

VIDC

Vancouver Island District Council

Agenda

February 18, 2017

Minutes

November 26, 2016

Vancouver Island Conference Centre

101 Gordon Street

Nanaimo, BC

Executive Meeting: Friday, February 17th, 2017 - 6:30 PM

Presentation: 'How to Read School Board Budgets' – Rob Zver

Saturday, February 18th 9:30 – 10:30 AM

General Meeting: 10:30 AM

Lunch: 12:00 (\$10)

General Meeting resumes: 1:00 PM

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

GENERAL MEETING AGENDA

NOVEMBER 26, 2016

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



FEBRUARY FUNDRAISER

Port Alberni Shelter Society



WHO WE ARE: The Port Alberni Shelter Society (PASS) is a non-profit organization that works with people who are homeless or are at risk of becoming homeless. The Port Alberni Shelter is run by the Port Alberni Shelter Society which was first established in 1972 as the Friendship Lodge, and has provided supportive housing and emergency shelter since that date. Currently the Shelter has a total of 42 beds with 12 reserved for emergency shelter clients. Every effort is made to accommodate people with emergency housing needs while maintaining a secure and stable environment for long-term supportive housing clients. The Shelter is open from 6am to 1am daily for intake and provides a complete meal service for all residents.

OUR PURPOSE: The purpose of our organization is to act as a gateway to stable housing and supportive services. The Port Alberni Shelter provides temporary accommodation and essential services designed to meet the immediate needs of the homeless. Our organization serves as a link to help people reconnect with community agencies and supportive services. By offering temporary shelter, food and gateway services, we assist residents in their efforts to becoming more self-sufficient and help them move towards independence and long-term sustainable housing.

VISION STATEMENT: We envision an Alberni Valley where everyone has a safe home and a fulfilling life in the community.

Donations of heavy skillets will be accepted and given to the Port Alberni Shelter Society.

Quarterly fundraisers:

- **May** – Shelbourne community kitchen – can meats, etc.
Contact: Keith Todd
- **September** – Cowichan Lake Community Services – monetary & food (cases of soup, pasta, tuna, etc.)
Contact: Sherrene Ross
- **December** – Fentenoyl fundraiser
Contact: Laurie Whyte

PERSONAL INFORMATION PROTECTION ACT

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

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

VIDC EDUCATION

Send course registration and fees to:

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

Send education requests to:

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

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

ISLAND VIEWS

Purpose:

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

Send submissions to:**Sherrene Ross**

or

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

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

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



How to Read School District Budgets

Date: Saturday, February 18th, 2017

Time: 9:30 – 10:30am

Place: Vancouver Island Convention Centre

Presenter: Rob Zver

AFFILIATES

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

		Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
798	Multi-Sector	Powell River Municipal, Regional District and District Library
1978	Multi-Sector	Victoria Capital Regional District, Capital Health Region, Capital Region Housing Corporation, Victoria Senior Citizens Housing Society
1767	Tr/Ag/Boards	BC Assessment Authority
NON-AFFILIATES		
947	K-12	Greater Victoria School Board Outside
3886	Post-Secondary	Royal Roads University
3376	SS & Health	Nanaimo Association for Community Living
3897	SS & Health	School District 69 Family Resources Assoc.
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle



VANCOUVER ISLAND

DISTRICT COUNCIL

EXECUTIVE MEETING

November 26, 2016

Call to Order – 9:05

Roll Call of Officers – Sherrene Ross

Health & Safety – Emergency Preparedness Plan – Sarah Fairbrass

Recognition of Aboriginal Territories – Dale Whitford

Equality Statement -Dale Whitford

- **Suggestion to read Equality Statement in a different way ~ Ali has agreed to provide laminated copies of paragraphs to read**
- **General meeting ~ will be shared endeavour**

Green Statement – Michele Favarger

Approval of the Agenda

MSC

Minutes of the Previous Meeting - September 24, 2016

MSC

Matters Arising Out of the Minutes

MSC

Add VIDC Secretary's email on front of minutes

Treasurers Report – Craig Anderson

MSC

Correspondence Report

MSC

Sherrene Ross

MAIL:

- Return of duplicate cheque from CUPE BC
- Thank you letter from CODEV Canada
- Thank you letter from Comox Bay Care Society
- Thank you letter from the NIDES Vex Robotics Program

