

VIDC

Vancouver Island District Council

Agenda

September 28, 2019

Minutes

May 25, 2019

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4

Executive Meeting: September 28, 2019 9:00AM

General Meeting: September 28, 2019 1:00PM

Lunch: 12:15 – 1:00 PM (\$10)

Send all reports to:

VIDC Secretary: Sherrene Ross
vidcsecretary@gmail.com



SEPTEMBER, 2019 FUNDRAISER – *Nanaimo Women's Centre* – Contact Deborah Hopper
Deborah.Hopper@viu.ca See pg. 4 for more information.



GENERAL MEETING AGENDA

September 28, 2019

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 25, 2019
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

1 Year
=
365 Opportunities



Kuss Kuss Sum Project Watershed would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



INVEST WITH US IN THE COMOX VALLEY

Our projects including our blue carbon work, habitat mapping and restoration work are cutting edge and of local, national and international significance. We help grow and maintain blue-green infrastructure for present and future generations. These natural assets, unlike built/grey infrastructure, gain value over time.

Ways to contribute include:

[DONATE NOW](#)

[SECURITIES](#)

[LEGACY GIFT](#)

[MONTHLY DONATIONS](#)

[BUSINESS SPONSORSHIP](#)



QUARTERLY FUNDRAISERS for 2019:

September, 2019 Fundraiser

The Nanaimo Women's Centre is operated by the Nanaimo Women's Resources Society. The Centre is an agency committed to respectful and inclusive participation regardless of age, ethnicity, socio-economic background, religion and sexual orientation.

Our Mission

Working to strengthen women and families in order to create a healthier community

Our Values

- We work within a non-oppressive, inclusive framework that promotes equity and supports diversity.
- We are committed to forging alliances that promote rights and equity.
- We work to create public awareness and respond to social issues that impact on women and their families.
- We are dedicated to providing women and families with the tools, education and resource planning to expand their social, cultural and economic opportunities.
- We maintain a safe and supportive environment for women and families.
- We believe in being accessible and responsive to our community.
- We value building and maintaining partnerships with other community organizations.

Contact Deborah Hopper Deborah.Hopper@viu.ca

Donations of toiletries, purses, bags, school supplies, women's personal products, diapers, undergarments and more, would be appreciated!



December, 2019 Fundraiser



Canadian Mental
Health Association
Port Alberni

3178 2nd Avenue
Port Alberni, BC V9Y 4C3
Tel: (250) 724-7199
Fax: (250) 724-5635
Web: www.portalberni.cmha.bc.ca



DEAR MEMBERS OF THE VANCOUVER ISLAND DISTRICT COUNCIL:

The Food Matters Program, run by the Canadian Mental Health Association – Port Alberni Branch, is a vocational program for people experiencing persistent mental illness. The program teaches participants various skills, preparing them for job readiness in all aspects of commercial kitchen work. This includes proper food safe practices, problem solving and team building! It also builds bridges with employment agencies and commercial kitchens in the community, to link prospective employers with potential employees. Currently, the program provides frozen meals to 40 individuals (peers), on a weekly basis. This includes three meals per week, at a cost of \$32.50 per month (approx. \$2.70/meal). This is a six-month program (ran twice per year); and not only do participants learn valuable transferrable skills, but they also earn a small wage for the time they commit.

This program is funded by generated revenues and Island Health, but with the increasing cost of food and supplies, they face challenges providing healthy, well-balanced meals to its recipients, without increasing the cost of the service. Currently many of the people receiving these goods are on very limited incomes, therefore cannot afford additional costs. With that being said, we are reaching out to the great folks of the VIDC, seeking donations to off-set the cost of running the program. Monetary donations and grocery vouchers are always appreciated, and receipts can be provided. Currently we are saving for a new deep freeze.

Everyone at CMHA – PA Branch wants to send their sincerest thanks for choosing this program as a fundraiser! No gift is too small, and all goes towards making a difference in the lives of some of the most vulnerable people in our community. We wish you all a vey happy and safe Holidays!!



STORES IN PORT ALBERNI:

Walmart
No Frills
Save-on-Foods
Quality Foods
Buy-Low Foods

CMHA-Port Alberni is an accredited organization through Imagine Canada's Standards Program, located on the traditional territories of the Hupačasath and Tseshaht peoples.

CONTACT: Shaunah Cairney @ shaunah.cairney@cmha.bc.ca or 250-735-5963



PERSONAL INFORMATION PROTECTION ACT

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

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator. Submit agenda items, issues, guest speakers to the **President, Amber Leonard** cupe459officer@gmail.com or **C: 250 516 3371**

AREA REPORTS

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

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

KEEPING OUR MEETINGS SCENT FREE

For the comfort of your fellow delegates who may be sensitive to chemicals found in scents, perfumes and aftershaves, please refrain from wearing scents 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:

Deborah Hopper
Email: Deborah.hopper@viu.ca

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

Wsmiley@pccomputerguy.ca

Visit Island Views online: vidc.cupe.ca



ISLAND VIEWS



**Nanaimo Pride
Parade**





BC Paramedics - Some paid **LESS than minimum wage when required to be at work and ready to respond.**



Ambulance Paramedics
of BC - CUPE 873 - www.apbc.ca

It's time for change.



VICTORIA PRIDE SOCIETY PRESENTS
BIG GAY DOG WALK

JUL 05 | **DALLAS ROAD DOG PARK** | **FREE ALL AGES** | **6 PM START TIME**
DALLAS RD & COOK ST

Gather and mingle with your furry friends! Join us on a big gay group dog walk, play some games, show off your style, and check out some gear! And yes, you are welcome even if you don't have a doggie companion of your own!

6:00 pm - Gather & mingle
6:30 pm - Group dog walk
7:00 pm - Costume and trick contests with prizes!

The Victoria Pride Society acknowledges that we serve our communities as visitors on the traditional territories of the WSÁNEĆ (Saanich), Lkwungen (Songhees), Wyomilth (Esquimalt) peoples of the Coast Salish Nation.

WWW.VICTORIAPRIDE SOCIETY.ORG

FINAL REPORT OF MMIWG INQUIRY CALLS FOR JUSTICE

Jun 4, 2019

After 24 hearings, over 2,280 witnesses and thousands of hours of testimony, the National Inquiry into Murdered and Missing Indigenous Women and Girls concluded that “we live in a country whose laws and institutions perpetuate violations of fundamental rights, amounting to a genocide against Indigenous women, girls and 2SLGBTQQIA people,” explained the Inquiry’s Chief Commissioner, Marion Buller.



The Inquiry’s final report, *Reclaiming Power and Place* was released this week and documents testimony from family members and survivors of violence against Indigenous women, girls and 2SLGBTQQIA people. The report outlines historic and on-going trauma in the form of poverty, insecure housing or homelessness and barriers to education, employment, health care and cultural support.

