

# VIDC

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## Vancouver Island District Council

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### Agenda

November 30, 2019

Notice of:

**Motion:** To update the Constitution to reflect current language.

### Minutes

September 28, 2019

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Coast Bastion Hotel  
11 Bastion St  
Nanaimo BC V9R 6E4

**Executive Meeting:** November 30, 2019 9:00AM

**General Meeting:** November 30, 2019 1:00PM

**Lunch:** 12:15 – 1:00 PM (\$10)

Send all reports to:

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



**November, 2019 FUNDRAISER** see pg. 4 for more information. - The Food Matters Program, run by the Canadian Mental Health Association – Port Alberni Branch – Contact Carla Bailey @ [cupe3403prez@gmail.com](mailto:cupe3403prez@gmail.com) for more information.



## **GENERAL MEETING AGENDA**

**November 30, 2019**

1. ROLL CALL OF OFFICERS

a. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT

b. RECOGNITION OF TERRITORIES

*The Vancouver Island District Council acknowledges with respect, the history, customs and culture of the Snumeymuxw First Nation, on whose territory we hold our meetings.*

c. EQUALITY STATEMENT

d. GREEN STATEMENT

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

*Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and commit to walk, bike, carpool or take public transportation when you can. In this way, we respect our environment, each other and future generations.*

### WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS

3. OBLIGATION OF NEW DELEGATES

4. APPROVAL OF THE AGENDA

5. MINUTES OF PREVIOUS MEETING – September 28, 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



# The Nanaimo Women's Centre would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!





## QUARTERLY FUNDRAISERS for 2019:

### December, 2019 Fundraiser



Canadian Mental Health Association  
Port Alberni

3178 2<sup>nd</sup> Avenue  
Port Alberni, BC V9Y 4C3  
Tel: (250) 724-7199  
Fax: (250) 724-5635  
Web: [www.portalberni.cmha.bc.ca](http://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 very happy and safe Holidays!!



#### **STORES IN PORT ALBERNI:**

*Walmart  
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](mailto:shaunah.cairney@cmha.bc.ca) or 250-735-5963**



## February, 2020 Fundraiser



Started by Courtenay Large DVM Helping Paws Nanaimo Community animal clinic is a monthly Nanaimo based, non-profit veterinary clinic to provide basic and essential vet care at no cost to those in need. The clinics offer free health exams that include routine vaccinations, parasite control, and treatment of minor medical conditions to homeless and low-income pet families in Nanaimo.

Facebook: [@helpingpawsnanaimo](https://www.facebook.com/helpingpawsnanaimo)





## PERSONAL INFORMATION PROTECTION ACT

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

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

## AREA REPORTS

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

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

## KEEPING OUR MEETINGS SCENT FREE

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

### Send education requests to:

Deborah Hopper  
Email: [Deborah.hopper@viu.ca](mailto: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](mailto:vidcsecretary@gmail.com)

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

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





# ISLAND VIEWS



Vancouver Island District Council members MAKING IT HAPPEN at the mics ~ CUPE National Convention, Montreal 2019. Top, down Laurie Whyte, Amber Leonard, Deborah Hopper.





# VIDC CHRISTMAS PARTY



**DATE:** November 30<sup>th</sup> 2019

**TIME:** 6:00 pm

**PLACE:** Douglas Rm, Coast Bastion Hotel

**DRESS:** Ugly Christmas Sweater

**GIFT:** \$15 generic gift

**Light Refreshments**



*Thank you for your  
friendship & generosity!  
Long live our working class!  
Carlo -  
Oct. 1/19*



**VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE**

|   |   |   |  |  |
|---|---|---|--|--|
| <p><b>President</b><br/>Amber Leonard<br/>C: 250 516 3371</p> <p><a href="mailto:Cupe459officer@gmail.com">Cupe459officer@gmail.com</a><br/><b>Term:</b><br/>May 2018 – May 2020</p>                      | <p><b>Vice-President</b><br/>Sarah Fairbrass<br/>T: 250 661 8417</p> <p><a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a><br/><b>Term:</b><br/>May 2019 – May 2021</p>                             | <p><b>Treasurer</b><br/>Steve Fielden<br/>C:250 668 4616</p> <p><a href="mailto:fieldensteve@gmail.com">fieldensteve@gmail.com</a><br/><b>Term:</b><br/>May 2019 – May 2021</p>   | <p><b>Secretary</b><br/>Sherrene Ross<br/>C: 250 715 6734</p> <p><a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a><br/><b>Term:</b><br/>May 2018 – May 2020</p>                                   | <p><b>Sgt. At Arms</b><br/>Christine Szaffik<br/>T: 250 203 8695</p> <p><a href="mailto:cmszaffik@gmail.com">cmszaffik@gmail.com</a><br/><b>Term:</b><br/>May 2018 – May 2020</p>  |
| <p><b>Division-General Vice-President</b><br/>Michelle Waite<br/>T: 250 898 9166</p> <p><a href="mailto:pres.cupe3479@nic.bc.ca">pres.cupe3479@nic.bc.ca</a><br/><b>Term:</b><br/>May 2019 – May 2021</p> | <p><b>Diversity Executive Member-at-Large</b><br/>Laurie Whyte<br/>T: 250 812-8485<br/>W: 250 721 7623</p> <p><a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a><br/><b>Term:</b><br/>May 2019 – May 2021</p> | <p><b>Division Regional Vice-President/</b><br/>Amber Leonard<br/>C: 250 516 3371</p> <p><b>M-at-L: 1, 2, 3</b><br/><a href="mailto:cupe459officer@gmail.com">cupe459officer@gmail.com</a><br/><b>Term:</b><br/>May 2019 – May 2021</p> | <p><b>Division Regional Vice-President</b><br/>Kirk Mercer<br/>T: 250 580 5804</p> <p><b>M-at-L: 4, 5, 6</b><br/><a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a><br/><b>Term:</b><br/>May 2019 – May 2021</p> | <p><b>Division Regional Vice-President (Alt)</b><br/>Dan MacBeth<br/>T: 250 385 6023</p> <p><b>M-at-L: 7, 8, 9</b><br/><a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a><br/><b>Term:</b><br/>May 2019 – May 2021</p> |

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

**TRUSTEES**

|  |   |   |
|--|---|---|
| <p><b>Rob Zver</b><br/>C: 250 619 7769<br/>F: 250 729 0866<br/><a href="mailto:r_zver@hotmail.com">r_zver@hotmail.com</a><br/>(2021)</p> | <p><b>Karen Garrett</b><br/>C: 250 686 5345<br/><a href="mailto:karengarrett@hotmail.com">karengarrett@hotmail.com</a><br/>(2022)</p> | <p><b>Heather Scarisbrick</b><br/>T: 250 941 7510<br/><a href="mailto:hiscar@gmail.com">hiscar@gmail.com</a><br/>(2020)</p> |
|--|---|---|



