

VIDC

Vancouver Island District Council

Agenda

December 2, 2017

Minutes

September 23, 2017

Vancouver Island Convention Centre
101 Gordon Street
Nanaimo, BC V9R 5J8

Executive Meeting: 9:00 AM – 12:00PM

Lunch: 12:15 – 1:00 PM (\$10)

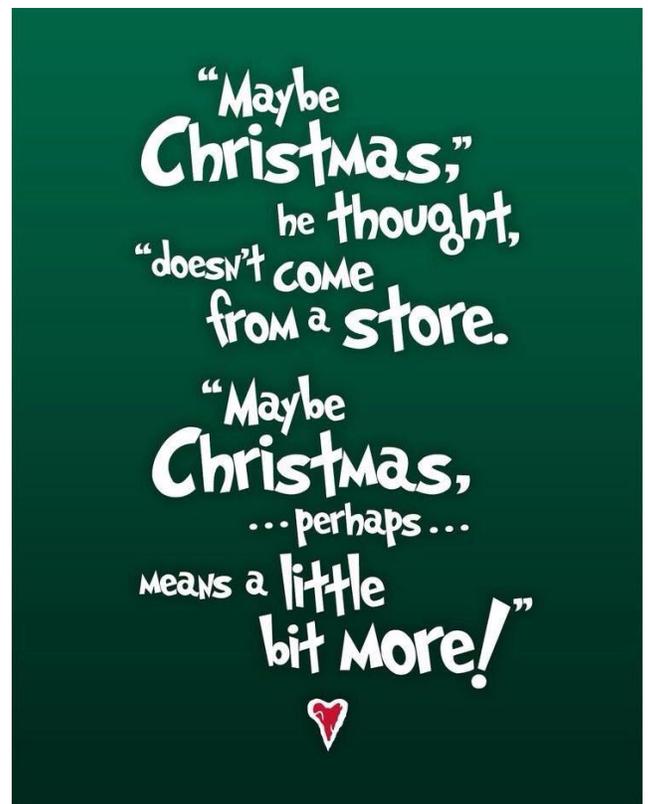
General Meeting: 1:00 – 5:00 PM

Christmas Gathering:

See page five (5)

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com



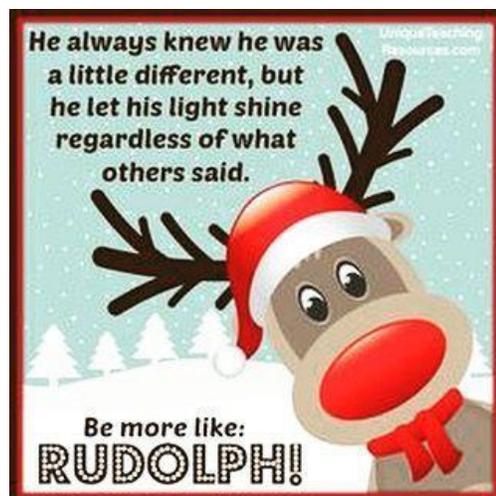
GENERAL MEETING AGENDA

December 2, 2017

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

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE AGENDA
5. MINUTES OF PREVIOUS MEETING – May 27, 2017
6. MATTERS ARISING FROM MINUTES
7. TREASURER'S REPORT
8. COMMUNICATIONS AND CORRESPONDENCE
9. REPORT OF THE VIDC EXECUTIVE BOARD
10. CUPE BC REPORT
11. STRONG COMMUNITIES REPORT
12. CUPE NATIONAL COMMITTEE REPORT(S)
13. AREA REPORTS
14. REPORTS OF THE COMMITTEES/WORKING GROUPS AND DELEGATES
15. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
16. UNFINISHED BUSINESS
17. NEW BUSINESS
18. GOOD AND WELFARE OF THE COUNCIL
19. ADJOURNMENT





Cowichan Lake Community Services thanks you!!



\$525.00 was donated to the kitchen of CLCS following the last VIDC meeting. Food will be purchased and provided for those who stop by in need of a hot meal. Volunteers come by and prepare meals so that they are premade and ready to heat up. A big thank you to Vancouver Island District Council for your great contributions!



DECEMBER 2017 FUNDRAISER

PORTLAND HOUSING SOCIETY

Mission statement:

To develop, maintain and promote affordable housing

Our housing is for individuals who are poorly served elsewhere in the community due to their physical health, mental health, behavioural issues, substance dependencies, forensic history, and for those who are homeless.

To provide housing, service, and advocacy to all in need

The PHS is for everyone in need of our services. We will not discriminate against...