EMAIL:

- Thank you letter from Shelbourne Community Kitchen

CUPE BC Executive Report

Michele Waite – see attached report

- No Executive meeting held since last VIDC
- Interested to hear feedback around Education Conference

Kirk Mercer

- MOVEUP signed CA

Amber Leonard

- Paul Faoro will be attending this afternoon

VIDC Committee Reports

Anti-Contracting Out

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

Environment	Michele Favarger (Dale Whitford, Michelle Waite)
Education	Lisa Paine (Christine S, Denise Bullock, Martha Higgins, Heather Scarisbrick)
Constitution	Martha Higgins (Sarah Fairbrass, Michelle Waite) <ul style="list-style-type: none"> • Draft copies of Constitution with gender reference changed
“Motion”	Make Notice of Motion to approve Constitution on February 17 th , 2017
Political Action	Keith Todd (Michelle Waite)
Hospitality	Cherilyn Bray (Amber Leonard, Denise Bullock) <ul style="list-style-type: none"> • Christmas Social 6-9pm at Minnoz – low key with appies and Santa
Women’s	Laurie Whyte (Dale Whitford, Heather S, Karen Dykes) <ul style="list-style-type: none"> • Making a donation to the PSAC – for Candlelight Vigil • CUPE BC Women’s Committee – feel need to Women’s Conference • Suggest Regional best model • Asking Regions to consider hosting one in the near future • Sarah: Was discussed that due to requests – possibly host another conference in Spring 2018 with focus on advanced training with a Women’s stream
International Solidarity Resolutions	Dale Whitford (Michele Favarger) Laurie Whyte <ul style="list-style-type: none"> • Deadline for CUPE BC resolutions to Laurie by Feb. 3/17
OH & S	Sarah Fairbrass <ul style="list-style-type: none"> • Congrats to Laurie Whyte for winning newsletter draw • Received certificate from NAOSH
Pension	Laura Johnston (Pauline Loranger, Keith Todd, Heather S, Ali Pringle)
Young Workers	
Diversity/CARD	Dale Whitford (Michele Favarger, Laurie Whyte)
Municipal	Dan MacBeth (Sarah Fairbrass, Martha Higgins, Steve Curry)
Communications/Technology	Sherrene Ross (Amber Leonard, Sarah Fairbrass, Michele Favarger, Wayne Smiley)
Anti-Poverty	Sarah Fairbrass (Sherrene Ross)
“Motion”	To donate \$100 to the gentleman in Nanaimo who plays the flute MSC
**Report at General	

CUPE BC Sectoral Committees & Working Groups:

(not covered by VIDC Committees)

Colleges - NA

K-12 – to be covered at General mtg.

Libraries - NA

Universities NA

Skilled Trades Working Group - see attached report

Child Care – Dale Whitford

- afterschool care will be closed down at UVIC
- parents created a push back campaign

Community Social Services

- Meeting in January – will report in February

Unfinished Business/Old Business

1. Stewards Conference Committee meeting report back
117 registered - 113 arrived
 - Read some of the feedback forms - great feedback
 - Fantastic overall
 - Great to have the evening entertainment to destress
2. VIDC Constitution Review
 - All corrections have been made – motion held at February meeting
3. Log Book of Motions
 - To be updated and sent out to Executive following this meeting
4. Purses of Hope update
 - Another amazing success for this Council
 - Sherrene & Craig delivered 66+ handbags to Haven House
 - Any more items can go to Deborah Hopper to deliver
5. 2017 VIDC dates – February 18, May 27, September 24, December 2
 - Sept 24th should read Sept. 23rd
 - Dec. 2nd Fentanyl fundraiser – speak to 873 to see what they need
 - Possibility to join with another union group
 - Council to write a letter to 873 & 1004 to see what is needed

New Business

1. Resolutions to CUPE BC Convention – Need to be to Laurie Whyte before February 3rd
 - CUPE BC deadline is February 24th

2. Friday, February 17th – Sit down dinner - email any food allergies to Amber asap.
 - Add hospitality night at Convention
 - Endorsements for elections
 - Let Council know ahead of time if you are running for a position
3. Saturday, February 18th meeting change
 - Keith Todd can organize a guest speaker via Political Action committee
 - VIU can likely offer free rooms on the Friday afternoon
 - Amber to set speak with Nathan Allen and Rob Zver