**Vancouver Island District Council Committee Chairs**

|   |   |  |   |
|---|---|--|---|
| <p><b><u>Anti-Privatization</u></b><br/>Karen Garrett<br/>C: 250 686 5345<br/><br/><a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a><br/>Term: May 2019 – May 2021</p> | <p><b><u>Communication &amp; Technology</u></b><br/>Sherrene Ross<br/>C: 250 715 6734<br/><br/><a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a><br/>Term: May 2019 - May 2021</p> | <p><b><u>Constitution</u></b><br/>Martha Higgins<br/>T: 604 344 0552<br/><br/><a href="mailto:Recsec798@gmail.com">Recsec798@gmail.com</a><br/>Term: May 2019 - May 2021</p>           | <p><b><u>Diversity</u></b><br/>Laurie Whyte<br/>T: 250 812-8485<br/>W: 250 721 7623<br/><br/><a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a><br/>Term: Sept 2019 - May 2021</p>          |
| <p><b><u>Education</u></b><br/>Deborrah Hopper<br/>C: 250 668 0522<br/><br/><a href="mailto:Deborrah.hopper@viu.ca">Deborrah.hopper@viu.ca</a><br/>Term: May 2019 - May 2021</p>              | <p><b><u>Environment</u></b><br/>Sherrene Ross<br/>C: 250 715 6734<br/><br/><a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a><br/>Term: May 2019 - May 2021</p>                    | <p><b><u>Hospitality</u></b><br/>Karen Garrett<br/>C: 250 686 5345<br/><br/><a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a><br/>Term: May 2019 – May 2021</p> | <p><b><u>International Solidarity</u></b><br/>Christine Szaflik<br/>C: 250 203 8695<br/><br/><a href="mailto:cmszaflik@gmail.com">cmszaflik@gmail.com</a><br/>Term: May 2019 - May 2021</p> |
| <p><b><u>Municipal</u></b><br/>Dan MacBeth<br/>T: 250 385 6023<br/><br/><a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a><br/>Term: May 2019 - May 2021</p>                  | <p><b><u>OH &amp; S</u></b><br/>Sarah Fairbrass<br/>T: 250 661 8417<br/><br/><a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a><br/>Term: May 2019 - May 2021</p>                           | <p><b><u>Pensions</u></b><br/>Kevin McPhail<br/>T: 250 339 2707<br/><br/><a href="mailto:Ksmcphail@shaw.ca">Ksmcphail@shaw.ca</a><br/>Term: May 2019 - May 2021</p>                    | <p><b><u>Political Action</u></b><br/>Jessica Orcutt<br/><br/><a href="mailto:jessica.sandy@viusu.ca">jessica.sandy@viusu.ca</a><br/>Term: May 2019 - May 2021</p>                          |
| <p><b><u>Resolutions</u></b><br/>Laurie Whyte<br/>T: 250 812-8485<br/>W: 250 721 7623<br/><br/><a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a><br/>Term: May 2019 - May 2021</p>           | <p><b><u>Women's</u></b><br/>Heather Scarisbrick<br/>T: 250 941 7510<br/><br/><a href="mailto:hjscar@gmail.com">hjscar@gmail.com</a><br/>Term: May 2019 - May 2021</p>                                | <p><b><u>Young Workers</u></b><br/>Hailey Fielden<br/>C: 250 668 8518<br/><br/><a href="mailto:haileyfielden@gmail.com">haileyfielden@gmail.com</a><br/>Term: May 2019 - May 2021</p>  | <p><b><u>Anti-Poverty</u></b><br/>Sarah Fairbrass<br/>T: 250 661 8417<br/><br/><a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a><br/>Term: May 2019 - May 2021</p>               |
| <p><b><u>Community Social Services</u></b><br/>Carla Bailey<br/><br/><a href="mailto:cupe3403prez@gmail.com">cupe3403prez@gmail.com</a><br/>Term: May 2019 - May 2021</p>                     |   | <p><b><u>Skilled Trades</u></b><br/>Kirk Mercer<br/>T: 250 580 5804<br/><br/><a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a><br/>Term: May 2019 - May 2021</p>                  |   |

**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.

**CUPE BC COMMITTEES ARE  
INSTRUMENTAL TO OUR OPERATION  
– JUST DON'T SPEND ANY MONEY**

-Trevor Davies



**AFFILIATES**

| <b>LOCAL</b> | <b>SECTOR</b>  | <b>REGION</b>   |
|--------------|----------------|---|
| 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   |
| 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   |
| 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 |
| 606                   | Multi-Sector              | School District 68, Community Social Services  |
| 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 |  |
| <b>NON-AFFILIATES</b> |                           |  |
| 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  |

**“COURAGE MY FRIENDS! TIS NOT TO LATE TO BUILD A BETTER WORLD!”**

-Tommy Douglas





**VANCOUVER ISLAND DISTRICT COUNCIL  
EXECUTIVE MEETING  
SEPTEMBER 28, 2019**

**Call to Order – 10:06**

**Roll Call of Officers – Sherrene Ross**

- **Health & Safety - Emergency Preparedness Plan – Martha Higgins**
- **Recognition of Territories – Laurie Whyte**

*The Vancouver Island District Council acknowledges with respect, the history, customs and culture of the Snumeymuxw First Nation, on whose territory we hold our meetings*

- **Equality Statement – Shared**
  - Update to change women/men
- **Green Statement – Sherrene Ross**

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

*Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and commit to walk, bike, carpool or take public transportation when you can. In this way, we respect our environment, each other and future generations.*

**Approval of the Agenda** **MSC**

**Minutes of the Previous Meeting – May 25, 2019** **MSC**

- Pg. 12 remove Michelle Waite
- Local 349 missing from affiliates – where do they belong?