- Persons with a mental health diagnosis
- Persons with physical disabilities and/or ailments including positive HIV & AIDS status
- Persons with a history of criminal activity and/or involvement in the criminal justice system
- Persons who engage in active alcohol, drug, and/or IV drug use
- Persons with any combination of the above, or persons in need of housing

Foster a sense of community within the PHS and society at large

We encourage our members to be accepting and supportive to one another by adhering to the following principles:

Enabling – Striving to enable each person to function at the level determined by that person.

Self Determination – Allowing each person to determine for themselves the time, place, course and method of therapeutic treatment, if any.

Therapeutic Family – Fostering an environment within our housing and services which accepts, has faith in, forgives, and looks to the good in each member. The PHS endeavours to find an alternative to eviction in every situation. *All monetary donations will be graciously accepted.*

Quarterly fundraisers:

- **February, 2018** - Pet Project – Sarah Fairbrass
- **May, 2018** – Cumberland Forest Society – monetary donations – Michelle Waite
- **September, 2018** - Success by Six Gold River Community Health Hub – monetary donations – Alison Pringle
- **December, 2018** – Powell River & CBC Island Wide Food Drive – Martha Higgins



Merry Christmas

JOIN US
FOR....



THE VANCOUVER ISLAND DISTRICT COUNCIL CHRISTMAS PARTY!!

Bring a \$20 gift

*Appies may be served
Coffee & tea service*

Jingle all the way...

Where?

Douglas Room, Coast Bastion, Nanaimo

When?

6pm – 12am, December 2, 2017 – 7pm visitor???

Who?

All Delegates and guests of Vancouver Island District Council



PERSONAL INFORMATION PROTECTION ACT

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

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

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

AREA REPORTS

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

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

An informal lunch will be 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, (Acting) Education Chair
Phone: 250 927-4025
Email: president@cupe349.net

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

ISLAND VIEWS

Purpose:

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

Send submissions to:**Sherrene Ross**

or

Wayne Smiley**T: 250 749-6173****C: 250 732-3898****C: 250 715-6734**wayne@pccomputerguy.comvidcsecretary@gmail.com**Island Views online: vidc.cupe.ca**phillipmartin.info

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 Heather Scarisbrick T: 250941 7510 hjscar@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 7087 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 TBE DUNCAN-SOUTH (South Island up to and including Duncan) Locals: 917, 951, 1978, 3886, 4163 TERM: May 2017 – May 2019	2)Executive Member-at-Large Kirk Mercer sleestak@shaw.ca DUNCAN-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 DUNCAN-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 MID-ISLAND NORTH (North of Duncan to Deep Bay, and including 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 MID-ISLAND NORTH (North of Duncan to Deep Bay, and including the Gulf Islands) Locals: 358, 401, 727, 3403 TERM: Sept 2017 – May 2019	6)Executive Member-at-Large Jeff Virtanen C: 250 245-3033 MID-ISLAND NORTH (North of Duncan to Deep Bay, and including the Gulf Islands) Locals: 1858, 3376, 3570, 3897 TERM: May 2017 – May 2019		
7)Executive Member-at-Large Alison Pringle T: 250 283 7307 C: 250 202 4145 alisonpringle4@gmail.com DEEP BAY-NORTH (North of Deep Bay and including Powell River) Locals: 2769, 3399 TERM: May 2016 – May 2018	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 (2017)	Karen Garrett karenngarrett@hotmail.com (2019)	Michele Favarger mfavarger@gmail.com (2018)

Vancouver Island District Council Committee Chairs			
<u>Anti-Privatization</u> Karen Garrett karenngarrett@hotmail.com TERM: May 2017 – May 2019	<u>Communication & Technology</u> Sherrene Ross T: 250 749 6173 C: 250 715 6734 vidcsecretary@gmail.com TERM: May 2017- May 2019	<u>Constitution</u> Martha Higgins T: 604 485 8622 Recsec798@gmail.com TERM: May 2017- May 2019	<u>Diversity</u> Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca TERM: Sept 2017- May 2019
<u>Education</u> Denise Bullock (Acting) president@cupe439.net TERM: May 2017- May 2019	<u>Environment</u> Michele Favarger mfavarger@gmail.com TERM: May 2017- May 2019	<u>Hospitality</u> Alison Pringle Alisonpringle4@gmail.com TERM: May 2017- May 2019	<u>International Solidarity</u> Amber Leonard Cupe459officer@gmail.com TERM: May 2017- May 2019
<u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca TERM: May 2017- May 2019	<u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019	<u>Pensions</u> Alison Pringle Alisonpringle4@gmail.com TERM: May 2017- May 2019	<u>Political Action</u> (Acting) Keith Todd todd@camosun.bc.ca TERM: May 2017- May 2019
<u>Resolutions</u> Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca TERM: May 2017- May 2019	<u>Women's (Acting)</u> Laurie Whyte T: 250 642 3070 W: 250 721 7087 lwhyte@uvic.ca TERM: May 2017- May 2019	<u>Young Workers</u> Maddy Smith madrose@uvic.ca TERM: May 2017- May 2019	<u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com TERM: May 2017- May 2019