“First Nations, Inuit, and Métis women, girls, and 2SLGBTQQIA people in Canada have been the targets of violence for far too long. This truth is undeniable. The fact that this National Inquiry is happening now doesn’t mean that Indigenous Peoples waited this long to speak up; it means it took this long for Canada to listen,” begins the 1,200-page report.

“Colonial violence, as well as racism, sexism, homophobia, and transphobia against Indigenous women, girls, and 2SLGBTQQIA people, has become embedded in everyday life,” the report states. “The result has been that many Indigenous people have grown up normalized to violence, while Canadian society shows an appalling apathy to addressing the issue ... this amounts to genocide.”

The Inquiry report includes 231 Calls to Justice, with recommendations for all Canadian and Indigenous governments on how to address violence against Indigenous women, girls and 2SLGBTQQIA people. It also includes several recommendations and calls on all Canadians to denounce violence against Indigenous women, girls and 2SLGBTQQIA people, to learn about the histories and cultures of Indigenous peoples, and to confront and speak out against racism, sexism, ignorance, homophobia, and transphobia, and to teach or encourage others to do the same.

CUPE encourages all of its members to read the Inquiry report and to personally commit to implementing the Calls to Justice. CUPE is committed to ending violence against Indigenous women, girls and 2SLGBTQQIA people, and will work to hold all governments and our own union to account on implementing the Calls to Justice.



**CUPE Library Conference
2019**

**CUPE Local 50
Anniversary Party**



Victoria Pride Parade 2019



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President Amber Leonard C: 250 516 3371</p> <p>Cupe459officer@gmail.com Term: May 2018 – May 2020</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com Term: May 2019 – May 2021</p>	<p>Treasurer Steve Fielden C:250 668 4616</p> <p>fieldensteve@gmail.com Term: May 2019 – May 2021</p>	<p>Secretary Sherrene Ross C: 250 715 6734</p> <p>vidcsecretary@gmail.com Term: May 2018 – May 2020</p>	<p>Sgt. At Arms Christine Szaflik T: 250 203 8695</p> <p>cmszaflik@gmail.com Term: May 2018 – May 2020</p>
<p>Division-General Vice-President Michelle Waite T: 250 898 9166</p> <p>pres.cupe3479@nic.bc.ca Term: May 2019 – May 2021</p>	<p>Diversity Executive Member-at-Large Laurie Whyte T: 250 642 3070 W: 250 721 7623</p> <p>lwhyte@uvic.ca Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President/ Amber Leonard C: 250 516 3371</p> <p>M-at-L: 1, 2, 3 cupe459officer@gmail.com Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President Kirk Mercer T: 250 580 5804</p> <p>M-at-L: 4, 5, 6 sleestak@shaw.ca Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President (Alt) Dan MacBeth T: 250 385 6023</p> <p>M-at-L: 7, 8, 9 dan_macbeth@hotmail.ca Term: May 2019 – May 2021</p>

<p>1)<u>Executive Member-at-Large</u> Wayne Smiley T: 250 732 3898</p> <p>Wsmiley@pccomputerguy.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163</p> <p>Term: Dec 2019 – May 2021</p>	<p>2)<u>Executive Member-at-Large</u> Kirk Mercer T: 250 580-5804</p> <p>sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947</p> <p>Term: May 2018 – May 2020</p>	<p>3)<u>Executive Member-at-Large</u> Dan MacBeth T: 250 385 6023</p> <p>dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 2011</p> <p>Term: May 2019 – May 2021</p>
<p>4)<u>Executive Member-at-Large</u> Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 606, 788, 873, 1767 Term: May 2018 – May 2020</p>	<p>5)<u>Executive Member-at-Large</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals 118, 401, 727, 3403 Term: Sept 2019 – May 2021</p>	<p>6)<u>Executive Member-at-Large</u> Tiffany McLaughlin</p> <p>tiffany.mclaughlin@viu.ca</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 1858, 3570, 3897, 5278 Term: May 2019 – May 2021</p>
<p>7)<u>Executive Member-at-Large</u> Kevin McPhail T: 250 339 2707</p> <p>Ksmcphail@shaw.ca NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 2769, 3399, 349 Term: May 2018 – May 2020</p>	<p>8)<u>Executive Member-at-Large</u> Michelle Waite T: 250 898 9166</p> <p>pres.cupe3479@nic.bc.ca NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 439, 556, 723, 3479 Term: May 2019 – May 2021</p>	<p>9)<u>Executive Member-at-Large</u> Martha Higgins T: 604 344 0552</p> <p>recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 476, 798, 4601 Term: May 2019 – May 2021</p>

TRUSTEES

<p>Rob Zver C: 250 753 7769 F: 250 729 0866 r_zver@hotmail.com (2021)</p>	<p>Karen Garrett C: 250 686 5345 karengarrett@hotmail.com (2022)</p>	<p>Heather Scarisbrick T: 250 941 7510 hiscar@gmail.com (2020)</p>
--	---	---



Vancouver Island District Council Committee Chairs

Anti-Privatization Karen Garrett C: 250 686 5345 karenngarrett@hotmail.com Term: May 2019 – May 2021	Communication & Technology Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: May 2019 - May 2021	Constitution Martha Higgins T: 604 344 0552 Recsec798@gmail.com Term: May 2019 - May 2021	Diversity Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca Term: Sept 2019 - May 2021
Education Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca Term: May 2019 - May 2021	Environment Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: May 2019 - May 2021	Hospitality Karen Garrett C: 250 686 5345 karenngarrett@hotmail.com Term: May 2019 – May 2021	International Solidarity Christine Szaflik C: 250 203 8695 cmszaflik@gmail.com Term: May 2019 - May 2021
Municipal Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Term: May 2019 - May 2021	OH & S Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021	Pensions Kevin McPhail T: 250 339 2707 Ksmcphail@shaw.ca Term: May 2019 - May 2021	Political Action Jessica Sandy jessica.sandy@viusu.ca Term: May 2019 - May 2021
Resolutions Laurie Whyte T: 250 642 3070 W: 250 721 7623 lwhyte@uvic.ca Term: May 2019 - May 2021	Women's Heather Scarisbrick T: 250 941 7510 hjscar@gmail.com Term: May 2019 - May 2021	Young Workers Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Term: May 2019 - May 2021	Anti-Poverty Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021
Community Social Services Carla Bailey cupe3403prez@gmail.com Term: May 2019 - May 2021		Skilled Trades Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Term: May 2019 - May 2021	

CUPE BC COMMITTEES

Our committees are integral to how our members take action

All committees meet every two years after the Constitutional Convention together at the One Big Committee meeting to coordinate their plans for the coming two years with the CUPE BC Action Plan and resolutions from convention.