**Matters Arising Out of the Minutes** **MSC**

**Treasurers Report – Steve Fielden** **MSC**

**Trustees Report**

- Audit complete
- Couple of small items noted
- Duplicate cheque written
- Recommendation: Photo deposits – staple cheque to deposit slip for easier access by Trustees



## **Correspondence Report – Sherrene Ross**

### **INCOMING:**

#### **MAIL**

- BCSPCA information package
- Request for donation from the United Way

#### **EMAIL**

- Letter from Carlos Flores – request for a donation to build a school in Chile

### **OUTGOING:**

#### **EMAIL**

- Letter sent to M-A-L requesting that they contact the Locals in their charge – requesting updated credentials
- Letter sent to CUPE BC offering names of Committee Chairs to be put forward for Provincial Committees

**MSC**

## **CUPE BC Executive Report:**

### **Kirk Mercer**

- **CUPE BC Think Tank in July**
  - First day met new chairs/orientation, etc.
  - Discussion on motions at convention – contentious one re: policy
  - Presentation from Mark Hancock re: issues upcoming at National Convention – Trial process amendment
  - Business of the Executive
  - CUPE BC Committee placements
  - Remaining business is completed once the Staff leave

### **Amber Leonard**

- 2 information sessions re: Trial procedure
- Go to sessions to be informed
- Be informed – you may need this info. one day
- Last Exec. mtg September 12/13<sup>th</sup>
  - No committee reports yet as just been struck
  - CUPE BC decided that 12 is the # plus Rep, etc. = 15 total
  - Very difficult discussions had to take place

### **Dan MacBeth**

- Given a list of endorsed candidates that are running at convention
- Shireen Clark is also running for National Trustee – please support her

Discussion held regarding the placement of members to CUPE BC Committees.  
Dates no longer set by Committees, now done by Administration.



## VIDC Committee Reports

### **Anti-Privatization**

**Karen Garrett** (Pete Soos)

Motion:

To adopt the Anti-Privatization committee budget in the amount of \$2000

To add member Pete Soos to committee

### **Environment**

**Sherrene Ross** (Kevin McPhail, Tara Brooks)

Motion:

To adopt the Environment committee budget in the amount of \$2000

To add member Kevin McPhail and Tara Brooks to committee

### **Education**

**Deborrah Hopper** (Christine Szaflik, Martha Higgins)

Motion:

To adopt the Education committee budget in the amount of \$2000

To add member Christine Szaflik and Martha Higgins to committee

### **Constitution**

**Martha Higgins** (Sarah Fairbrass, Stacy Watton, Deborah Hopper)

Motion:

To adopt the Constitution committee budget in the amount of \$2000

To add member Sarah Fairbrass, Stacy Watton and Deborah Hopper to committee

### **Political Action**

**Jessica Orcutt** (Deborah, Michelle W. Keith Todd)

Motion:

To adopt the Political Action committee budget in the amount of \$2000

To add member Deborah Hopper, Michelle Waite and Keith Todd to committee

### **Hospitality**

**Karen Garrett** (Christine Szaflik, Stacy Watton)

Motion:

To adopt the Hospitality committee budget in the amount of \$2000

To add member Christine Szaflik and Stacy Watton to the committee

### **Women's**

**Heather Scarisbrick** (Kathy Denham, Laurie Whyte)

Motion:

To adopt the Women's committee budget in the amount of \$2000

To add member Kathy Denham and Laurie Whyte to the committee

To donate \$200 to the Nanaimo Women's Centre (community fundraiser) from Women's Committee



**International Solidarity**

**Christine Szaflik** (Amber Leonard, Kirk Mercer)

Motion:

- To adopt the International Solidarity committee budget in the amount of \$2000
- To add members Amber Leonard and Kirk Mercer to the committee
- To donate \$500 to Carlos Flores which will go toward building another school in Chile from the International Solidarity Committee

**Resolutions**

**Laurie Whyte** (Amber Leonard)

Motion:

- To adopt the Resolutions committee budget in the amount of \$500
- To add member Amber Leonard to the committee

**OH & Safety**

**Sarah Fairbrass** (Martha Higgins, Wayne Smiley)

Motion:

- To adopt the O H& S committee budget in the amount of \$2000
- To add members Martha Higgins and Wayne Smiley to the committee

**Pension**

**Kevin McPhail** (Heather Scarisbrick, Christine Szaflik, Stacy Watton)

Motion:

- To adopt the Pension committee budget in the amount of \$2000
- To add members Heather Scarisbrick, Christine Szaflik and Stacy Watton to the committee
- To donate \$200 to the USW workers, who are on strike, from the Pension Committee

**Young Workers**

**Hailey Fielden**

Motion:

- To adopt the Young Worker's committee budget in the amount of \$2000
- To provide \$200 to the chair of the YW Committee for expenses to attend Robert's Rules/ Parliamentary Procedures for Young Workers' from the General fund

**Diversity/CARD**

**Laurie Whyte** (Pat Shade)

Motion:

- To adopt the Diversity/CARD committee budget in the amount of \$2000
- To add Pat Shade to committee
- To donate \$200 to the Sisters in Spirit Vigil at VIU on Oct 4<sup>th</sup> from the Diversity Committee

- Committee would like to purchase Orange shirts for next year to support Orange shirt day Council feels we should purchase them through general funds – to be given to all delegates
- Possible cost-share with National



**Municipal**

**Dan MacBeth** (Martha Higgins, Sarah Fairbrass)

Motion:

To adopt the Municipal committee budget in the amount of \$2000

To add Martha Higgins and Sarah Fairbrass to committee

**Communications/Technology**

**Sherrene Ross** (Amber Leonard, Wayne Smiley)

Motion:

To adopt the Communications/Technology committee budget in the amount of \$2000

To add Amber Leonard and Wayne Smiley to committee

**Anti-Poverty**

**Sarah Fairbrass** (Sherrene Ross)

Motion:

To adopt the Anti-Poverty committee budget in the amount of \$2000

To add Sherrene Ross to committee

To donate \$200 to Carlos Flores which will go toward building another school in Chile from the Anti-poverty committee

**Skilled Trades**

**Kirk Mercer** (Shannon Mckenzie, Steve Fielden)

Motion:

To adopt the Skilled Trades committee budget in the amount of \$2000

To add Shannon Mckenzie to committee

To donate \$200 to Carlos Flores to assist in the building of a school in Chile from the Skilled Trades committee

**Community Social Services**

**Carla Bailey**

Motion:

To adopt the Community Social Services committee budget in the amount of \$2000

To donate \$200 to the Nanaimo Women’s Center (quarterly fundraiser) from the Community Social services committee

**Motion**

To accept all reports as read

**MSC**



Campbell River SPCA was very happy to receive our donation- Thank you VIDC!!! I had a very fun and interesting afternoon with this gal. Great people at the CRSPCA!! It's behind the Francophone Association, go see the animals, check out their clothing....



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

**Colleges**

- Report at General mtg.

**K-12**

- Report at General mtg.