<u>Community Social Services</u> TERM: May 2017- May 2019	<u>Skilled Trades</u> Kirk Mercer sleestak@shaw.ca TERM: May 2017- May 2019
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AFFILIATES

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

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



**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
September 23, 2017**

Call to Order – 9:10am

Roll Call of Officers – Sherrene Ross

Health & Safety – Martha Higgins

Emergency Preparedness Plan – Martha Higgins

Recognition of Territories – Amber Leonard

Equality Statement – Shared

Green Statement – Michele Favarger

Approval of the Agenda – Sarah Fairbrass

MSC

Additions to the Agenda -

Minutes of the Previous Meeting – Sarah Fairbrass

MSC

Matters Arising Out of the Minutes -

MSC

Treasurers Report – Steve Fielden

MSC

Correspondence Report – Sherrene Ross

MSC

MAIL

- Newsletter from BCSPCA
- Newsletter from Canadian Rights Action Foundation
- Newsletter from Council of Canadians
- Application from Michele Favarger -Local 951 - for the Cultural Bursary and the Education Bursary
- Request for funding from TAPS (Together Against Poverty Society)
- Thank you from Shelbourne Community Kitchen
- Application from Pamela Vivian Local 2081 - for the Cultural Bursary

EMAIL

- Letter from Johanne Kemmler – Local 5101 – showing interest to run for chair of Women’s Committee
- Letter from Laurie Whyte – Local 951 – showing interest to run for Diversity Executive at Large

CUPE BC

- Cheque from CUPE BC - \$5000 – Strategic Planning

CUPE NATIONAL

- Letter from CUPE National – approval of \$5000 Strategic Planning Cost Share

OUTGOING

- Letter to CUPE National with resolutions for convention
- Letter to CUPE BC putting names forward for CUPE BC Committee chairs
- Cards of thanks sent to: Lisa Paine, Cherilyn Brae & Craig Anderson

CUPE BC Executive Report

Michelle Waite

- Electronic filing – APRIO – challenges with internet – keep in mind
- Pacific Blue Cross – put forward a special resolution w/ 25,000 signatures to present to the Board – will need signatures fast if they ask for them
- Want to replace the 7 on Pacific Blue Cross Board
- BRDO.gov.bc.ca – list of vacancies of Fraser Valley Health Authority
- Jim Sinclair appointed Chair of Fraser Valley Health Authority – They are looking for people to fill the positions
- Contact Paul Faoro if you have someone in mind for one of the positions
- Attending UNBC (Union of British Columbia Municipalities) next week – package avail to look at and choose sessions

Kirk Mercer

- President's report – UNIFOR having trouble with Canadian Labour Congress
- Paul visiting other unions and many Labour Day events
- CUPE BC making \$\$ avail for District Councils to sponsor more Labour Day events
- CUPE BC will register to become lobbyists
- Set up and met with Green Party – Mr. Weaver – enable open dialogue
- Presentation from BCFED - how to get on the Boards
- Power point on where the government plans on going
- Discussion on bringing Human Rights Council back -Watch for notices in your area
- CUPE National - Monday at lunch will have a CUPE BC caucus
 - Wednesday social at *The Ball Room*
- Strike currently happening in Winnepeg – avoid at airport

Amber Leonard

- Met Wednesday for training – APRIO – new program
- Using more electronic systems for communication
- Documents will come ahead of meeting for better preparation
- Hope to tighten timelines
- Enable more background information
- Pacific Blue Cross lockout – solidarity on line amazing – 24/7 line
- Discussion on donations – NDP – large donation given prior to legislative changes
- CUPE BC will make us all aware of guidelines around donations
- Regional Director report – 11 temporary Reps turned to permanent – good news
- Conversation around replacing Board of Pacific Blue Cross
- CUPE BC could be doing a signature drive

- Municipal Elections 2018 E-393
- Moment of Silence for Janet Bigelow and Jeff Lawson
- Tina Meadows is now the CUPE BC person for Events Trailer
- Money being requested for upkeep of trailer

Michele Favarger

Dates for CUPE BC meetings would be good on the VIDC website

CUPE BC STRONG COMMUNITIES

Greg Burkitt

- Organizing drives – WestJet
- Fall School coming Oct. 29 – Nov. 3/17
- Only 40 registered so far
- Don't forget scholarships

VIDC Committee Reports

Anti-Privatization

Karen Garret (Amber Leonard, Dan MacBeth)

Motion:

“To add Pete Soos to the Anti-Privatization Committee”

MSC

Environment

Michele Favarger (Michelle Waite)

Education

TBE (Denise Bullock, Martha Higgins)

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

-More large print copies available

-Need member from another area

Political Action

TBE(Michelle Waite)

-Although 2 credentials given by NDP, VIDC cannot cover the release costs for delegates due to new legislation

Motion

“To add Deborah Hopper and Michelle Waite to the PA Committee”

MSC

Hospitality

Alison Pringle (Karen Garrett)

Women's

TBE (Heather S)

International Solidarity

Amber Leonard (Michele Favarger)

-Too many natural disasters in the world-what can we do?