IMPORTANT DATES:

CUPE National Convention – October 7 - 11, 2019– Montreal, QB

CUPE National Fall School –October 22 – 25, 2019 - Nanaimo, BC

Join the Victoria Labour Council for the 2019

LABOUR DAY

Celebration


Monday
SEPT. 2ND
11am - 2pm
Everyone
Welcome!

- Kid's Games • Clowns
- FUN for the whole family!

Come out and join us
in solidarity to celebrate
Labour day!

Enjoy
LIVE MUSIC
with
Dock Side Drive

Bring along a blanket or lawn chair and
enjoy the music on the lawn of the BC Legislature





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
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
947	K-12	Greater Victoria School Board Inside
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	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
5278	Post-Secondary	Vancouver Island University – Student Union
410	Library	Greater Victoria – Public Library
606	SS & Health	Community Social Services
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, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District



374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services
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
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
1004	Community Social Services	
NON-AFFILIATES		
441	K-12	Saanich – School District 73
3886	Post-Secondary	Royal Roads University
3897	SS & Health	School District 69 Family Resources Assoc.
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle

ELECTIONS AT September 28th 2019 GENERAL MEETING:

Trustee 3-year term





**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
May 25, 2019**

Call to Order – 9:14am

Roll Call of Officers – Sherrene Ross

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

Approval of the Agenda

MSC

Minutes of the Previous Meeting – February 22, 2019

MSC

Matters Arising Out of the Minutes

MSC

- Look for the Island Folk Festival motion

Treasurers Report – Steve Fielden

- New committee budgets to come forward in September from new chairs of committees

MSC

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Labour Oriented Cultural Bursary request from Pamela Vivian
- Thank you from United Way Greater Victoria - \$100 donation
- Request for donations from Canadian Red Cross
- BCSPCA newsletter
- Thank you card from UWGV re: Period Promise
- Our Place newsletter

EMAIL

- Hot Topics Newsletter from Canadian Labour Institute
- Letter from Local 4163 explaining their disaffiliation from VIDC
- Letter from Tod LeSergent Local 358 requesting donation toward the Island Folk Festival

CUPE BC

- Call for BC Committee member nominations



CUPE NATIONAL

- Letter from CUPE National approving the cost share for VIDC t-shirts

OUTGOING:

MAIL

- Letter to CUPE BC with names to put forward for convention 2019 call for convention committees

EMAIL

- Email to Locals putting call out for Miner’s Memorial camping June 21, 2019- June 23, 2019

MSC

CUPE BC Executive Report:

Michelle Waite

- \$4000 savings for Council with resolution that passed at convention regarding Council meeting 4 times per year

Amber Leonard

- Paul Faoro joining us at General meeting
- Thank you to everyone at the microphones at CUPE BC
- Well done to Michelle Waite on her chairing
- Thrilled on the old growth resolution passing – very proud
 - Proud to get constitutional resolutions in especially allowing Alt. RVP to attend Exec. mtgs.
 - Diversity VP will come up at the next Exec. board mtg.

Dan MacBeth

- Thank you to the Council for re-electing Kirk, Amber and myself as Regional Vice-Presidents

VIDC Committee Reports

Anti-Privatization

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

- No report

Environment

Michele Favarger (Michelle Waite, Kevin McPhail)

Motion

To add Andrea Craddock to the Environment Committee

MSC

Education

VACANT



Constitution

Martha Higgins (Sarah Fairbrass, Michelle Waite)

Motion

To make changes on pages 5, 10 & 14 – Area name changes & name change to Anti-Privatization Committee from Anti-Contracting out

MSC

- Add Community Social Services and Skilled Trades to the Constitution

Amber Leonard

- Would like to see our Indigenous opening updated to cover more area and to work toward a more inclusive and genuine dedication

Political Action

Keith Todd (Michelle Waite)

- No Report

Hospitality

Karen Garrett (Amber Leonard)

- No Report

Women's

Heather Scarisbrick (Laurie Whyte, Christy Whitmore)

Motion

To add Cathy Denham to the Women's Committee

MSC

International Solidarity

Amber Leonard (Michele Favarger)

- No report

Resolutions

Laurie Whyte

- Resolution deadline for CUPE National is July 9, 2019
- See attached report

OH & S

Sarah Fairbrass (Martha Higgins, Wayne Smiley)

- No report

Pension

Kevin McPhail (Keith Todd, Heather Scarisbrick, Christine Szaflik)

Motion:

To add Stacey Watton to the Pension Committee to replace Pauline Lorranger **MSC**

Young Workers

Hailey Fielden

- No report

Diversity/CARD

Laurie Whyte (Michele Favarger)

- No report



Municipal

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- No report

Communications/Technology

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

- No report

Anti-Poverty

Sarah Fairbrass (Sherrene Ross)

- No report

Skilled Trades

Kirk Mercer (Shannon Mackenzie)

- See attached

Community Social Services

Carla Bailey

- No report

Motion

To accept all reports as read

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



Unfinished Business/Old Business:

1. Miner's Memorial June 21 – June 23, 2019

- 5 waterfront sites booked
- 2 sites taken so far
- Room for tents

Motion

To spend up to \$700 to rent a motor home for Miner's Memorial 2019

MSC

- CUPE BC trailer has been invited through CUPE 556 and not VIDC
- BBQ on the Saturday at the CUPE BC trailer



- No request for funding at this point

Motion

VIDC to donate \$200 to the Cumberland Museum toward the Miner's Memorial 2019

MSC

- Laurie Whyte attended the Vancouver Island Library Conference in April

New Business:

1. Elections at the General meeting

- a. Vice President (incumbent Sara Fairbrass)
- b. Treasurer (incumbent Steve Fielden)
- c. 2 Trustees (incumbent – Karen Garrett) 2-year term & (vacated-Michele Favarger) 1-year term
- d. 5 Members at Large
 - i. 2 – South (incumbents Dan MacBeth, Wayne Smiley) 2-year term
 - ii. 2 – Central (incumbents Stacy Watton – 2-year position, Tiffany McLaughlin – 1-year position (to put back on track)
 - iii. 2 – North (incumbents Michelle Waite, Martha Higgins) 2-year term
- e. All Committee Chairs
 - i. Vacant – Education, Environment and International Solidarity currently have no chair
- f. Diversity Exec at Large

2. Executive at Large Correspondence with Locals

- a. Moving forward, it is expected that M at L will cc the Secretary, so that the Council is aware of the correspondence going out to Locals
- b. Wayne expressed difficulty contacting locals – was suggested they contact the secretary or treasurer for updated information

3. CUPE BC Committees

- a. Names to be put forward by VIDC
 - i. Nomination forms need to be completed by yourselves
 - ii. Once elected, please complete your form before leaving and give to the secretary
 - iii. If not in attendance, their local can complete the form for you

4. Resolutions to National

- a. Will be discussed at General meeting

5. Pride Parades

- a. Nanaimo – June 9th – Concert in the park at 1pm
 - i. Can join 606 as a contingency if we like



- ii. Steve Fielden has offered to be the 'contact' person to help with gathering on the day of the parade

b. Victoria – July 7th

- i. Victoria Labour Council will have a float – Locals are welcome to join with them
- ii. Possible route changes with burned out building near previous square

c. Saltspring Island – September events

6. Labour Day

- a. Events all over the place
- b. Please post on social media when you know dates/places
- c. All items are available for use – just ask and you and pick up or we can ship it to you

7. Festivals

- a. Tickets available for the music festivals

Motion

That the VIDC donate \$500 to the Vancouver Island Music Festival **MSC**

- b. 3 of Kirk's Heavy Metal bands will be playing for 3 days at the Square in Victoria – August 22 – 24th, 2019 – Support if you can!