Good and Welfare of the Council

- Thank you to Christine Szaflik for her dedication to the VIDC Council
- Moment of Silence

Adjournment: 12:05 pm



**VANCOUVER ISLAND DISTRICT COUNCIL
GENERAL MEETING**

November 26, 2016

Call to Order – 1:03

Roll Call of Officers – Sherrene Ross

Health & Safety, Emergency Preparedness Plan - Sarah Fairbrass

Recognition of Territories – Dale Whitford

Equality Statement – Shared by delegates

Green Statement – Michele Favarger

Guest Speakers – Paul Faoro, Trevor Davies, National Director Robin Jones, Greg Burkitt

Presentation of Affiliates and Credentials – Sherrene Ross

- Local 723 Campbell River – 3 delegates

Obligation of New Delegates – Sarah Fairbrass

Sergeant at Arms Report – Heather Scarisbrick - 34 delegates 4 guests, 1 Rep

Approval of the Agenda -

MSC

Minutes of the Previous Meeting ~ September 24, 2016

MSC

Matters Arising Out of the Minutes - NA

Treasurers Report – Craig Anderson see attached

Report of the VIDC Executive Board – Sherrene Ross

“Motion”

Make Notice of Motion to approve Constitution at the February 18th, 2017 VIDC Meeting

MSC

“Motion”

To donate \$100 to Tim Lander, from Nanaimo, who plays the flute

MSC

- Thank you to the Council from Amber for thinking outside of the box and coming up with the Steward’s Conference during Strategic Planning

CUPE BC Executive Report

Paul Faoro

- Thanks to the Council for all your hard work and for your recent success with the SC
- BC Nurse’s – poaching from other unions
- Expelled from BCFED & CLC
- Motion passed by the BCFED, that Unifor 888 breached a picket policy by agreeing to the document
- CUPE caucus at 12 on Monday at the BCFED
- MOVEUP has just settled their CA
- Thanks to VIDC for setting up a program for the upcoming election
- Membership and general population poles just completed
 - upcoming election

- feelings on Christy Clark
- numbers are encouraging (62% of 1000 people)
- 2 points up on Liberals

Michelle Waite

- correction on local # should be 888 in the report

Strong Communities – Trevor Davies

- Alison Pringle caucus whip
- CUPE BC caucus at lunch Monday
- Convention 2017 in the works
- Electronic voting will be happening which speed things up

Greg Burkitt

- CLC winter school – 5 scholarships
- May 28th Spring school in Kamloops
- To request workshops – go to CUPE BC – Education

CUPE National Committee Reports

Michelle Waite

- National Sector Conference
 - every 2 years
 - 11 main sectors with 2 co-chairs for each (22 total)
 - 16/18 chairs – 3 from BC
- Post-Secondary Section
- Sexual Violence on campus

Amber

- OH & S National Meeting — see attached report

Area Reports

Local:

374

-bargaining

-watch for bus billboards – local 374 member's face on bus

-unfair labour practice – hearing after convention

-bullied & harassed union rep – letter put forward to Worksafe

556

-Town of Comox – 2-tiered bargaining

-respect not shown at table

2011

3399 - NR

382

439

441

459

-incredible growth happening - 511 extra students

-growth for next 5 years

-struggling to support ASW

-participated in interviews for new management

-3 stewards sent to conference

476

606

723- NR

727

-3 to education conference, 2 to steward's conf.

-mediation in Dec. for WCB top-up grievance

-still experiencing shortages with EA's, NHS, clerical

788

2769

-EA & custodian coverage

-hired TTOC's at CUPE rate – same considerations

3570

-50 individual grievances filed due to wage freezes

-employer settled – but filed grievance next day on retirement seminar – wages & registration fee to be returned

-1000.00 donation to families in community – Bald Eagle drive

5101

917

-food outlet chains being brought in although told 917 members would be work at

-that is not the case at this point

951

-employer revamping incident forms – not required to inform union

-closing of afterschool care centres

-2 new stewards came up for the conference

1858

-still no Exec. Dir. Of HR

-informed her employer that Local would be supported by National if funds are required

-working together jointly to move forward

-14 stewards sent to Stewards Conference (12 brand new)