**Libraries**

- No Report

**Universities**

- No Report

**Child Care**

- No Report

**Unfinished Business/Old Business:**

**1. Constitution changes**

- a. Notice of Motion for next meeting to be posted on front of minutes

**2. Strategic Planning – Action documents**

- a. Minutes and Action Plan given out to Executive
- b. Please look over and complete your area of action
- c. Breakfast club is on the West Coast
- d. February Exec is dinner meeting 6pm on Friday night

**Motion:**

To adopt minutes from Strategic Planning

**MSC**

To adopt the VIDC Action Plan 2020

**MSC**

**New Business:**

**1. Trustees report**

- See above

**2. VIDC Dates & fundraisers 2020**

- a. Executive - January 31<sup>st</sup>, General - February 1st, 2020 – PAWS Nanaimo – Sarah Fairbrass
- b. May 23, 2020 – Forward House, Oceanside Parksville – Deborrah Hopper
- c. September 26, 2020 – Nourish Cowichan – Sherrene Ross
- d. November 28, 2020 – Breakfast Club for Schools – Stacy Watton

**3. 2019 CUPE National Convention**

- a. Council's caucus on Monday evening– wear your VIDC t-shirt
- b. Elections/endorsements
  - i. Shireen Clark contributions for National Trustee
- c. Resolutions to convention
  - i. Some heated resolutions – be aware – check the guide – please read over resolutions prior to convention



- ii. Find Kirk, Amber or Dan if you want to go to the mic – mic muffins are available
- d. District Council meeting
  - i. Monday night at 7pm
  - ii. Everyone is encouraged to attend
  - iii. Wear your VIDC t-shirt

**4. Committee budget & terms of reference approvals**

- a. See motions under Committee reports

**5. Guests at General mtg.**

- a. Paul Faoro was supposed to come today but needed to support Local 441 with a current issue
- b. Nanaimo/Ladysmith NDP candidate – Bob Chamberlain will be here at lunch break
- c. Executive Director of Nanaimo Women’s Center – Chantel – will be here at start of General mtg.
- d. Carlos Flores will be here for presentation on support for new school in Chile

**Motion**

That VIDC donate \$500 to Carlos Flores to support the building of a school in Chile from the General fund

**MSC**

That VIDC donate a total of \$1200 to the 3 regions of the United Way

**MSC**

That VIDC donate a total of \$600 to the 3 regions of the BCSPCA

**MSC**

That VIDC donate \$500 to the Nanaimo Women’s Center

**MSC**

That VIDC buy 60 orange shirts total, from Camosun, VIU and NI College, and UVIC for September 30<sup>th</sup>, 2020

**MSC**

**6. Super Conference – Feedback from members:**

**Pros**

- Give serious consideration
- headache removed of full responsibility
- still here to help/sponsor
- great idea
- brings recognition to our area
- use CUPE BC \$\$
- work toward doing our own again in future
- possibly support when on Island – when off Island – host our own
- possibly take over a portion of the conference
- push the boundary as to how we are involved



- 150% in support with significant \$\$ from VIDC and specifics to CUPE BC of what our role is
- provide our ideas to CUPE BC
- no charge to give it a try

**Cons**

- work toward doing our own again in future
- disappointed with what VIDC's role would be – lack of pride
- disappointed with level of our involvement
- push hard to be active
- make it clear that if money from VIDC provided, Council gets strong opinion on how it is spent

**Motion:**

That VIDC support and Co-host a Super Conference with CUPE BC with a maximum investment of \$10,000 with conditions to be set by the Executive

- VIDC branding everywhere
- Opportunities for individual Locals to provide sponsorship as well
- Lock in how many VIDC members on steering committee
- VIDC to have some control of speakers/keynote
- Apply an equity lens to speakers, etc.
- Accessibility audit complete
- Room for VIDC volunteers?
- Once finalized, do we want to apply to National for \$5000?

**MSC**

**Good and Welfare of the Council:**

- Thank VIDC for sending me to the Summer Institute for Women – Tiffany McLaughlin
- Labour Day – boot pins were very popular – Kirk Mercer
- Thanks to the Exec for the Strategic Planning
- Group photo

**Adjournment: 12:04**

**“BULLIES ARE ALMOST ALWAYS  
OUTNUMBERED BY THE BULLIED, WE  
JUST NEED TO ORGANIZE.”**

-Ivan Coyote





**Vancouver Island District Council  
General Meeting  
September 28, 2019**

**Call to Order:** 1:08 pm

**Roll Call of Officers:** Sherrene Ross

**Health & Safety, Emergency Preparedness Plan:** Martha Higgins

**Recognition of Territories:** Laurie Whyte

**Equality Statement:** Shared

**Green Statement:** Sherrene Ross

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

Greg Burkitt – National Education Rep

Roger Oakley - National Rep

Steven Beasley – CUPE Communication & Election Lead

Tina Meadows - Community Organizer

Paul Faoro - Apologies

Trevor Davies – Apologies

**Chantale Roelens – Nanaimo Women’s Center – Quarterly fundraiser**

- Supporting most marginalized people
- Pertinent to continue to receive funding
- Society for equality/equity
- Legal advocacy
- Tenancy program
- Safe space, clothing, food
- Most are homeless

Thank you for your work and cheque presentations – Deborah Hopper

**Sergeant at Arms Report:** 45 Delegates, 1 Guest, 4 Staff **MSC**

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

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

**Approval of the Agenda** **MSC**

- Add Trustee report under Treasurer report

**Minutes of the Previous Meeting – May 25, 2019**

Pg. 27 under Local 459 report should say ‘can’t’ not can **MSC**

**Matters Arising Out of the Minutes** **MSC**

**Treasurers Report:** Steve Fielden **MSC**



**Trustee Report:**

- Trustees did Audit September 26<sup>th</sup>
- Books in good order
- Couple of minor items need attention
- Deposit on the Go – a new way dues are being received

**Motion**

To receive recommendations from the VIDC Trustees

**MSC**

**Communications and Correspondence Report – Sherrene Ross**

**INCOMING:**

**MAIL**

- BCSPCA information package
- Request for donation from the United Way

**EMAIL**

- Letter from Carlos Flores – request for a donation to build 2<sup>nd</sup> School in Chile

**OUTGOING:**

**EMAIL**

- Letter sent to M-A-L requesting that they contact the Locals in their charge – requesting updated credentials
- Letter sent to CUPE BC offering names of Committee Chairs to be put forward for Provincial Committees

**MSC**

**Report of the VIDC Executive Board:**

To adopt the Anti-privatization committee budget in the amount of \$2000.

To add member Pete Soos to committee

**MSC**

To adopt the Environment committee budget in the amount of \$2000.

To add member Kevin McPhail and Tara Brooks to committee

**MSC**

To adopt the Education committee budget in the amount of \$2000.

To add member Christine Szaflik and Martha Higgins to committee

**MSC**

To adopt the Constitution committee budget in the amount of \$2000.

To add member Sarah Fairbrass, Stacy Watton and Deborah Hopper to committee

**MSC**

To adopt the Political Action committee budget in the amount of \$2000.

To add member Deborrah Hopper, Michelle Waite and Keith Todd to committee

**MSC**

To adopt the Hospitality committee budget in the amount of \$2000.