8. Strategic Planning

- a. Once new Exec is elected, we hold a strategic planning session
- b. Place to plan next year, annual fundraisers, etc.
- c. Amber will look at dates

9. CUPE BC Resolution #112 from Convention re: Task Force on Convention procedures

- a. Suggested that VIDC to write a letter to submit a name to sit on this Task Force – to be drafted by Keith Todd and sent to Table Officers for completion
- b. Possibly will be decided through CUPE BC Exec.

10. Cultural Bursary – Pamela Vivian application

Motion

That we support Pamela Vivian's application for Cultural Bursary in the amount of \$500 **MSC**

11. Financial Contribution for Shireen Clarke for National Trustee

- a. Asking for financial support

Motion

That VIDC contribute \$1500 to Shireen Clarke's campaign for CUPE National Trustee **MSC**



- b. Let Shireen know if you can support her handing out pamphlets, etc.

12. Summer Institute for Women

- a. Held at UBC July 2-6, 2019
- b. \$750 per delegate (accom. & food)
- c. Need book off, travel, etc.

Motion

To send 4 women from VIDC Executive to the Summer Institute for Union Women at UBC July 2 – 6, 2019

MSC

Amber Leonard, Sherrene Ross, Hailey Fielden & Tiffany McLaughlin

- Table Officers – Sarah – unavailable, Sherrene is interested, Hailey is Interested, Amber is interested
- Michele Favarger – spoke to how amazing this program is and how much they get out of the week
- Sarah Fairbrass – best week I've spent
- Tiffany McLaughlin has shown interest
- Michelle Waite – Amber and I had the opportunity to go to California to the same and it was an amazing experience and well worth it

Good and Welfare of the Council:

- Shared the minutes book
- Happy birthday to Steve Fielden – cake presented

Deborah Hopper

- Check out the website below for this incredible opportunity!
- www.Canadianleadership.ca

Adjournment: 12:02 pm





**Vancouver Island District Council
General Meeting
May 25, 2019**

Call to Order: 1:05pm

Roll Call of Officers: Sherrene Ross

Health & Safety, Emergency Preparedness Plan: Martha Higgins

Recognition of Territories: Sarah Fairbrass

Equality Statement: Shared

Green Statement: Michele Favarger

Welcome to guests, staff and presenters:

Paul Faoro CUPE BC President

Roger Oakley - National Rep

David Fleming – National Organizing

- 3 organizers out of CUPE BC Regional office
- Annual visit
- Recent successes – Flight attendants organized
- Organizing new workplaces or ones adjacent to our workplaces
i.e. 2 IT people working within but not yet CUPE, 200 rec workers alongside CUPE
- If you have a member who would be good at 'organizing', have them contact us

Sergeant at Arms Report: 43 Delegates, 1 Guests, 3 Staff **MSC**

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

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

Approval of the Agenda **MSC**

Minutes of the Previous Meeting – February 22, 23, 2019
Page 27 change to 'Manifesto' **MSC**

Matters Arising Out of the Minutes **MSC**

Treasurers Report: Steve Fielden **MSC**

- Term deposit 6 – expiry date incorrect

Trustee Report:
Michele Favarger

- Retiring
- So last meeting as Trustee and delegate



Sarah Fairbrass

- Thank you to Michele Favarger for her many years of service

Motion

That VIDC make Michele Favarger a lifetime member

MSC

Communications and Correspondence Report – Sherrene Ross

MSC

INCOMING:

MAIL

- Labour Oriented Cultural Bursary request from Pamela Vivian
- Thank you from United Way Greater Victoria - \$100 donation
- Request for donations from Canadian Red Cross
- BCSPCA newsletter
- Thank you card from UWGV re: Period Promise
- Our Place newsletter

EMAIL

- Hot Topics Newsletter from Canadian Labour Institute
- Letter from Local 4163 explaining their disaffiliation from VIDC
- Letter from Tod LeSergent Local 358 requesting donation toward the Island Folk Festival
- Letter from Deborah Hopper sadly announcing the death of a member – Sister Honey Barclay

CUPE BC

- Call for BC Committee member nominations

CUPE NATIONAL

- Letter from CUPE National approving the cost share for VIDC t-shirt

OUTGOING:

MAIL

- Letter to CUPE BC with names to put forward for convention 2019 call for convention committees

EMAIL

- Email to Locals putting call out for Miner's Memorial camping
- June 21, - June 23, 2019

Report of the VIDC Executive Board:

Motions:

To add Andrea Craddock to the Environment Committee

MSC

To add Cathy Denham to the Women's Committee

MSC

To add Stacey Watton to the Pension Committee

MSC



To make changes to the Constitution on pages 5, 10 & 14 – Area name changes & name change to Anti-Privatization Committee from Anti-Contracting out **MSC**

To spend up to \$700 to rent a motor home for Miner's Memorial 2019 **MSC**

VIDC to donate \$200 to the Cumberland Museum toward the Miner's Memorial 2019 **MSC**

That VIDC donate \$500 to the Vancouver Island Music Festival **MSC**

That we support Pamela Vivian of Local 2081 application for Cultural Bursary in the amount of \$500 **MSC**

That VIDC contribute \$1500 to Shireen Clarke's campaign for CUPE National Trustee **MSC**

To send 4 women from VIDC Executive to the Summer Institute for Union Women at UBC July 2 – 6, 2019 **MSC**

CUPE BC Report:

Paul Faoro

- Greetings from Trevor Davies who is heading to Mexico
- Hope you can debrief on convention and share any feedback with us
- Looking forward to working with new members of Executive
- Already started triage on remaining resolutions
- Presentation made recently to the *Fair Wage Commission* with approx. 15 recommendations
- Next week is very important week – Bills on the Labour Code changes to be dealt with
- Fear Green Party will agree with some of the amendments coming via Liberals
- Just organized 50 workers from the WISH Society – downtown East side
- Western Muni conference coming soon
- Presentation to Select Standing Committees in June
- Want to see more energy put into Libraries
- National Convention – encourage group to submit resolutions
- Watch for call for National committees