-CUPE CARES –

- \$1200 donation to UNITED WAY

-25 purses for Handbag for Hope

-Friendship Bench installed at Nanaimo Campus

-Committed to having installed at 2 more campuses

2081

-numbers growing at Camosun

-working to get people past 18mth part time

-print shop busy

3479

-sent 3 to SC

-Book stores – not having appropriate risk assessments done

-Thanks for VIW booklets – ordered for all stewards

-Found out a Supervisor had been connected to a worker's email for 14 months – had access to without knowledge – creating formal process for that to happen, a timeline, a specific reason and that member will be notified

4163

410

873

3403

-successful completion to grievance

-position back into bargaining unit

-3 members came to the Steward Conf.

50

-record UW donation \$89,000

-Kim Manton has moved on

-will have a new Com Centre

-Victoria is getting GPS on vehicles

-3 year no concession deal signed

-Will be out of the GVRA

118

-7 members attended the SC

-continuing Strong Communities campaign

-Bull Dogs junior A night – next fundraiser

-membership appreciation luncheon coming up

401

358

-going into bargaining

- not going well with City of Duncan
- Members make approx. \$850 wk with top-up from National
- North Cowichan – 30 grievances – 4 to arbitration – bad HR manager
- major success due to CUPE National – Duty to Accommodate & Failure to accommodate
- Tom McKenna assisted in this success

798

-new HR manager

-3 new Executive – new President

1978

1767

947

3886

3376

-Executive plan to come to February mtg. to affiliate

3897

4601

3136

Committee Reports

Anti-Contracting Out

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

- Modernizing research materials – successful campaigns

Environment

Michele Favarger (Dale Whitford, Michelle Waite)

- CUPE BC com. met Oct. 20th
- Standing Rock in the media
- Alberta putting an end to coal fired energy by 2018

Education

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

- Steward's Conference highlights
- Feedback forms

Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- No report

Political Action

Keith Todd (Michelle Waite)

- 163 days to election
- make donations if you can
- will build a plan for a workshop to be held at February meeting

Hospitality

Cherilyn Bray (Amber Leonard, Denise Bullock)

- draws

- social at Minnoz – 6 pm
- bring \$20 or less gift for the red bag

Women's

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

- CUPE BC – debriefed on convention & Women's committee
- caucus open to all Women not just committee
- reviewed domestic CUPE BC violence kit
- Summer Institute for Women – end of June early July
- Samaratin's purse project
- only 14 hospital's in 9 regions have access to proper rape kit
- feel need to Women's Conference
- Suggest Regional best model
- Asking Regions to consider hosting one in the near future
- Candlelight Vigil held in Victoria on Dec 4th at 4:30 – Holland Park Rd – Victoria
- September 1916 was when women were given the right to vote

International Solidarity

Dale Whitford (Michele Favarger)

- thanks to those who have purchased chocolate and coffee
- cheque for over \$500 written
- Dec. 3rd International Day for person's with Disabilities

Resolutions

Laurie Whyte

- resolutions for CUPE BC to myself by February 3rd, 2017 to CUPE BC by the 25th
- use clear language "CUPE BC will:"
- can be submitted via – Local, VIDC, CUPE BC committee

OH & S

Sarah Fairbrass

- Certificate of participation for North American Occupational H & S week
- OH & S committee handed out the winning pin to each delegate
- Laurie Whyte winner of 'What's Wong with this Picture'?
- National 2016 Year of H & S – you can go online and have certificates printed for your safety committee in your local to acknowledge them

Pension

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

- See attached

Young Workers**Diversity/CARD**

Dale Whitford (Michele Favarger, Laurie Whyte)

Municipal

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

- For CUPE BC convention – create a go to Municipal handbook
- Municipal Conference – May 31 - June 2nd

Communications/Technology

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

- No report

Child Anti-Poverty

Sarah Fairbrass (Sherrene Ross)

- No report

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

Colleges -

K-12 - Christine Szaflik

- major shortage of EA's bringing in TOC's
- Teacher's strike
- ESG
- removal of SSLIF
- next meeting Jan or early Feb for resolutions

SSEAC

- not sure any more meetings will take place

Libraries -

Universities

Skilled Trades Working Group – Kirk Mercer - see attached

Child Care -

Community Social Services –

Nominations, Elections and Installation of Officers**Unfinished Business/Old Business:****Communications and Correspondence Report** –Sherrene Ross

MAIL:

- Return of duplicate cheque from CUPE BC
- Thank you letter from CODEV
- Thank you letter from Comox Bay Care Society
- Thank you letter from the NIDES Vex Robotics Program

EMAIL:

- Thank you letter from Shelbourne Community Kitchen

New Business:

1. CUPE BC elections

- February meeting – entertaining anyone putting their name forward for CUPE BC election, resolutions, committees, etc.