-Looking for new members

Resolutions

Laurie Whyte

OH & S

Sarah Fairbrass (Martha Higgins)

Pension

Alison Pringle (Keith Todd, Heather S.)

Young Workers

Maddy Smith

Diversity/CARD

Laurie Whyte (Michele Favarger)

Municipal Communications/Technology Dan MacBeth (Sarah Fairbrass, Martha Higgins)
Sherrene Ross (Amber Leonard, Sarah Fairbrass, Wayne Smiley)

Motion:

“To purchase a 360 degree camera for use by VIDC for rallies, etc.” MSC

Anti-Poverty Sarah Fairbrass (Sherrene Ross)

CUPE BC Sectoral Committees & Working Groups:

(not covered by VIDC Committees)

Colleges – no report

K-12

Amber Leonard

- Michael Reed – LIF (Learning Improvement Fund) – making sure people are signing off their agreements
- Keep eye on funding
- Meeting Oct. 16/17, 2017 just prior to OBCM (One Big Committee Meeting)
- Custodial survey results out soon
- Bargaining will begin again soon for 2019

Alison Pringle

- PEBT – Trustee leaving soon and new one needed
- If interested, put your name forward

Libraries – no report

Universities – no report

Skilled Trades Working Group – Covered above

Child Care – no report

Community Social Services – no report

Unfinished Business/Old Business:

1. Strategic Planning – September 15/16, 2017

- Thanks to all for attending and participating in the Faceless Doll project
- Thank you to Sarah F. for her dedication on the project – well done!
- Like idea to hold another conference

2. 2018 Conference Committee – follow up from Friday meeting

- 10 people came forward as committee 4 Table Officers, 6 members
- 2018 Leadership Conference – various ideas
- Deborah Hopper has come forward as contact thru VIU – using as a conference centre if held in June (housing not available in the Fall)
- Conference rooms may be available in Fall – use hotel for housing possibly (mid November has study break)

- Wednesday opening plenary, Thursday-Friday sessions, Saturday segway to Nanaimo Pride Parade
- Option on registration with housing and without
- 6 workshops = 144 possible delegates
- How we can build on last Conference

Michelle Waite – when will info. be formalized so members can block time sooner than later? Will have to have expedited timeline if to happen in June.

3. Community Fundraisers 2018 – Regional Breakdown

- What kind of fundraisers do we support? What are the parameters?
- No policies in place to fit criteria – if we see Community need, then we work toward supporting it
- As long as it doesn't go against the values of trade unionists

February – Pet Project – Sarah Fairbrass

May – Cumberland Forest Society – monetary donations – Michelle Waite

September – Success by Six Gold River Community Health Hub – monetary donations – Alison Pringle

December – Powell River & CBC Island Wide Food Drive – Martha Higgins

4. 2018 Dates & Locations

- All proposed dates work except for December (can use different room)
 - Feb. 16/18 – Executive @ 6pm – dinner provided
 - Feb. 17/18 – General @ 10:30am – lunch available @ 12
 - May 11/18 – Committee mtgs.
 - May 12/18 – Exec. mtg @ 9:00am, Gen. @ 1pm
 - Sept. 15/18 – Exec. mtg. @ 9:00am, Gen. @ 1pm
 - Dec. 01/18 – Exec. mtg. @ 9:00am, Gen. @ 1pm
 - Dec. 01/18 – Christmas Social @ 6:00pm
- Cost at VICC \$2500. Compared to \$1425. at Coast Bastion
- Difference of \$4400. Per year (@ 4 mtgs. per year)
- And the Coast Bastion serves fresh potato chips 😊

5. Elections at General Meeting (Diversity, Hospitality & MAL)

- Voting in caucus for M-A-L

New Business:

Michelle Waite -

1. CUPE BC Wildfire Relief Fund - \$10,000 put forward totalling \$51,000.
 - So far, \$20,000 has been given to support CUPE evacuees & \$3,000 for CUPE member who have lost homes