To add member Christine Szaflik and Stacy Watton to the committee

**MSC**



- To adopt the Women's committee budget in the amount of \$2000.  
To add member Kathy Denham and Laurie Whyte to the committee **MSC**
- To adopt the International Solidarity committee budget in the amount of \$2000.  
To add member Amber Leonard and Kirk Mercer and Deborah Hopper to the committee **MSC**
- To adopt the Resolutions committee budget in the amount of \$500.  
To add member Amber Leonard to the committee **MSC**
- To adopt the O H& S committee budget in the amount of \$2000.  
To add member Martha Higgins and Wayne Smiley to the committee **MSC**
- To adopt the Pension committee budget in the amount of \$2000.  
To add member Heather Scarisbrick, Christine Szaflik and Stacy Watton to the committee **MSC**
- To adopt the Young Worker committee budget in the amount of \$2000. **MSC**
- To adopt the Diversity/CARD committee budget in the amount of \$2000.  
To add Pat Shade to committee **MSC**
- To adopt the Communications/Technology committee budget in the amount of \$2000.  
To add Amber Leonard and Wayne Smiley to committee. **MSC**
- To adopt the Anti-Poverty committee budget in the amount of \$2000.  
To add Sherrere Ross to committee **MSC**
- To adopt the Skilled Trades committee budget in the amount of \$2000.  
To add Shannon McKenzie and Steve Fielden to committee **MSC**
- To adopt the Community Social Services committee budget in the amount of \$2000. **MSC**
- To adopt the Municipal committee budget in the amount of \$2000.  
To add Sarah Fairbrass and Martha Higgins to the committee **MSC**
- To donate \$200 to Carlos Flores to assist in the building of a school in Chile from the Skilled Trades committee **MSC**



- To donate \$200 to Carlos Flores to assist in the building of a school in Chile from the Anti-poverty committee **MSC**
- To donate \$500 to Carlos Flores to assist in the building of a school in Chile from the International Solidarity committee **MSC**
- To donate \$500 to Carlos Flores to assist in the building of a school in Chile from the General fund **MSC**
- To donate \$200 to the Nanaimo Women's Center (quarterly fundraiser) from the Community Social Services committee **MSC**
- That VIDC donate \$500 to the Nanaimo Women's Center from general funds **MSC**
- To donate \$200 to the Nanaimo Women's Centre (quarterly fundraiser) from the Women's committee **MSC**
- To donate \$200 to the Sisters in Spirit Vigil at VIU on Oct 4<sup>th</sup> from the Diversity Committee **MSC**
- To provide \$200 to the chair of the YW Committee for expenses to attend Robert's Rules/Parliamentary Procedures for Young Workers' from the General fund **MSC**
- To donate \$200 to the USW-1937 workers, who are on strike, from the Pension committee **MSC**
- That VIDC donate a total of \$1200 to the 3 regions of the United Way **MSC**
- That VIDC donate a total of \$600 to the 3 regions of the BCSPCA **MSC**
- That VIDC buy 60 orange shirts total, from Camosun, VIU, NI College, and UVIC for September 30<sup>th</sup>, 2020 orange shirt day **MSC**
- That VIDC support and Co-host a Super Conference with CUPE BC with a maximum investment of \$10,000 with conditions to be set by the Executive
- VIDC branding everywhere
  - Opportunities for individual Locals to provide sponsorship as well
  - Lock in how many VIDC members on steering committee
  - VIDC to have some control of speakers/keynote
  - Apply an equity lens to speakers, etc.
  - Accessibility audit complete



- Room for VIDC volunteers?
- Once finalized, do we want to apply to National for \$5000?

**MSC**

### **CUPE BC Report:**

#### **Kirk Mercer**

- Names were submitted for CUPE BC committees and considered during the Think Tank
- Went through the task of deciding, fairly
- OBCM – One Big Committee Meeting held October 16 & 17, 2019
- Terms of reference and agendas set at those meetings

#### **Amber Leonard**

- National Convention countdown is on
- National App available
- Agenda available now
- District Council night is Monday – please wear VIDC shirts

#### **Strong Communities Report – Steven Beasley**

- Report out on upcoming Federal election – public opinion
- Resources and rules are available at CUPE
- \$\$ are needed from community members
- NDP needs your support in any way you can give it
- What can you do?
  - Share resources around to prompt people
  - Get the word out – get out the vote
  - Vote yourself!
  - Speak at your membership meeting yourselves or invite Steven to your meeting
  - Use the sign-up sheet to encourage members to sign up to volunteer
  - Volunteer in a local campaign
  - Election day needs help – if not other day available
  - <https://cupe.ca/cupe-votes> - website has a lot of information
  - Advance Polls – October 11-14, 2019
  - [sbeasley@cupe.ca](mailto:sbeasley@cupe.ca) or (778) 903-7394

#### **Tina Meadows – Local Community Trailer**

- 6 Reps to work on the election
- Tina looks after the Trailer and it has been all across the Province
- If you need/want the trailer at an event – book through CUPE
- No cost for Trailer
- Swag, flags and tents are available from CUPE BC

#### **CUPE National Committees:**

- No Report





## Area Reports:

### 439

- Ratified bargaining – all parties
- Welcome back event with CDTA & P/VP
- Oct. 3<sup>rd</sup> – 175 registered to attend
- Large increase in student population
- Some facilities not adequate – boundary problems

### 459

- Have been fighting with BCPSEA
- Ratified with members and Trustees
- BCPSEA contacted SD with problems
- Took to Labour Board for bad bargaining
- Have still not heard back – members are waiting – filed June 28<sup>th</sup>
- Awaiting backpay of 2% from July
- Sept. 23<sup>rd</sup> was District day – all staff together
- Ross Greene was the presenter – meeting needs of students/staff

### 606

- Ratified agreement
- Fired the Contractor
- Met on Sunday and came to agreement
- 2 days of inclement weather now paid
- If worker goes in, they get day in lieu another day
- Milestone set – Took over First Nations school – brought in 8 new workers to CUPE
- New position – Early child development
- Minister of Education attended
- Government funding a little unorganized

### 723

- Tentative agreement with Management
- BCPSEA had a few questions then plan to ratify

### 947

- See attached

### 5101

- Happy we have a new office!
- Meaningful round of bargaining this round
- Trustee actually attended – full team
- Some improvements:
  - Increase swimsuits
  - Vehicle damage deductible
  - 1 day gained back – possibly training
  - All EA's can now attend IEP meetings
  - Pro d up \$7000
  - Additional language to bereavement and sick leave
  - Ratified
- Requests for Job Shares coming forward – will look at one individual basis
- Like to hear from other Locals



- More and more split jobs coming back i.e. EA's PC/bhvr jobs
- Have asked for schedules from AO's

**917**

- Able to reduce initiation fee for students
- Have not met with employer around bargaining yet
- Settled 30 grievances from 2016 – more to go
- Hope to send 4 Stewards to Fall school but they were too full