Good and Welfare of the Council

- Safety committees – ask for stats from employer
- CUPE 1858 staffed childcare – will take extra coloring books
- Skillets on sale at Canadian Tire good price for next fundraiser

Adjournment: 4:19pm

SKILLED TRADES WORKING GROUP REPORT

Nov 2016 VIDC

November 18th, 2016 local 23 board rm 9:30-3:15

Reports,

CLC apprenticeship working group TPP

Chapter 12 of TPP includes skilled trades workers.

Canada has Chapter 12 annexes with 7 of the 12 TTP countries, the US did not sign with anyone.

Major problems with chapter 12

- No requirement to hire Canadians first
- No Labour Market Impact assessment
- No certification test allowed as a condition of entry
- Can't impose any limit on how many workers enter Canada
- No expectation to speak English or French

BC FED Apprenticeship & Skills Training Working Group

We reviewed meeting minutes' highlights from Feb to Sept out of this there are 5 resolutions that CUPE's working group would support going to the Fed Convention around Compulsory Trades, Apprentice to Journeyman Ratios, Practical Assessments, Funding Supports, Local Procurement.

We heard a report back about the Canadian Apprenticeship Forum that brothers Randy and Kirk attended and the need to become a voting member of this group. We are asking CUPE BC for funds to become a member.

We went over the results of the survey from Convention and our next steps are to seek more information from locals that were not represented.

Next was Western Municipal Conference in 2017 in Canmore Alt and how we need to build more awareness about our group. The working group will ask CUPE BC for funding to send one member with our banner stand to hand out info and participate in the conference.

Respectfully submitted by Kirk Mercer STWG mem

Area Reports

CUPE 951 Area Report for Nov. 26, 2016

The local is seeing lots of technical and organizational changes in many departments around campus. Due to our agreement in our May arbitration, the employer is giving us notice on the changes whether they are positive or negative changes for our members.

The employer decided to re-vamp the incident investigations from which did not include the union. All union representation was taken out so the local filed a grievance. We came to an agreement that yes the union is involved in all aspects of an incident investigation on campus. The forms have been corrected and the process is showing signs of more inclusion of the union.

I am sure by now you have all heard of the employer's plan to close UVic's after school child care program. The Union is working with the members involved in this closure. Pressure from the Faculty association has put a hold on any more movement until further investigation. They had language in their collective agreement to put a hold on the employer's plans. We are watching this issue closely and for now, the local has been featuring members in the Martlet that either work in Child care or have children in Child care. At the Campus update on Oct. 5th President Cassels dismissed questions asked about the after-school child care program. So, for now the University is keeping very quiet about the program and its impact to the community.

In October, our health and wellness committee put together a call out for collecting items to make up welcome kits for the Victoria Women's Transition House. It was a great success and we are featured in their news letter. See attached.



After all the items were collected and sorted and made into complete Welcome Kits, there were 20 women's completed kits, several children's kits. BOXES of much more product & TOYS will be delivered today to the Victoria Women's Transition House Office.



In a phone call to the Victoria Women's Transition House Office to arrange for drop-off, they were thrilled and excited with what CUPE 951 had done!

LOCAL 3570

The local facilitated an organizing drive with Early Child Education workers and Strong Start program workers in SD 69 and unfortunately it did not ratify.

There were 50 individual grievances filed when the employer arbitrarily froze the wages of the custodial workers; even though there is a provincial agreed to wage increase for all K 12 workers. The good news is the employer settled but the next day the employer filed against the union on retirement seminars held on prod day. The employer wants all wages and cost \$21/member paid back--the union will take this grievance to arbitration using a panel of arbitrators not a single arbitrator.

The local sent six members to the stewards conference--the feedback is excellent.

The local has made their annual donation of \$1000 to help families in our community.