- VIDC to show solidarity by donating?
- Fund is still large though – solidarity is important
- VIDC to write a letter to other Councils that have members affected by fires
- Many locals have already donated directly to the Wildfire Relief

Motion:

“VIDC to donate \$1,000.00 to the CUPE BC Wildfire Relief Fund.” **MSC**

2. National Convention Endorsements

- Use lots of social media to share, like and assist brother Mark Hancock run for National President
- Have only heard of Mark and Charles bid for positions

Motion:

“VIDC to support Mark Hancock for CUPE National President” **MSC**

Motion:

“VIDC to support Charles Fluery for CUPE National Treasurer” **MSC**

Motion:

“VIDC to support Mark Hancock in the amount of \$500 for CUPE National President, Because he is from the hood” **MSC**

3. Bursary & Scholarship Applications

Education – 1 application

- Michele Favarger - \$767

Cultural – 2 applications

- Pamela Vivian - \$500
- Michele Favarger - \$500

Motion:

“Strike a committee to review the Terms of Reference of Bursaries & Scholarships” **MSC**

Committee Volunteers:

Sarah Fairbrass
Deborah Hopper
Martha Higgins

Michele Favarger
Laurie Whyte

Motion:

“To award Michele Favarger and Pamela Vivian Cultural Bursaries
In the amount of \$500 each”

MSC

Motion:

“To award Michele Favarger the Educational Bursary in the amount
of \$500”

MSC

4. December Meeting & Christmas Social

- United Way guest speaker – Deborah Hopper to arrange
- Hospitality election winner will plan Christmas social
- Honor Louise Oetting as Lifetime Member
- Email Amber if you have any ideas on additional guests
- Will ask lifetime members to Christmas social

Motion:

“To make Louise Oetting a lifetime member of VIDC”

MSC

5. Committee Chair positions

- Diversity M-A-L
- Hospitality

6. NDP Convention

- Some more information needed on protocol on donations

7. December fundraiser – Portland House – Laure Whyte

- First brought in to manage tent city in Victoria
- Laurie will try to get more information on their needs

Motion:

“To donate \$600 to the United Way Campaign for 2018 divided
between the areas on the Island & Powell River”

MSC

Good and Welfare of the Council:

- Some interested in doing the Edge Walk at Toronto convention
- Happy birthday to Martha Higgins

Motion:

“To invite and honor Dale Whitford to our December meeting and Christmas Social”

MSC**Adjournment: 12:06pm****VANCOUVER ISLAND DISTRICT COUNCIL****GENERAL MEETING****September 23, 2017****Call to Order – 1:08pm****Roll Call of Officers – Sherrene Ross****MSC**

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

Welcome to Guests, Staff and Presenters:

- Greg Burkitt – National Education
- Merv Simonot – National Rep
- David Scott – Rep from Victoria office

Sergeant at Arms Report – (Acting-Keith Todd)32 delegates 2 guests, 2 staff**MSC****Presentation of Affiliates and Credentials – Sherrene Ross****Obligation of New Delegates – Sarah Fairbrass****Approval of the Agenda – Amber Leonard****MSC****Minutes of the Previous Meeting ~ May 27, 2017****MSC****Matters Arising Out of the Minutes –****MSC**

- donations for Lake Cowichan Community Services

Treasurers Report – Steve Fielden**MSC****Motion****“To adopt all Committee budgets as read”****MSC**

Anti-Privatization	\$2000
Anti-Poverty	\$2000
Communication	\$2000
Community Social Services	\$2000
Constitution	\$500
Diversity	\$2000

Education	\$2000
Environment	\$2000
Hospitality	\$2000
International Solidarity	\$2000
Municipal	\$2000
OH & S	\$2000
Pensions	\$2000
Political Action	\$2000
Resolutions	\$50
Skilled Trades	\$2000
Women's	\$2000
Young Workers	\$2000

Communications and Correspondence Report – Sherrene Ross

MSC

MAIL

- Newsletter from BCSPCA
- Newsletter from Canadian Rights Action Foundation
- Newsletter from Council of Canadians
- Application from Michele Favarger -Local 951 - for the Cultural Bursary and the Education Bursary
- Request for funding from TAPS (Together Against Poverty Society)
- Thank you from Shelbourne Community Kitchen
- Application from Pamela Vivian Local 2081 - for the Cultural Bursary

EMAIL

- Letter from Johanne Kemmler – Local 5101 – showing interest to run for chair of Women's Committee
- Letter from Laure Whyte – showing interest to run for position of Diversity Executive at Large

CUPE BC

- Cheque from CUPE BC - \$5000 – Strategic Planning

CUPE NATIONAL

- Letter from CUPE National – approval of \$5000 Strategic Planning Cost Share

OUTGOING

- Letter to CUPE National with resolutions for convention
- Letter to CUPE BC putting names forward for CUPE BC Committee chairs
- Cards of thanks sent to: Lisa Paine, Cherilyn Bray & Craig Anderson

