on a daily basis. Now, they are basically selecting a classification within the school and can be deployed how the administration/resource team see fit within that classification. We don't see this as an entirely terrible way of assigning EAs and worked with management on an agreement via grievance, but it is a big change for our membership and we have concerns we will need to work through as we progress into the new delivery.
- We are seeing more and more qualifications being added to jobs. Most recently "French" became a qualification and now management wants to add "fluid or functional French" to certain jobs where an EA will need to have their French assessed by a French speaking Principal to see where they qualify. We have concerns about this.



- Itinerant postings are on the rise also both in clerical and EA worlds. We are not totally opposed although we are first seeking that positions that are not whole become made whole. We do not want to see Itinerants replacing the increase of hours for those in great need. We are keeping an eye on these positions and how effective they are.
- We have our very own Johanne Kemmler, Treasurer to the local and school secretary, running for SD 79 trustee!! We couldn't be more pleased and fully support her in her fun for trustee.
- Another interesting issue that continues to make its way to our labour management agenda is the fact that the employer believes, and has confirmed with BCPSEA, that should a member refuse Desjardins, they can be refused the use of their sick bank. When I initially looked into this matter via our rep and K to 12 Council, it was made very clear to me that that was not the case and they are two different entities. Sick bank was bargained long before we had Desjardins. I brought this back to the table and that was that. It has returned and they are adamant in their position. I am confused on CUPE's position as it was mentioned at the last K to 12 Presidents Council that in fact they can refuse sick time if one refuses Desjardins. I am getting mixed messages and am stalling the employer until I am able to come with a concrete position. So, if any of you have advice/information on this I would greatly appreciate it.

**Thank you!**

**In Solidarity,**

**Tara Brooks**

**President**

**5101**



Local 1767 - BC Assessment

Kevin McPhail - Past President

I bring regrets and greetings from our President Jared Melvin of Victoria and Vice President Harpinder Sandhu from Vancouver.

Our AGM is coming up in October and we'll be gathering from around the province in Richmond.

As a provincial local we have regional directors representing members from several offices. This year we have a number of incumbents being challenged. It's great to see democracy in action, especially when a number of the challengers are women and young workers. I feel this is partially due to our local deliberately choosing to have a guest attendee at our executive meetings. It helps



co-workers see what it feels like to be at the executive and removes a perceived roadblock. I encourage other locals to implement something similar if they don't already.

Our contract expired December 31st so we'll be reviewing bargaining resolutions at our October AGM and our bargaining committee will likely hit the table in January 2019.

In sol,

Kevin





## NOTES



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