IS

Lisa Paine

CUPE 5101
Vancouver Island District Council Report
Saturday, November 26, 2016

Just a few things to share....

- **EA Shortage** – as with many across the province, our school district is drastically low on EA's. There are a couple of reasons for this. First, we have a new Director of Special Ed. and 100 existing students were designated after sitting idle for the past year or more, on top of approximately 28 designated students new to the district. Secondly, I believe the reason for the 100 new designated students is partly because our district is out of funding protection for the first time in many years. More designated students = more money. What they didn't do was recognize that this would mean an increased need for EA's during an already small casual pool. This has sent the district in to somewhat of a crisis with lack of coverage and in many cases, no applicants for postings. We have been working with management as best we can and they have opened up the requirements to some degree to attract more interest. As with others I have heard from around the province, we have also seen the use of TOC's in place of EA's and in one case at least, a Principal used to do diabetic back up care. We are filing grievance on this but hope it is cleaned up asap with hiring of more EA's.
- **LIF** – We had 200 new students to our district this year and as mentioned above, 28 of them were designated. This increased EA jobs but this came after our LIF agreement that all EA's would get 75mins per week based on the number of EA's at the time. Not well projected by the employer which brought them to us asking what to do about the new EA's...do they get LIF or not? If yes, they proposed we lower amount of time for all to accommodate covering the new positions. Of course we said absolutely all are entitled to LIF, no we can't lower for those already receiving and find the money. Long story short, these positions are receiving LIF but it was a heads up that we need to either have contingency for that purpose only or have agreement that any future positions be covered. Or like in some districts, not draw up agreement until September when things are more settled.
- **Education** - Our local sent 4 members to the recent CUPE BC Education Conference and 12 of us attended the VIDC Stewards conference. Huge thanks to organizers. All members that attended agreed that they were both well organized and the content of workshops was excellent. Our local chooses to take part in these kind of events not only for the education that happens in the workshops but the education that happens in the conversations had with others around the province. Some of the best things are learned in those conversations with our brothers and sisters and it is wonderful to watch our new members engage and learn.

Thank you.
In Solidarity,
Tara Brooks
President
Local 5101

Report to VIDC – Local 1858 – September 24, 2016

- VIU's Executive Director of HR Janine Reed ended her employment with VIU at the beginning of July. No details have been provided regarding her departure. All three unions met jointly with VIU President Ralph Nilson to express their displeasure at this turn of events and some letters have been sent to the Board of Governors expressing these sentiments.
- We had one arbitration start on Sept. 19 and notice to begin another was sent to the employer. We also had a very messy bullying and harassment case this summer involving a number of members of the Local.
- The members of our Colleges and Institutes Support Staff Bargaining Association have each sent their employers and PSEA grievances regarding interpretation and application of one of the clauses from the Multi-Employer Table agreement regarding prescription coverage.
- VIU's Malaspina Theatre Grand Re-Opening saw the unveiling of our Local's seat dedicated "CUPE Cares – Local 1858." CUPE members really stepped up on VIU's Encore campaign with many members sponsoring seats and others contributing to seats in recognition of many of our members who have passed in the last year.
- Congratulations to Past-President Glenn Campbell on his recent retirement.
- It is with a deep sense of loss that we note the passing of members Art Kingsnorth, Wayne Jones and Brandy Elesko.

Respectfully submitted by President Deborah Hopper, CUPE Local 1858

Report to VIDC – Local 1858 – November 26, 2016

- No new Executive Director of HR nor is there an LR manager, so labour relations at the institution are challenging. Those making decisions don't know labour law and the typical answer to every dispute right now is "no". The good news is that there is a new, unprecedented level of inter-union cooperation at institution. The three union presidents are meeting regularly and sending letters to the President and BOG often.
 - We currently have one arbitration in process and another pending; We also are working with a member on a WCB appeal.
 - We were thrilled to send 14 members to the VIDC Steward Conference including 12 new stewards. The members learned a great deal and were fired up to get back to VIU and move their stewarding work forward.
 - Our CUPE Cares membership engagement and community outreach committee has been busy this fall. They spearheaded a motion to donate \$1,200 to the fall United Way campaign. The committee also worked on the VIDC Handbags for Hope initiative putting together 25 purses for the initiative. Also had the unveiling of the Nanaimo Campus Friendship Bench (<https://thefriendshipbench.org><<https://thefriendshipbench.org/>>) and are committed to ensuring that funds are raised to install benches at VIU's other two campuses in Cowichan and Powell River.
- Respectfully submitted by President Deborah Hopper, CUPE Local 1858.