Report of the VIDC Executive Board – Sherrene Ross

“To add Pete Soos to the Anti-Contracting Out Committee”	MSC
“To add Deborah Hopper and Michelle Waite to the PA Committee”	MSC
“To purchase a 360 degree camera for use by VIDC for rallies, etc.”	MSC
“VIDC to donate \$1,000.00 to the CUPE BC Wildfire Relief Fund.”	MSC
“VIDC to support Mark Hancock for CUPE National President”	MSC
“VIDC to support Charles Fluery for CUPE National Treasurer”	MSC
“VIDC to support Mark Hancock in the amount of \$500 for CUPE National President, because he is from our hood”	MSC
“Strike a committee to review the Terms of Reference of Bursaries & Scholarships”	MSC

Committee Volunteers:

Sarah Fairbrass
Deborah Hopper
Martha Higgins
Michele Favarger
Laurie Whyte

“To award Michele Favarger and Pamela Vivian Cultural Bursaries and provide \$500 to each participant”	MSC
“To award Michele Favarger the Educational Bursary in the amount of \$500”	MSC
“To make Louise Oetting a lifetime honorary member of VIDC”	MSC
“To donate \$600 to the United Way Campaign for 2018 divided between the areas on the Island & Powell River”	MSC
“To recognize & invite Dale Whitford to our December meeting and Christmas Social”	MSC

CUPE BC Executive Report

Kirk Mercer

- Met Wed, Thurs., Fri. for training – APRIO new electronic communication program
- CUPE BC now registered as a lobbyist with new legislation
- Paul Faoro sat with Green Party leader to talk about CUPE’s mandates

- BRDO.gov.bc.ca – Board Resource & Development Office – shows where all the vacancies are in ridings and where the gaps are
- Talks on bringing back the Human Rights commission
- CUPE National Convention – Currently a strike in Winnipeg and Terminal 3 - Swiss Air in Toronto
- CUPE BC is currently working to organize WestJet

Michelle Waite

- BRDO – Jim Sinclair just appointed as Chair of the Fraser Valley Health Authority
- Who might be good people to sit on these Boards?
- How do we balance these?
- Pacific Blue Cross – 600 workers were locked out – local 1816
- Special resolution put forward to have the entire Board replaced – need 25,000 signatures
- Amber – Chair of CUPE BC Women's committee
- Kirk – Chair of CUPE BC Skilled Trade's
- Michelle – Chair of CUPE BC Political Action

Strong Communities

Greg Burkitt

- Municipal Election – Nathan Allen will be in touch with Locals
- Organizing WestJet
- Fall school Oct. 29 – Nov. 3rd

CUPE National Committee Reports

Pat Shade

- Diversity V-P will be back on the floor – finally through at CUPE BC
- Resolution to have 5 seats available
- Pushing to get 4 more seats added
- Constitutional resolution so 2/3 required
- Important that Regional Proportion be considered in this resolution

Michelle Waite – Post Secondary Task Force

- Resolution 284 is first importance
- Resolution 144 requesting sexual violence tool kit
- Resolution 191 continue to build on the indigeneous rights

Area Reports

Locals:

556

- 2 units go thru bargaining

- Cumberland had drawn out process = 2% increase five yr contract
- Comox contracted out negotiator – took employer to Labour Board
- held flash mobs, etc.
- mediation led to success = 2% per year
- employer removed cuts to jobs off table
- read the National document

2011

3399

382

439

441

459

- Manager did not understand Trades premium & stopped paying
- payroll suffered – issue resolved – employer planning on estoppel at bargaining
- can't fill positions because wages too low – so much work
- 7 computer labs converted to classrooms
- turn over in payroll – looking at market adjustment with employer as a caveat

476

606

- reverted 50 rooms back to classrooms
- still need 5 or 6 more portables
- contractors in to do extra work – ok cause no current layoffs
- CUPE received very little out of the funding coming down from Bill 28
- Top heavy hiring

723

727

788

2769

- All is great

3570

5101

947

- Superintendent is retiring as we go into bargaining
- sending 4 members to National

917

951

- In March Board of Governors passed Sexual Violence policy finally
- Issues hiring Officer at Human Rights Equity office
- Experiencing issues with Return to Work

- Hot topic on campus – Mental Health
- Pet Café now open on Wednesdays
- 'Parents Guide to Bullying – What Parents Need to Know' – sold out workshop on campus

1858

2081

- Camfest had a lot of visitors
- Lots of grievances especially in IT
- HR cannot say NO, they can only 'persuade' - HR no longer telling Managers what to do
- Hiring on Campus to go through HR