Michelle Waite

- Thank you to the Council for your support of my reelection

Kirk Mercer

- Thank you for your support at Convention reelecting Dan, Amber and myself

Laure Whyte

- Thank you for your support for re-election as Trustee at CUPE BC
- I have the detailed report on how my donation was spent



Pat Shade

- Thank you for your donation toward my successful campaign for Diversity VP
- Honored to be given the Disability Award at convention

Dan MacBeth

- Enjoy working for this Council – appreciate your support

Keith Todd

- Reflect on the Oath we just took
- We have to continue to organize
- Continue to help all people – not just unions
- Raising the bar for everyone – I think Paul for all he does on our behalf

Amber Leonard

- Thank you for your ongoing support not only at elections but for all you do at these meetings
- We all leave reenergized afterwards
- Speaks to the amazing resolutions submitted on our behalf

Strong Communities Report:

- No Report

CUPE National Committees:

- No Report

Area Reports:

556

- Status quo – same, same

459

- In bargaining – 5 days in
- K-12 sector so drop-dead date June 30th
- Good working relationship with employer
- Improvements outside of bargaining – due to repeated conversations
- Inclusion assistants working 32 hours
- Indigenous working 27.5 hours
- Can expect employer to just give – takes many asks
- Talked about building grass roots movement
- Growing a school per year
- Started turning computer labs into classrooms now
- Reminder about right to refuse unsafe work

606

- Bargaining – 2 dates left
- Employer stalling – stating BCPSEA won't accept some items
- Reminded Rob sat on Provincial bargaining
- Although districts growing – still facing cuts – SBO does not value
- Have lobbied Trustees – may have one-year hold but that's it
- 3376 has now joined our Local and are apart of 606 – Community Social Services

723

- No report



5101

- Proud that VIW is making headway
- Recent motion to direct Senior staff on VIWP
- Bargaining committee all showed up in t-shirts about VIOLENCE not part of job
- Hopeful on bargaining going okay so far
- No staff reductions in our budget except due to enrollment
- New Superintendent – Robyn Gray – open door policy
- Wants to work more closely with unions – agrees with consultation

947

- Opened bargaining this past week
- All new management bargaining team
- Presented a nice 61-page document (SD61 😊)
- Short staffed in schools – occasionally no teacher replacements
- Only 30 on-call people on the list
- New HR person in September – last one not qualified
- Looking for new Treasurer for SD61

917

- No bargaining dates yet
- Members to CUPE convention
- 4 to Spring School

951

- Haven't got to bargaining table yet
- Likely by end of July
- Local having elections next week – I will run for president

1858

- Merger of resident staff to VIU staff all finished
- One seniority list now – after an entire decade of work
- Held ratification meeting for bargaining proposals
- 40+ housekeeping items, 50 other proposals
- Employer will not be at the provincial table
- Mid-June to start bargaining
- Expanded Job evaluation plan is almost ready to roll out

2081

- Held Day of Mourning ceremony at campus
- Thanks to Kirk and Amber for attending
- Local continues to grow
- July 4th for protocol agreement signing

3479

- Part of provincial bargaining
- Local very busy currently – crap going on everywhere
- Employer on letter writing campaign however incorrect they might be
- Local has to keep an eye on students doing our work – must be diligent in this area
- Offered Introduction to CUPE workshop recently



- We had a hard time dealing with National – not certain if members will get certificates, etc. due to not following the guidelines – albeit difficult
- Possibly need a resolution to assist us when working with National

*****Message from Paul Faoro regarding National at Council meeting:**

- **If you are having trouble working with CUPE National in any way, including cost share, swag, etc., write CUPE BC a letter to let them know stating the issue. They will do everything they can to support the Local or Council with their efforts.**

410

- Have 36 new members ratify and join local 410
- GV Library been given new schedules
- People have left due to standardized schedules
- Employees struggling to manage the new hours with family, etc
- Supporting wildfires in BC

374

- See attached report

50

- Recently had outstanding grievances mediated
- Mediated used many of our solutions

118

- Ratified a 5-year agreement with the City
- Year into Regional District bargaining – not much happening
- Working on a 5-week job action with R. Lemongelli
- Moving to arbitration in Tofino local
- 3 members going to National

358

- Ratified 3 agreements since I took office and 1 more on Monday

798

- Local participated in Day of Mourning ceremony
- Few grievances on books
- Post municipal election had to hold a bi-election due to non-eligible voters voting
- Agreed to 5-year agreement

1767

- Ratified new 3-year agreement passed by 3 votes
- See attached report

5278

- Heading into bargaining
- Looking for improvements to pub staff's employment
- Bargaining occurs during seasonal lay-offs so makes it tricky

Motion

To adopt all area reports

MSC



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, Christine Szaflik)

- See attached

Anti-Poverty:

Sarah Fairbrass (Sherrene Ross)

- No report

Communications/Technology:

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

- No report

Constitution:

Martha Higgins (Sarah Fairbrass, Michelle Waite)

- Will be working on improving the recognition of Territories
- Will update changes to Committees

Diversity:

Laurie Whyte

- Hand-outs at front
- Drafted a revision of our recognition of Territories

Education:

Vacant

Environment:

Michele Favarger (Michelle Waite, Kevin McPhail)

Motion

To donate \$500 to project Watershed – May fundraiser

MSC

Hospitality:

Karen Garrett (Amber Leonard)

- No report

International Solidarity:

Amber Leonard (Michele Favarger)

- No report

Municipal:

Dan MacBeth (Sarah Fairbrass, Martha Higgins)

- Attended the AVICC conference
- Thanks to CUPE for supporting the coffee break

Occupational Health & Safety:

Sarah Fairbrass (Martha Higgins, Wayne Smiley)

- Hope you've seen the newsletter
- Focus on the *Road Zone*
- Wordsearch winner – Shauna Cairney Local 3403

Motion

To donate \$300 to project Watershed – quarterly fundraiser from the OH & S committee

MSC

Pension:

Kevin McPhail (Keith Todd, Heather Scarisbrick, Christine Szaflik, Stacy Watton)

- See Bill 47
- See attached report



Political Action:

Keith Todd (Michelle Waite, Deborah Hopper)

- Keith not running for chair again. Offering up to new person

Resolutions:

Laurie Whyte

- 9 Resolutions to be put forward to CUPE National
- See attached report

Motion

That VIDC submit and endorse these 9 resolutions to CUPE National **MSC**

Skilled Trades Working Group: Kirk Mercer (Shannon Mckenzie)

- See attached report

Women's:

Heather Scarisbrick – (Laurie Whyte, Christy Whitmore)

- See attached report

Young Workers:

Hailey Fielden

- Thank you so much for sending me to CUPE BC Convention
- Feel so empowered from it
- Spoke to a resolution on EA topics and when I finished, I felt so POWERFUL!
- Loved to meet the other young workers and hear their thoughts which lit that fire within me
- I was able to share my beliefs and felt heard

Community Social Services:

Carla Bailey

- No report

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

Colleges

- No report

K-12

- No report

Libraries

- No report

Universities

- No report

Child Care

- No report

Motion

To accept all reports as read **MSC**



Working



Nominations, Elections and Installation of Officers:

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

ELECTIONS AT May 25, 2019 GENERAL MEETING:

Vice-President (incumbent – Sarah Fairbrass) May 2019 – May 2021

Nomination: Sarah Fairbrass - elected
Cast 1 ballot in their name

Treasurer (incumbent – Steve Fielden) May 2019 – May 2021

Nomination: Steve Fielden – elected
Cast 1 ballot in their name

Diversity Member-At-Large May 2019 – May 2021

Nomination: Laurie Whyte - elected
Cast 1 ballot in their name

3-year Trustee – (incumbent – Karen Garrett) May 2019 – May 2022

Nomination: Karen Garrett
Cast 1 ballot in their name

1-year interim Trustee May 2019 – May 2020

Nominaton: Heather Scarisbrick
Cast 1 ballot in their name

Committee Chairs

Anti-Privatization May 2019 – May 2021

Nominated: Karen Garrett – elected
Cast 1 ballot in their name

Environment May 2019 – May 2021

Nomination: Sherrene Ross – elected
Cast 1 ballot in their name

Education May 2019 – May 2021

Nominated: Deborah Hopper – elected
Cast 1 ballot in their name

Constitution May 2019 – May 2021

Nominated: Martha Higgins – elected
Cast 1 ballot in their name

Political Action May 2019 – May 2021

Nominated: Jessica Sandy – elected
Cast 1 ballot in their name

Hospitality May 2019 – May 2021

Nominated: Karen Garrett – elected
Cast 1 ballot in their name



Women's May 2019 – May 2021

Nominated: Heather Scarisbrick - elected
Cast 1 ballot in their name

International Solidarity May 2019 – May 2021

Nominated: Christie Szaflik - elected
Stacy Watton – declined
Cast 1 ballot in their name

Resolution May 2019 – May 2021

Nominated: Laurie Whyte - elected
Cast 1 ballot in their name

OH & S May 2019 – May 2021

Nominated: Sarah Fairbrass – elected
Cast 1 ballot in their name

Pension May 2019 – May 2021

Nominated: Kevin McPhail – elected
Cast 1 ballot in their name

Young Workers May 2019 – May 2021

Nominated: Hailey Fielden – elected
Cast 1 ballot in their name

Municipal May 2019 – May 2021

Nominated: Dan MacBeth - elected
Cast 1 ballot in their name

Communications & Technology May 2019 – May 2021

Nominated: Sherrene Ross – elected
Cast 1 ballot in their name

Anti-Poverty May 2019 – May 2021

Nominated: Sarah Fairbrass - elected
Cast 1 ballot in their name

Skilled Trades May 2019 – May 2021

Nominated: Kirk Mercer – elected
Cast 1 ballot in their name

Community Services May 2019 – May 2021

Nominated: Carla Bailey – elected
Cast 1 ballot in their name

Motion

To cast one ballot in each of the above names

MSC



Member-At-Large

- **2 - South Region**
Wayne Smiley - May 2019 - 2021
Dan MacBeth – May 2019 – 2021
- **2 Central Region**
Stacy Watton - May 2019 - 2021
Tiffany McLaughlin – May 2019 - 2020 (interim)
- **2 North Region**
Derek Veenhof – May 2019 - 2021
Martha Higgins – May 2019 - 2021

Unfinished Business/Old Business

1. Nanaimo Pride Parade June 9th
 - a. Let Local 606 know so we can include you
 - b. Meet by the Fireside Grill in Nanaimo
2. Thank you to VIDC for your generous contributions toward the Library Conference
3. New Committee Chairs must complete the Nomination form for CUPE BC before you leave today
4. Take opportunity to thank Council for Cultural Bursary – Michele Favarger

New Business:

1. Victoria Pride Parade July 7th, 2019
2. Big Gay Dog walk on Dallas Rd – Google for date

Good and welfare of the Council:

- September Fundraiser – Women’s Shelter – see page 4
- Some GVP’s and RVP’s attended Our Place before the convention
During a tour we visited the shower area and the sign said ‘no combs’. It is because combs are never donated. Hair brushing products are a much-needed item
- Undergarments are also a commodity and are also very needed
- Governor General’s Leadership Conference applications available now
 - www.leadershipcanada.ca
- Sad to report the loss of a member in Local 1858 – Honey Barclay
- Congratulations on the newly elected members
- Thank you for staying at the meeting
- Don’t forget to submit your reports electronically

Adjournment: 4:18pm

MSC

BAD JOBS ARE MAKING US SICK

The rise of insecure and precarious jobs—such as temporary and part-time work—is having damaging impacts on the health of all Canadians. Let us join forces to stop the rise of these bad jobs, starting from our workplaces—
Good Jobs = Good Health!

RISE OF PRECARIOUS, INSECURE WORK

Temporary jobs increasing 3x faster than permanent jobs



1 in 7 Canadian wage workers (2 million) are in temp jobs

425% increase in Temp Help Agencies within Canada from 1993 to 2008

Part-time work on the rise



1 in 5 Canadian wage workers (3.3 million) are in part-time jobs



1 in 3 part-time workers prefer working full-time

INSECURE JOBS = LOW WAGES AND LACK HEALTH BENEFITS



Temporary workers earn about 64% less than permanent workers in terms of average weekly wages within Canada



1 in 6 (about 17%) of precariously employed workers in Canada have extended health/dental insurance, compared to 1 in 2 (about 50%) for those who have full-time or permanent jobs



HARMFUL HEALTH EFFECTS OF PRECARIOUS JOBS

- 40%** increased risk of coronary heart disease
- 2.5x** more likely to have fatal occupational injuries
- 3x** more likely to rate their health as less than good
- 3x** risk of heart attack and **4x** risk of diabetes from working more than an 11 hour shift
- 2x** more likely to suffer from diabetes
- 4x** more likely to visit dentist only in emergency

FIVE STEPS TOWARDS GOOD JOBS

- 1 STOP THE RISE OF INSECURE JOBS** by limiting temporary, part-time jobs to less than 5% of your workforce (as recommended by International Labour Organization).
- 2 PROMOTE WELLBEING** of temporary, part-time employees by offering them fair wages and health/extended benefits.
- 3 PROTECT** temporary, part-time employees by adopting higher than minimum compliance of employment standards and occupational health policies.
- 4 PROMOTE PATHWAYS TO STABLE EMPLOYMENT** for temporary, part-time employees by offering them training and networking opportunities.
- 5 SCREEN FOR, ADJUST RISK AND ADDRESS** harmful health impacts from insecure jobs within primary care, by working cross-sectorally with occupational therapists and workers action centres.