**951**

- Set meeting dates in July – housekeeping/clean up
- New, all female bargaining team for employer
- Essential services order review
- Sending 4 members to National in Montreal
- No dates set yet for bargaining

**1858**

- Health & Safety issues to deal with upon start up
- Asbestos alert and window fell out
- New Administrative rep who better understands his role
- Opened bargaining in June
- Friendly team on other side – although not giving

**3479**

- No report

**5278**

- Achieved what we wanted in bargaining
- Feel accomplished
- Improvements over Xmas holidays when school is closed

**410**

- Went to arbitration around schedules
- Art Gallery of greater Victoria should be multi-sector

**3403**

- Employer often non-compliant
- We are starting to push back – new staff rep
- Have had two L/M meetings – none since 2016
- Many grievances on the go now
- New legislation around fleet vehicles from ICBC
- Read article to understand new law

**50**

- Some worrisome safety concerns – hotel fire
- Worker's dispatched out to active fire sight
- One used Right to Refuse
- Royal Oak burial park – 2 short days of bargaining

**118**

- Arbitration is now set for October
- Ucluelet – heading to bargaining table – CA expires Dec. 31<sup>st</sup>
- City of Port Alberni – city does not want to compensate after 4 hrs. (no breaks)
- Available overtime manpower not so available anymore – pushing back



- Harassment cases – sexual contact, sexual videoing (Manager)

**374**

- Bargaining with Sooke
- Elections in November
- Sending 4 to National Convention

**798**

- Elections next week in Local
- Operations Manager has moved to North Cowichan
- Recreation facility run down now that out of our hands
- Trying to bring back
- 3 members going to National

**1767**

- 45<sup>th</sup> AGM coming up in October – workshop – Human Rights
- 5 Exec. To CUPE National
- Facilities review continuing – not replacing people
- Reached out to Strong Communities
- Not first-time offices have been closed down
- Button campaign – WHERE I LIVE MATTERS’
- Grievances – trend of sick leave grievances
- Dr.’s not supporting clients very well – not pushing back against employers
- Used medical examiner – find it is helping members
- Racial profiling still ongoing – happened to one of my members recently

**3897 (Rob Zver)**

- In talks with possible merger with 606

**556**

- Welcomed 8 new members in July – happy to have them

**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** (Pete Soos)

- Reported earlier in minutes

**Anti-Poverty:**

**Sarah Fairbrass** (Sherrere Ross)

- Reported earlier in minutes

**Communications/Technology:**

**Sherrere Ross** (Amber Leonard, Wayne Smiley)

- Reported earlier in minutes

**Constitution:**

**Martha Higgins** (Sarah Fairbrass, Stacy Watton, Deborah Hopper)

- Reported earlier in minutes

**Diversity:**

**Laurie Whyte**

- Reported earlier in minutes



- Education:** **Deborah Hopper** (Christine Szaflik, Martha Higgins)
  - Reported earlier in minutes
- Environment:** **Sherrene Ross** (Kevin McPhail, Tara Brooks)
  - Reported earlier in minutes
- Hospitality:** **Karen Garrett** (Christine Szaflik, Stacy Watton)
  - Reported earlier in minutes
- International Solidarity:** **Christine Szaflik** (Amber Leonard, Kirk Mercer, Deborah Hopper)
  - Reported earlier in minutes
- Municipal:** **Dan MacBeth** (Sarah Fairbrass, Martha Higgins)
  - Reported earlier in minutes
- Occupational Health & Safety:** **Sarah Fairbrass** (Martha Higgins, Wayne Smiley)
  - Reported earlier in minutes
- Pension:** **Kevin McPhail** (Heather Scarisbrick, Christine Szaflik, Stacy Watton)
  - Reported earlier in minutes
- Political Action:** **Jessica Orcutt** (Deborah Hopper, Michelle Waite, Keith Todd)
  - Reported earlier in minutes
- Resolutions:** **Laurie Whyte** (Amber Leonard)
  - Reported earlier in minutes
- Skilled Trades Working Group:** **Kirk Mercer** (Shannon Mckenzie, Steve Fielden)
  - Reported earlier in minutes
- Women's:** **Heather Scarisbrick** (Laurie Whyte, Kathy Denham)
  - Reported earlier in minutes
- Young Workers:** **Hailey Fielden**
  - Reported earlier in minutes
- Community Social Services:** **Carla Bailey**
  - Reported earlier in minutes

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

- Colleges
  - Electronic
- K-12
  - Electronic
- Libraries
  - No report
- Universities
  - No report
- Child Care
  - No report

**Motion**

To accept all reports as read

**MSC**



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

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

- **No Elections at this meeting**

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

#### **1. CUPE National Resolutions**

- a. Please support them at convention
- b. Bring ideas back from convention for CUPE BC resolutions
- c. New Chairs – think what resolutions you might want to submit to CUPE BC

#### **2. Labour Day of Action – October 12<sup>th</sup> for Bob Chamberlain 9:30 am**

### **New Business:**

#### **1. Constitutional changes – updates**

- a. Region names
- b. Notice of Motion given to update:
  - 4.2 Regions
  - 6.6 Elections
  - 11 Committee titlesAdding Community Social Services and Skilled Trades to committees

#### **2. Canvassing training camp – September 28<sup>th</sup>**

#### **3. Reminder next meeting – Xmas gathering 6pm – room 315, byob, Food provided**

#### **4. Community Fundraiser – November 2019**

- a. The Food Matters Program, run by the Canadian Mental Health Association – Port Alberni Branch – Contact Carla Bailey @ [cupe3403prez@gmail.com](mailto:cupe3403prez@gmail.com) for more information.

#### **5. Quarterly fundraisers for 2020:**

- a. February 2020 – PAWS Nanaimo – Sarah Fairbrass
- b. May 2020 – Forward House, Oceanside Parksville – Deborrah Hopper
- c. September 2020 – Nourish Cowichan – Sherrene Ross
- d. November 2020 – Breakfast Club for Schools – Stacy Watton

#### **6. Election year – please ask for your lawn sign**

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

- Hailey – thank you for sending me to the Summer Institute for Women
- Carlos Flores says thank you!
- Thank you for supporting Women in Trades – Shannon McKenzie
- Jenelle Wilson Local 5278 – Sisters in Spirit event – thank you to Laurie and committee for your donation

**Adjournment: 4:22**

**MSC**

**CAFÉ ETICO COFFEE & CHOCOLATE**  
**available at the November 30<sup>th</sup> meeting**



## AREA REPORTS

Local 1767 – BC Assessment

Author – Tina Dhami, Regional Director – South Vancouver Island

Local 1767 is busy preparing for our 45<sup>th</sup> Annual General Meeting. The weekend will kick off on Friday October 25<sup>th</sup> with a workshop on Human Rights in the Workplace presented by Connie Kilfoil. We expect roughly 75 off our members in attendance from across the province and look forward to celebrating 45 years as a local.