3479

- 2 people attending Fall school
- Pay parking going in affect - hospital now has free parking – we'll park there

4163

410

873

3403

- New president is Carla Bailey
- Moved into the Steelworkers office

374

- Hoping to get to bargaining table one day soon
- Have not yet received proposals

50

- Reached tentative agreement – taking to members for ratification
- Getting new City Manager
- HR no longer telling Managers what to do

118

- Lots of Management changes – some for the good
- Heading to bargaining in October 2017
- Grievance on technology change – charge hands doing work at home
- Sending 3 people to National

401

358

- Groups all in bargaining
- North Cowichan applied for mediation – seniority, workplace issues
- City of Duncan taking strike vote - \$, benefits
- Changes to MSP premiums – belongs to members not employer
- Working on as a Staff
- Minimum %50 of MSP premiums back

- Create a fund to cover retiree benefits from MSP fund
- Please search out unionized courses if planning a golf tournament

798

- Mediation & grievances ongoing
- Library component currently in bargaining
- OH& S compliance agreement in effect for not having site committees in place for over 20 workers
- New Finance Manager due to maternity
- Contracting Out forklift training
- Job postings – changed prior to jjec – had to pull for finalization
- Members EOCP cert not being upgraded or maintained certified

1978

1767

Motion:

“To accept all reports as read.”

MSC

Committee Reports:

Anti-Privatization

Karen Garret ()

Environment

Michele Favarger (Michelle Waite)

Education

TBE (Denise Bullock, Martha Higgins, Heather Scarisbrick)

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

Political Action

TBE (Michelle Waite)

- NDP Convention November 3-5, 2017
- Bi-election in Saanich – please vote
- Labour Council endorsed Natalie Chambers
- Municipal Elections coming

Hospitality

TBE (Amber Leonard)

Women’s

TBE (Laurie Whyte)

- Think about the rising violence in the world and what you can do to help

International Solidarity

Amber Leonard (Michele Favarger)

Resolutions

Laurie Whyte

- -Start thinking about CUPE BC resolutions to me 2 weeks prior to February meeting

OH & S

Sarah Fairbrass

- -The \$50 winner of the ‘What’s Wrong with this Pic’ – Kirk Mercer

Pension

Alison Pringle (Keith Todd, Heather Scarisbrick)

Young Workers

Maddy Smith

Diversity/CARD	TBE (Michele Favarger, Laurie Whyte)
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 Working Group	Kirk Mercer <ul style="list-style-type: none">• Giving presentation on Apprenticeships in Education• Will lobby CUPE BC to support us
Community Social Services	TBE

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:

- **Diversity Executive M-A-L**
 - Laurie Whyte – nominated – **elected**
- **Hospitality Chair**
 - Alison Pringle – nominated – **elected**
- **M-A-L Mid Island North** – Stacy Watton – Local 118 - **elected**

Unfinished Business/Old Business:

1. **Strategic Planning** – September 15/16, 2017
More info. To follow at December mtg.
2. **Regional fundraisers**
 - February** – Pet Project – Sarah Fairbrass
 - May** – Cumberland Forest Society – monetary donations – Michelle Waite
 - September** – Success by Six Gold River Community Health Hub – monetary donations – Alison Pringle
 - December** – Powell River & CBC Island Wide Food Drive – Martha Higgins

2018 Dates at the Coast Bastion

- Feb. 16/18 – Executive @ 6pm – dinner provided
- Feb. 17/18 – General @ 10:30am – lunch available @ 12
- May 11/18 – Committee mtgs.
- May 12/18 – Exec. mtg @ 9:00am, Gen. @ 1pm
- Sept. 15/18 – Exec. mtg. @ 9:00am, Gen. @ 1pm

- Dec. 01/18 – Exec. mtg. @ 9:00am, Gen. @ 1pm
- Dec. 01/18 – Christmas Social @ 6:00pm

Motion:

“VIDC to donate \$300 to Cowichan Lake Community Services”

MSC

New Business:

1. If going to National Convention – try to sit with VIDC
2. Train from Toronto Airport to Union square is \$12.00 to downtown

Good and Welfare of the Council:

- Pat Shade wins the Prize!!
- Moment of silence for Jeff Lawson & Janet Bigelow

Adjournment: 4:10pm

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**AREA REPORTS****CUPE Local 1767 – BC Assessment**

Greeting from your sisters and brothers in the property assessment field from around the province!

**Wildfires**

I hope you’ve enjoyed the summer and time spent with loved ones despite the unprecedented wildfire situation. The air quality for many of my coworkers was abysmal for most of the summer but our workers in Williams Lake were most affected of course with that office shutting down and employees evacuating. It was a very stressful time, especially for workers who were vacationing elsewhere when the word came. They had no idea what to expect once they were able to return.