WRITTEN COMMITTEE REPORTS

CUPE BC SKILLED TRADES COMMITTEE

Report to Vancouver Island District Council – May 25th 2019

Skilled Trades Committee report to convention

Only 5 months into 2019 and the Skilled Trades Committee remain focused and committed to promoting Red Seal trades and access to apprenticeships, with a focus on women and indigenous workers in the trades, working to better collective agreement language, and playing a larger role in our participation with the Canadian Apprenticeship Forum.

Over the past 2 years our committee has had a significant role as members of the Canadian Apprenticeship Forum (CAF)

Starting with our presentation by Randy Anderson-Fennell and Kirk Mercer “Public Sector Apprenticeships: How to Change the Culture to make Apprenticeship work for Unions and Employers” in June 2018 in Montreal. Showcasing CUPE BC on the national level with CAF. Then Sister’s Leah Murry and Shannon McKenzie attended the first ever CAF Supporting Women in Trades conference Nov 2018 in Halifax strengthening our ties with groups like Women Unlimited. Recently our chair attended the CAF Best Practices for Inclusive Workplaces round table Feb 2019 in Vancouver and meet with the Policy Group on Tradeswomen’s Issues from Boston. Continuing in this direction we have 2 members that will attend the June 2019 CAF Supporting Women in Trades conference held in Vancouver and would encourage any trades persons in CUPE to attend.

The skilled trades committee have been making a difference in how public sector apprenticeships are perceived and we are proud to be seen as leaders in this.

Our Committee working with the CUPE BC Action Plan 2017/2018 and resolution 81 passed at last years convention will have a document produced to help CUPE locals with starting apprenticeships. We continue to build solidarity through our relationships with BC Federation of Labour, affiliated Unions and other progressive related organizations like BC Centre for Women in Trades Training, and look for their Facebook group. We will continue to look for programs like Aboriginal Initiatives Skills Training Plan 2015-18 that includes Enhanced Construction Craft Workers Program (E-CCW), Aboriginal Initiatives Canada Jobs Fund (CJF) Programs all run through the Industry Training Authority to help assist our members.

This year at the Union of BC Municipalities we had an opportunity to meet many local politicians and senior administrators to discuss the importance of apprenticeships. The information we shared sparked some positive conversations over the need for more participation from the public sector in training their own apprentices. Through the Vancouver Island District Council, we were asked to make a submission to the Association of Vancouver Island Coastal Communities, although not selected this year we will continue to engage with these groups on apprenticeships. With the provincial government bringing



Community Benefits Agreements to big infrastructure projects, we can expect to see more and more apprenticeships started throughout this province.

Under an NDP government we have seen changes to the Industry Training Authority taking back a stronger leadership role in working with Unions and The Canadian Council of Directors of Apprenticeship (CCDA) who is responsible for the Red Seal Program. As well as the new leadership of the BC FED with Laird Cronk as new president and Susan Skidmore as Secretary Treasurer, we know trades will be in good hands over the next few years. As active participants at the BC Federation of Labour Apprenticeship and Skills Training Working Group, we have met with both the Minister of Advanced Education, Skills and Training Melanie Mark and the-ITA CEO Gary Herman and current ITA Board Chair Roberta Ellis to give our concerns on the apprenticeship system and our thoughts on compulsory trades

2019 is a year where we would like to see trades related “Be More Than A Bystander” training. We know the Ending Violence Association of BC ground breaking partnership with the BC Lions that started in 2011 has been effective in “Break the Silence on Violence Against Women” in schools and now its time to talk with adults in trades that have been in a typically male dominated job.

With the introduction of electric vehicles in the past 10 years and employer’s now looking to change over to more electric vehicles, we have questions. Will there be multi red Seal tickets needed to perform the repair and maintenance? As these required skills are due to innovation of new technologies and how that will affect job descriptions and required tickets?

Respectfully submitted:
Kirk Mercer - Chair
Shannon McKenzie

Environment Committee

Green statement:

As our Union fosters awareness of Reducing, Reusing, and Recycling, the members of this council shall be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle the report documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and code to walk, bike, carpool or take public transportation when you can.

In this way, we respect our environment, each other and future generations.

Respectfully submitted,
Michele Favarger (on her last meeting before retirement)



WOMEN'S COMMITTEE REPORT - May 2019

Respectfully submitted.
Heather Scarisbrick
Laurie Whyte

I want to thank everyone for the great year I have had chairing the Women's Committee. This position has given me quite a bit more confidence as a person and I was able to do some public speaking recently at our CUPE BC Convention without a meltdown during our CUPE BC Women's Committee report.

At our recent convention, our top three resolutions made it to the floor and passed successfully (condensed)

1. Lobby the BC Provincial Government to provide paid leave in the Employment Standards Act (ESA) for survivors of domestic violence, intimate partner violence...
2. Lobby the BC Provincial Government to enact legislation to support people experiencing intimate partner violence...
3. Continue to encourage and support women to be elected into leadership roles and continue a relationship of support afterward.

Two other resolutions brought forward by other committees and District Councils that the Women's Committee supported

1. Lobby the BC Provincial Government to put a permanent solution in place for public transit in the Northern Regions of BC to alleviate the crisis...
2. Develop and adopt a policy of using gender-inclusive language that avoids bias towards a particular sex or social gender and...

I have included a copy of the CUPE BC Women's Committee Report given at Convention to this report.

May is Sexual Assault Prevention Month

There is currently an online petition to pass Bill C-337 (tabled in the house as a private member's bill by former MP, Hon. Rona Ambrose) to ensure that all lawyers receive mandatory sexual assault training before becoming Federal Judges. Currently many Federal Judges have shown they are falsely stereotyping sexual assault victims and have a strong bias regarding their claims and ensuring a fair trial. This in turn discourages women from coming forward. This petition also wants to ensure the training is evidence-based, grounded in the lived experience of survivors, and delivered by women's organizations who are subject matter experts.

Please sign.

<https://www.canadianwomen.org/justice-for-sexual-assault-survivors/>



VIDC Pension Committee

May 24, 2019

Kevin McPhail (Chair)

Keith Todd, Heather Scarisbrick, Christine Szaflik, Stacy Watton (Members)

Liberal Government Tables Bill C27

This is nothing more than an attack on defined benefit pension plans and an attempt to transition federal employees to target benefit plans. Rachel Blaney MP for North Island—Powell River, BC noted that “prior to the 2015 federal election, Canadians were promised that the defined benefits plans, which have already been paid for by employees and pensioners, should not be retroactively changed into target benefit plans.”