We are sending five of our executive to the CUPE National Conference in Montreal to represent our local and build connections across the country.

Our local is dealing with the potential closure of our Courtenay office, which will impact not only our members working in that office but the local community. Our Northern offices in Williams Lake, Terrace, and Dawson Creek may be in jeopardy next. We have sent out “Where I live Matters” buttons to all members to show our solidarity and support for those members that are or may be affected. We have asked members to wear or display the buttons to demonstrate to our Employer and other workers that we really care where we live and work.

We have had a few denial of sick leave grievances that have required our members attending an Independent Medical Examiner’s office to garner their sick leave benefits. We had to agree to an IME when doctors are not providing enough or satisfactory medical information to support their patients. This is not only costly but also very frustrating for our members. There is always a risk with an IME but it usually the only option when it gets to this stage.

Additional Comment – Kevin McPhail – Grievance Officer

Yesterday at the executive Strategic Planning event we participated in an ice-breaker event around privilege. As a young at heart but older white, very white, male I already was aware of the privileges I had growing up, but it was a sobering reminder about the challenges individuals face when not afforded the same treatment.

When I woke up this morning that was made dramatically even more clear to me. On Facebook a co-worker noted that the previous day he had been driving his wife’s car and had been followed for three blocks before finally being pulled over by the police. They insisted that he roll down all of his windows and two of them approached his car. This was in Surrey and he happens to be of Southeast Asian descent. The clear message is that if you have brown skin you probably stole the car. Pure racial profiling at its worst...it makes me angry and ashamed to think of how this happens in our society...and how I never ever would be pulled over for driving my wife’s car, let alone being approached cautiously with the thought I might be a gang member.

Challenge racism in all in forms...blatant and systemic...do not stand by and allow these examples to continue to be the norm.



## CUPE 951 report September 28<sup>th</sup>, 2019

We have been very busy over the July in bargaining with the employer on the 3,8,9,15,23. So far we have signed off on some housekeeping issues and look forward to reconvening in the fall.

Aug 28 The CUPE locals at Uvic met with the ad-hoc committees to discuss the Essential Service Order that 4163 and the University are seeking. Once the Order is in place local 4163 can serve 72 hours strike notice.

We are now booked for National Convention and 3 delegates will be attending the POST-SECONDARY EDUCATION Meeting Oct 6<sup>th</sup> at 1 pm.

Aug 29 President Kirk Mercer after consultation with VP Pat shade sent 2 letters one the The Westin Bayshore and Hyatt hotels. Expressing our concerns about Unite Here Local 40 Labour dispute. As a gesture of solidarity we will remove any current booking and not book anything new until the dispute is resolved.

Sept 2, I set up the Uvic locals tent at the Victoria Labour day event and talk with many folks about the great work we do up at the university. Also BC Fed President Laird Cronk and Premier John Horgan came by to say and get a picture.

Sep 3, at the New student welcome all 3 CUPE locals gave out 2,950 first aid kits with information on CUPE working for students as part of our cost share campaign and 4163 info cards about their impasse at the bargaining table.

Sept 9, All the bargaining units on campus meet (Faculty Association, PEA, 4163,917 and 951) to talk about the ESO meetings with the employer. 951 meet over the 10 and 11 for 6 meetings were the employer is seeking to expand the 2012 Essential Service Order.

Sept 18 and 19, CUPE local 4163 had mediation on bargaining that resulted in a settlement agreement with Uvic. So for now ESO meditation and hearing dates have been put on hold until ratification by 4163.

Respectfully summited President Kirk Mercer.



**CUPE L118** report Municipal workers in the Alberni Valley and Westcoast ( City of Port Alberni, Alberni Clayoquot Regional District, District of Tofino, District of Ucluelet)

**Tofino:** we have an Arbitration date set for Oct 17 & 18 in Nanaimo for temporary employees whom the Employer doesn't think deserve premium pay while working on a stat holiday. We have compiled 8 more grievances on top of the first one in 2018 as the Employer continues to get temporary employees to work the stat holidays

**Ucluelet** is getting ready to head to the bargaining table. Their CA ends at the end of this year.

**City of Port Alberni** is dealing with a new manager of Parks and recreation that has crossed boundaries with respect to respectful workplace policies with the city. He has made unwanted sexual comments and has shown sexual videos to two senior members who have reported this to HR. HR was slow in investigating, didn't include the Union, and admit that these actions are inappropriate but he is still on staff. The Union executive is not satisfied with the investigation or the outcome so we will be advancing our concerns and expectations to upper management next week. This manager in question works closely with young and new workers at the aquatic center, arena, summer programs, and roller skating.

Management no longer wants to pay for missed breaks after the 4hr mark of OT to their employees. They expect their employees to work long hours, quite often 10 to 12 hrs of overtime, and try to take an unscheduled break whenever possible instead of compensating them when they are unable to break away from the job to take a break. Our members are fighting back. Those who were always available to work before are surprisingly not so readily available right now until the grievances have been settled. We have a step 3 meeting scheduled for Oct 16.

*IS*

**Stacy Watton (President L118)**

## Committee Reports

Skilled Trades Committee

Supporting Women in Trades (SWIT) Conference June 17, 2019

I was fortunate to be afforded the opportunity to attend the SWIT conference in Vancouver put on by CAF this past June. The 2019 program showcased promising practices and great initiatives underway across Canada to attract, prepare, up-skill and support women in the skilled trades. Opening remarks were made by Tom Roemer of BCIT, Cheryl Parron IBEW and Megan



Agosta past Canadian Olympic medalist. The message was “Sometimes you win, sometimes you learn. It’s what you do after you fail that make you successful.”

I’d like to thank CUPE BC for the support to attend.

Many presentations were available to attend where input was collected from women’s organizations, labour groups, employers, educators and jurisdictional apprenticeship authorities from across Canada. I was able to attend 4 sessions.

The first session I attended was on Be More than a Bystander (BMTAB) presented by the BC Centre for Women. This is a current quickly growing initiative to train male supervisors of industry to be trainers for their own work environment. These supervisors will then be the voice for the program throughout each province. BMTAB advocates for women being harassed, bullied and threatened at the work site. BMTAB proposes that the message would be best delivered from the male counterparts in industry to stop these behaviors against women. This was a very powerful presentation with a lot of audience support.

