

# VIDC

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## Vancouver Island District Council

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### Agenda

May 23, 2020

### Minutes

January 31, 2020

February 01, 2020

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Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4

**Executive Meeting:** May 23, 2020 9:00AM

**General Meeting:** May 23, 2020 1:00PM

**Lunch:** 12:15 – 1:00 PM (\$10)

Send all reports to:

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

**May 23<sup>rd</sup>, 2020 FUNDRAISER:** Forward House, Oceanside Parksville ~ contact Deborah Hopper @ [Deborah.hopper@viu.bc.ca](mailto:Deborah.hopper@viu.bc.ca)



## **GENERAL MEETING AGENDA**

**May 23, 2020**

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 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 – January 31 & February 01, 2020
- 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

# PAWS For PETS would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



## QUARTERLY FUNDRAISERS for 2020

**September 26<sup>th</sup>, 2020** Nourish Cowichan, Cowichan Valley ~ contact Sherrene Ross @ [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com)

**November 28<sup>th</sup>, 2020** Breakfast Club for Schools ~ contact Stacy Watton @ [cupe118@gmail.com](mailto:cupe118@gmail.com)

## SEPTEMBER 26, 2020 Fundraiser

### Nourish COWICHAN SOCIETY

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

<https://www.nourishcowichan.ca/partners>



Created by 3 natural born activists with a strong belief in community service, Nourish Cowichan Society is a fast-growing organization co-founded by Dina Holbrook, Fatima Da Silva & Anita Carroll

When they became aware that children in the valley were going to school without breakfast, Fatima, Dina & Anita immediately began planning how to help nourish the little ones, and so within just a few weeks and with the help of a local school principal, a breakfast program was put in place.

Today this program has grown into a charitable society with a board of directors dedicated to raising funds to help expand the program to several schools and nourish as many children as possible.

Our board of directors is composed of spirited & enthusiastic members of the Cowichan valley community.

**Founders:** Fatima Da Silva, Dina Holbrook, & Anita Carroll

**Monetary donations welcome.**



## 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)



## 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)





## VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

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

<p>1) <u>Executive Member-at-Large</u> <b>Wayne Smiley</b> T: 250 732 3898</p> <p><a href="mailto:Wsmiley@pccomputerguy.ca">Wsmiley@pccomputerguy.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley) <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> <b>Kirk Mercer</b> T: 250 580-5804</p> <p><a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley) <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> <b>Dan MacBeth</b> T: 250 385 6023</p> <p><a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley) <b>Locals: 50, 358, 382, 441, 2011</b></p> <p><b>Term:</b> May 2019 – May 2021</p>
<p>4) <u>Executive Member-at-Large</u> <b>Deborah Hopper</b> C: 250 668 0522 <a href="mailto:Deborah.hopper@viu.ca">Deborah.hopper@viu.ca</a></p> <p><b>3CENTRAL 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> <b>Term:</b> May 2018 – May 2020</p>	<p>5) <u>Executive Member-at-Large</u> <b>Stacy Watton</b> C: 250 720 5132 <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> <b>Term:</b> Sept 2019 – May 2021</p>	<p>6) <u>Executive Member-at-Large</u> <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> <b>Term:</b> May 2019 – May 2021</p>
<p>7) <u>Executive Member-at-Large</u> <b>Kevin McPhail</b> T: 250 339 2707</p> <p><a href="mailto:Ksmcphail@shaw.ca">Ksmcphail@shaw.ca</a> <b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 2769, 3399, 3479</b> <b>Term:</b> May 2018 – May 2020</p>	<p>8) <u>Executive Member-at-Large</u> <b>Derek Veenhof</b></p> <p><a href="mailto:derekveenhof@telus.net">derekveenhof@telus.net</a> <b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 439, 556, 723</b> <b>Term:</b> May 2019 – May 2021</p>	<p>9) <u>Executive Member-at-Large</u> <b>Martha Higgins</b> T: 604 344 0552</p> <p><a href="mailto:recsec798@gmail.com">recsec798@gmail.com</a> <b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 476, 798, 4601</b> <b>Term:</b> May 2019 – May 2021</p>