The affected employees were very happy to hear of the financial support offered by CUPEBC as well as the love and support of their sisters and brothers. As the rains start to fall I hope we have a very quick end to all of the remaining fires still burning across the province.

**NDP**

What an amazing feeling to have a progressive, labour-conscious government in power after 16 years of neglect and abuse! I was fortunate to have worked on the campaigns of both Ronna-Rae Leonard in the Comox Valley (my home turf) as well as Bob D’Eith in Maple Ridge. Who knew both would be nail-biters! All turned out well in the end of course and now all Locals in the province must try to temper

their expectations and remain supportive as the government prioritizes the magnitude and timing of critical platform pieces.

At BC Assessment with our data and knowledge of the real estate industry, plus our impact on taxation for all types of property including investment properties and development land, we are hoping that we can play a role in re-establishing equitable taxation levels and support for those less fortunate in our society.

### **Pacific Blue Cross**

It's with great relief that I read the news about Pacific Blue Cross workers ratifying their new collective agreement. My coworkers stood solidly behind them in resisting concessions despite the challenge of a more than two month long lockout. We were prepared to do all that was asked from submitting paper claims only, to attending en masse if they ever held a board meeting, to starting to picket their ally travel insurance offices across the province.

### **BC Assessment**

Our Local remains focussed on the over-use of temporary workers and the gradual erosion of the lines between job duties which has resulted in the tasks normally performed at a higher pay rate being pushed down lower and lower. These temporary workers are the definition of precarious workers. They are on limited contracts and always worry if they are going to be extended or not. It appears to be on a whim at times with no eye to seniority. As a result some resort to 'volunteering' to work outside their job description and allow their collective agreement rights to be trampled for fear of being labelled a troublemaker and not being extended or hired permanently. Sometimes they do it simply because the tasks they are given are mind-achingly monotonous.

A lot of this situation flows from chronic underfunding of BC Assessment. It is a crown corporation which is mostly financed directly by a small levy on all properties in the province. The levy is controlled by the government and, as in many other areas, the Liberal government choose to freeze the levy in many years or keep it below the inflation rate, forcing managers to 'innovate' by relying on endless cycles of poorly implemented forms of property reassessment and an over-reliance on poorly trained temporary staff. We look forward to the end of the levy freeze and hopefully with it more stability in our staffing model.

### **Succession Planning**

My role as president comes to a close this October at our next AGM after the CUPE National convention in Toronto. It has been my great honour to serve my Local in several capacities over the last twenty years including the last eleven as president. We went from a very insular, inwards-facing local to embracing the power and strength of togetherness with our sister and brothers from all branches of labour. Two achievements stand above all others for me: our very recent affiliation with the BC Federation of Labour and of course our affiliation with District Councils across the province approximately two years ago.

As I move on to pursue more work with CUPE National I leave an experienced executive who will carry on strengthening the bonds between us. I am encouraged by the growth in involvement in my Local by

young workers, female workers and workers of colour...so it's time for this old(er) white privileged male to make room for them!

I look forward to seeing many of you in Toronto!

In solidarity, Kevin McPhail  
President, CUPE Local 1767

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## **CUPE 5101 Vancouver Island District Council Report Saturday, September 23, 2017**

Just a few things to share....

- **THANK YOU** to the council for endorsing me to sit on the CUPE BC K to 12 Committee! I consider it a privilege to sit on a committee and thank you for your support. We also have Nancy Fee from our local sitting on the Environmental committee. I am happy our local is involved at this level.
- **LIF** – With an increase in EA's hired in our district, our LIF time has been reduced from 75 minutes per week to 60 minutes per week. EA's are understanding of this but it is always difficult to take away and is then considered a loss.
- **EA Shortage** – As many of you have experienced, our district has struggled the last couple of years with lack of EA coverage causing much stress on members and the district in general. This summer up to 30 EA's were hired and we are seeing the positive effects of this now. There are still shortages, but nothing like we have seen.
- **Clerical Workload** – We are seeing a rise in the stress of workload in some of our clerical positions. With the result of Bill 28, we have seen an increase in divisions with as students are spread to meet the requirements. This is one factor in the increase of workload we are seeing. Workload is a constant issue that we address at labour management regularly.
- **Elections** – Our most recent elections seen the re-election of some and also welcoming of new. I am pleased at how our local is evolving and growing with new involvement. We are looking forward to educating the new members and working with them to continue to build a strong local.

My apologies for not being in attendance at today's meeting and I hope to see many of you in Toronto!

Thank you.

In Solidarity,

Tara Brooks  
President  
Local 5101

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