COMMITTEE REPORTS

I attended the Pension AGM in New Westminster's Anvil centre on October 13th-2016. The highlights were the December 2015- valuation results and the COLA cap for 2017-2019, as well the change to the group benefits for retirees. The presentation was well attended and comprised of three components: 1) guarantee, 2) sustainable COLA, 3) access to group benefits.

The valuation takes 9 months to complete , (done every 3 years) it was received by the board in September to show that the plans basic account which pays the guaranteed pension payments for life is fully funded. Funded at 104.6 per cent with actuarial assets of \$50.67 Billion and actuarial liabilities of \$48.44 Billion. This is good news and means that the money needed -the guarantee for future pensions exceeds the costs of paying for those guaranteed pensions. The surplus was reported at 2.2 Billion Of the surplus, \$1.9 Billion is being put into a rate stabilization account, dedicated to ease pressure , keep the rate unchanged and help offset possible future contribution rate increases. The remaining surplus will also maintain the Pension Benefit standards Act required contribution rate . As part of the valuation the board also lowered the target investment rate from 6.5 per cent to 6.25 per cent in light of future projections and market outlook.

The plan is well governed, healthy and sustainable. (COLA) , cost of living allowance comes from the(IAA) , which is the inflationary adjustment account. Both members and employers make contributions to this account and it also earns investment income. The valuation helps the board to determine the sustainable limit of COLA or cap for the next three years. They have determined that the COLA will be 2.1% up from the previous 1.95% for the next three years 2017 -2019. . Once COLA is granted , it becomes part of a members' basic pension.

Soon the plan will 100 years old, and the plan has to adapt to a changing investment climate. Demographics results show plan is maturing, mortality rates are improving, retirees are outpacing members joining.

Group benefits-why is it changed? For COLA- employee and employer both must pay 1%. each and Up to .8% of the 1% is used to pay for benefits -subject to available funds for non-guaranteed benefits . Members portion goes to non-guaranteed benefits . There are two things the employers contributions target : 1) - the IAA the inflationary account for COLA- cost of living and 2) benefits. In 2015 more than half was needed but sustainable COLA ranks higher than the non-guaranteed benefits. For post retirement we have seen an increase in the past 5 years of 40% cost growth in benefits.

The board analyzed real health data and compare MPP to other BC public plans , reviewed historical costs, and future cost pressures. They continue to provide access to group benefits, as they feel it is best value for money available, the focus is on protecting. The boards decision is to bring deductibles in line with industry norms , and to increase lifetime maximums, prioritize extended health protection from increased costs, no dental subsidy starting January 1st 2017. It was noted that 73% of drug costs were of claims. The plan moves to a Blue RX Drug managed formulary-better than pharmacare. So far 50,000 (fifty-thousand) have signed up for dental ,this will be reviewed before the end of 2018. Pharmacy Compass.com is the go to site to see who has the best prices -use the Preferred Pharmacy Network. Blue Advantage program has discounts for wheelchairs and scooters.

Yours respectfully- Laura Johnston : Pension Chair

Other committee members: Keith Todd, Alison Pringle, Pauline Loranger , Heather Scarisbrick.

Education Report

The VIDC Stewards Conference was held the last three days. The conference opening plenary started with CUPE National President Mark Hancock and keynote speaker Michael Bortoloto. Michaels message of rising above bullying & harassment using the four pillars really set the tone for the conference.

There were six workshop bundles held over the next day and a half. All feedback was good and we had many, many new delegates attend their first CUPE education workshops. The entertainment on Thursday night was fantastic. CUPE member John Reynolds from L 723 provided entertainment as well as CUPE member from L 556 Karen Garrett 's daughter Isabella danced for us.

Friday finished up with Health & Safety Trevor and how he became involved as an activist in the union movement. We also heard from activist Al Beiksa from BC FEDERATION of Labour.

I would like to acknowledge all the committee members its been a great pleasure to work with all of you. Craig, Amber, Sarah, Sherrene, Keith, Laurie, Christine, Cherilyn, Karen and myself.

IS

Lisa Paine