The second session I attended was an Inclusion Workshop presented by the Office to Advance Women Apprentices (OAWA) from Newfoundland and Labrador. This is an organization enhances entry advancement and completion outcomes for women in the apprenticed skilled construction trades in the province. The overarching goal of the OAWA is to enhance employment outcomes for women in skilled construction trades in Newfoundland and Labrador. Currently the group is lobbying the provincial governments to put policy in place requiring mandatory industry training for Respectful Workplace. They are showcasing their efforts to push this project into each of the provinces.

The third session I attended was on Acceptance and Diversity Awareness – presented by the Carpenter’s Union. Their message was of encouragement for women to enter the trades and create a network of active members to eliminate some of barriers women face every day in industry.

The fourth session I attended was on Women in welding presented by the CWB (Canadian Welding Bureau). The discussion was on some of the barriers that the women in welding are facing day to day.

Final presentation was made by Tracey McKinnon on the LNG project going into Kitimat. Together Petronas and Shell (behind the LNG project) have a new program called Your Place (YP). This project is a 4 week readiness program. YP has put aside 200 places for training and employment for women. YP will transport women to Kitimat to be trained into their first level of trade. The women will be paid and housed at YP expense for 4 weeks and then be hired into the LNG project to continue their apprenticeship. All tuition, supplies and PPE costs will be covered by YP. LNG will also be hiring women within the trades who are already red seals or apprentices.



In all the conference was extremely informative and I have taken the information of BMTAB back to VIU and passed it on to others in the industry.

Thank you for the support

Shannon McKenzie

## **VIDC Pension Committee**

September 28, 2019

Kevin McPhail (Chair)

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

## **Federal Election October 21, 2019**

What's the most important thing you can do in the upcoming election? Vote! But be careful who you vote for...

I recently posted on the VIDC website a clip of the Conservative leader Andrew Scheer recommending that people "self-fund" their retirement and describes the Canada Pension Plan as a disincentive to save.

<https://www.youtube.com/watch?v=zpmmrLQ5n90&fbclid=IwAR0HPYQ4c4QF6g3kxBvJYo5PWjmdt-0TVSYIWd44h6uKxkUf1DUaTxwirh4>

The Green Party is trying to make the election ONLY about the climate and really, really don't want you to look too closely at the libertarian and frankly frightening anti-labour and anti-abortion views many of their candidates hold. It should frankly scare all CUPE members that Elizabeth May is in favour of propping up a Conservative government.

In their platform I could find no mention of the Canada Pension Plan...so if they support the Conservatives then by extension they support what Scheer has indicated.

As reported here in May, the Liberal government had tabled Bill C27 which would permit federally-regulated employers (like airlines, telecoms, banks, and Crown Corporations) to establish a "Target Benefit" pension plan. Rather than a defined benefit plan. Workers and retirees would bear all of the risks in a "Target Benefit" plan and Bill 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.

Who’s left? Please don’t say the People’s Party of Canada!

## **Local 1975 University of Saskatchewan**

As previously reported the workers had been without a contract since 2015. The key points of contention have been related to wages and an attempt by the administration to scrap the workers’ existing pension plan. After our last report the University of Saskatchewan lost their battle to take the right to strike away from hundreds of workers on campus.

Soon afterwards they resumed bargaining and on July 9, 2019 it was announced that they had ratified a five year Collective Agreement noting pension plan changes that will continue to provide secure retirement benefits for our members, among other gains.

The following are summaries of specific pension plan communications since our last report.

### **BC Municipal Pension Plan**

2019 AGM – October 17 from 10:00 a.m. to 12:15 p.m.

On the agenda: financial highlights, valuation report, investment update and more.

There are two ways to attend:

- In person at the Anvil Centre, New Westminster
- By webcast – register by going to the website

### **Public Service Pension Plan**

A second temporary annuity option will soon be available.

As of November 10, 2019, a second temporary annuity (TA) option is available, the half temporary annuity, available to plan members. It will give them greater flexibility in how they can supplement pension income before age 65.

The half TA

A temporary annuity is like borrowing against the lifetime pension—it’s a temporary monthly payment that provides more retirement income before age 65 in exchange for a lower lifetime pension. The new half temporary annuity option will allow plan members to receive half the amount they would normally receive from the full temporary annuity, until age 65 or death.



Members who elect the temporary annuity option may choose either the full or the half temporary annuity, provided that their lifetime pension supports the cost.

### Calculating a TA in My Account

In fall, members will be able to use the personalized pension estimator in My Account to see how choosing the full or half temporary annuity may affect their lifetime pension. The pension estimators in My Account have been updated to reflect the past-service pension improvement for service from April 1, 2006 to March 31, 2018.

### **CUPE Local 873 Paramedics**

The PSP Board of Trustees announced that the plan partners reached an agreement on updates to the plan for ambulance paramedics. These changes will affect full-time and regular part-time ambulance paramedics. These changes do not apply to current retirees or ambulance paramedics who retire before April 1, 2020. The old plan rules will apply for all service earned prior to April 1, 2020.

#### **Key changes**

- Ability to retire at age 50 regardless of service. However, reduction factors may apply.
- A flat accrual rate means employees will earn bigger lifetime pensions for service earned on and after April 1, 2020.
- The bridge benefit and rule of 80 will still apply to service earned up to and including March 31, 2020.

Additionally, the past-service pension improvement announced as part of the April 2018 plan design changes will be provided to all eligible Ambulance Paramedics employees, including eligible retired and deferred employees.

### **United Steel Workers Local 1-1937 Strike**

On July 1<sup>st</sup> approximately 3,000 workers went on strike to combat concession bargaining on the part of Western Forest Products. Included in the demands are claw backs of pension rights, seniority benefits and long term disability concessions.

I am pleased to announce that the Vancouver Island District Council will send a letter of support to these workers and a monetary contribution to their members. This is especially important now that their health and dental benefits have stopped given the length of the strike.



Sept 2, 2019  
Community Social Services Committee Report

Sept is Disability Employment month in BC, BC has done an amazing job with employing and training people with disabilities. It is time to celebrate our diverse workforce by ensuring that people with disabilities have meaningful employment and increased independence.

Oct is Community Inclusion month look for events that are happening in your communities. This is to recognize and celebrate the potential in people with Developmental Disabilities, their families, friend, caregivers, volunteers, community groups and employers.

This sector continues to have increased violence towards our members, members often work alone, need regular safety check ins, and need better procedures in place to keep them safe.

I would like to share as we talked about poverty; that a person with a disability receives approx \$1200 a month; out of that they need to secure housing (if they can find one), pay bills, have food on the table, clothing on there backs, personal care items, and transportation. Recently when at a dentist appointment the person was told they would have to pay the difference of a check up and cleaning because the benefits that they have, have not been increased in over 10 years and the person needs to pay the difference. This was shocking to me and reminds us that homelessness is not a choice but a balancing act to have simple necessities.

Carla Bailey



## NOTES



## NOTES