From CUPE’s website Oct 2017” “Bill C-27 would permit federally-regulated employers (like airlines, telecoms, banks, and Crown Corporations) to establish a “Target Benefit” pension plan. These pension plans are essentially the opposite of secure, “Defined Benefit” pension plans. Defined Benefit: The pension promises an employer makes to a worker become legally-binding obligations of the employer. Since already-earned benefits cannot be reduced, an employer may have to put extra funds into the plan after a market downturn to fully fund the promised benefits.

Target Benefit: There is no legally-binding benefit promise made to workers. Instead the plan sets a “target” of what it hopes to deliver with a pre-determined level of contributions. But if there is pressure on the plan during a market downturn, workers’ and retirees’ benefits (either for future or past service) will be cut, rather than the employer having to put more funds into the plan. In short, workers and retirees bear all of the risks in a “Target Benefit” plan. That’s why CUPE does not believe these plans are an appropriate replacement for “Defined Benefit” plans.

Most importantly, however, C-27 would permit a federally-regulated employer to convert their “Defined Benefit” promises into non-binding “Target Benefit” aspirations even on a retroactive basis. If this bill passes, workers would suddenly have to defend the pension promises their employers have already made to them, for work they have already done. Workers and retirees held up their end of the bargain, but C-27 would allow employers to retroactively walk away from theirs.”

Local 1975 University of Saskatchewan

Quoting from CUPE Today:

“CUPE 1975 has rejected the latest offer from the University of Saskatchewan.

The University of Saskatchewan has withdrawn its pension proposals and alerted CUPE 1975’s



bargaining committee that it plans to make unilateral changes to the pension plan without any input from the union or workers. “The University of Saskatchewan continues to force CUPE 1975 needlessly towards job action,” said Craig Hannah, President of CUPE 1975. “We firmly believe that our members deserve a say in their retirement security and that all changes to the pension plan should be negotiated at the bargaining table.” The local is concerned that the University plans to convert the Defined Benefit Pension Plan to an inferior Defined Contribution Plan in the near future.” The following are summaries of specific pension plan communications since our last report.

BC Municipal Pension Plan

There were no new communiqués on their website since our last report.

Public Service Pension Plan

Pension increase for service between 2006 and 2018

April 2006 This was the first year BC’s Public Service Pension Plan contribution rates increased by a substantial amount. Back then, the anticipated rate of return on the plan’s investments was lower than expected. So, if you have pensionable service between 2006 and 2018, you paid higher contribution rates than other plan members in previous years.

December 2017 After the plan’s 2017 valuation results were finalized, your trustees reported the plan was sustainably funded, with a \$1.9 billion surplus. They decided to use part of the surplus funds to address the plan’s equity for past contributions.

March 2018 Your plan trustees announced some great news: If you have pensionable service between April 1, 2006 and March 31, 2018, inclusive, your lifetime pension will increase. This change will take effect on October 1, 2019.

WRITTEN AREA REPORTS

Local 374

Here is a report for 374:

We were successful in our arbitration against Esquimalt for union book off that was continually denied. We now have a schedule to book off our treasurer 2 days per week and the employer has hired an auxiliary to backfill 2 days per week.

We had a motion from a group of unhappy members in Esquimalt wanting to separate from 374 and form their own local. The motion was defeated by a narrow margin. 39 to 38. We are now working on improving communications within the union.



That has lead us to alter our budget and advertise for someone to do communications for the local. In conversations with National and other locals, to get some improved circulation, having it not be off the side of someone's desk may help us engage with members better. This will include managing the website, social media accounts and creating a digital newsletter.

*please share from me directly that I wanted to say what a great group of people we have here at VIDC. I was really aware of it at the last convention and issues over the past few months. Everyone really helps each other out and offers support when it is needed. It was great to see all the support for our delegates running for positions. Wish I could be there today to express my own thanks. I will see you all in September and deliver a report from my first audit in Ottawa.

IS,
Shireen Clark

CUPE 947 opened up bargaining yesterday - there is no one on the other side of the table that we bargained with in 2014 and in fact I believe that 3 of the 4 people may never have been involved in bargaining at all. We have some new faces on our side of the table as well. We can already tell this is going to be fun - we presented them with a lovely 61 page package. They presented us with 4 pages!!! Not much leverage there!!!

Short staffed schools (including the occasional no teacher replacement) continues to be a challenge. We recently learned that we only had 30 active members on call - the district didn't realize that a number of on-call people hadn't worked all year - this is the problem when we see constant change in HR. We will have another new HR Director in September as the current one didn't last a year - we only hope that they maybe hire a person with HR experience and not just another Principal because contrary to popular belief that actually can't do everything. We are also on the hunt for a new Secretary Treasurer as our one is off to work for a local labour law company!!!!

Always nice to end on a positive note - our district has purchased some school buses and that should mean some new hours coming to some of our staff!!! Unless of course they get the Principal's to do that too!!!!

Jane Massy

Local 1767 Report to VIDC May 25, 2019-06-01

Kevin McPhail – Grievance Officer

Lydia Palm – Area Rep (Nanaimo) – aka shop steward

Greetings from Local 1767 – BC Assessment workers from around the province!

New Contract

Our previous Collective Agreement expired Dec 31, 2018 and we have some good news, and



some bad news. We have recently ratified a new three year deal, which is good...however ratification only passed by 4 votes out of approximately 650 employees.

There is a lot of unhappiness about divisions between members...some who feel they had to give up some things to pay for benefits to others. Over-arching though is the concern that like college workers, we fall under the Public Sector Employer Council (PSEC) mandate. Our coworkers look at how far behind we are for example at what appraisers can make as a property negotiator for the City of Vancouver with fewer responsibilities, or an admin worker compared to a municipal rec admin worker in Courtenay. All power to those municipal workers, but this is the difference between being able to freely bargain versus our reality.

Appeal Workload

This is the time of year when we find out about how many appeals are going to the second level of assessment review – the Property Assessment Appeal Board. This is the second level of appeal and the deadline was April 30th to appeal. This is turning out to be a record setting year and our staff will be struggling under this increased workload.

Vancouver Island Facilities Review

As reported earlier, the management team is reviewing facilities on Vancouver Island and through FOI questions we have confirmed that the focus is entirely upon how to close the Courtenay office. I have made a presentation to our local MLA Ronna-Rae Leonard and a copy was sent to our minister Selina Robinson. More recently we've asked for assistance from CUPE BC and the Strong Communities working group. Ideally they'll be able to help us make presentations to affected mayors and councils to impact the decision making process. It simply makes sense to keep good jobs in smaller communities where it supports small town economies while allowing an affordable lifestyle for employees.



NOTES



NOTES



NOTES