### TRUSTEES

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

<b>Anti-Privatization</b> Karen Garrett C: 250 686 5345  <a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a> <b>Term:</b> May 2019 – May 2021	<b>Communication &amp; Technology</b> Sherrene Ross C: 250 715 6734  <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Constitution</b> Martha Higgins T: 604 344 0552  <a href="mailto:Recsec798@gmail.com">Recsec798@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Diversity</b> Laurie Whyte T: 250 812-8485 W: 250 721 7623  <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Term:</b> Sept 2019 - May 2021
<b>Education</b> Deborah Hopper C: 250 668 0522  <a href="mailto:Deborah.hopper@viu.ca">Deborah.hopper@viu.ca</a> <b>Term:</b> May 2019 - May 2021	<b>Environment</b> Sherrene Ross C: 250 715 6734  <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Hospitality</b> Karen Garrett C: 250 686 5345  <a href="mailto:karenngarrett@hotmail.com">karenngarrett@hotmail.com</a> <b>Term:</b> May 2019 – May 2021	<b>International Solidarity</b> Christine Szaflik C: 250 203 8695  <a href="mailto:cmszaflik@gmail.com">cmszaflik@gmail.com</a> <b>Term:</b> May 2019 - May 2021
<b>Municipal</b> Dan MacBeth T: 250 385 6023  <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>Term:</b> May 2019 - May 2021	<b>OH &amp; S</b> Sarah Fairbrass T: 250 661 8417  <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Pensions</b> Kevin McPhail T: 250 898 4170  <a href="mailto:Ksmcphail@shaw.ca">Ksmcphail@shaw.ca</a> <b>Term:</b> May 2019 - May 2021	<b>Political Action</b> Jessica Orcutt  <a href="mailto:jessica.sandy@viusu.ca">jessica.sandy@viusu.ca</a> <b>Term:</b> May 2019 - May 2021
<b>Resolutions</b> Laurie Whyte T: 250 812-8485 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Term:</b> May 2019 - May 2021	<b>Women's</b> Heather Scarisbrick T: 250 941 7510  <a href="mailto:hjscar@gmail.com">hjscar@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Young Workers</b> Hailey Fielden C: 250 668 8518  <a href="mailto:haileyfielden@gmail.com">haileyfielden@gmail.com</a> <b>Term:</b> May 2019 - May 2021	<b>Anti-Poverty</b> Sarah Fairbrass T: 250 661 8417  <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Term:</b> May 2019 - May 2021
<b>Community Social Services</b> Carla Bailey  <a href="mailto:cupe3403prez@gmail.com">cupe3403prez@gmail.com</a> <b>Term:</b> May 2019 - May 2021		<b>Skilled Trades</b> Kirk Mercer T: 250 580 5804  <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>Term:</b> 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.



## 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
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, Together Against Poverty Society
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, School District 69 Family Resources Assoc., 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
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle

### ELECTIONS AT MAY 23<sup>rd</sup> meeting:

- President
- Recording Secretary
- Sergeant at Arms
- Executive M-A-L – South Region – Kirk Mercer incumbent
- Executive M-A-L – Central Region – Deborah Hopper incumbent
- Executive M-A-L – North Region – Kevin McPhail incumbent
- Trustee – Heather Scarisbrick incumbent





**VANCOUVER ISLAND DISTRICT COUNCIL  
EXECUTIVE MEETING  
January 31, 2020**

**Call to Order – 6:00pm**

**Roll Call of Officers – Sherrene Ross**

- **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**
- **Health & Safety - Emergency Preparedness Plan – Martha Higgins**
- **Green Statement – Sherrene Ross**

*As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE 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.*

**GUEST Joel Canfield Local 606– Application for Bursary**

**Goal:** to work with the city of Nanaimo to create a better infrastructure for bike lanes.

**Method:** to visit Copenhagen MasterClass Urban Cycle Planning – has the top-notch infrastructure for bikes. I.e. bridges, proper lanes, etc. to have better

**Time:** Go By Bike Week

**Facebook page:** Team Copenhagen

**Email:** [TeamCopenhagen@shaw.ca](mailto:TeamCopenhagen@shaw.ca)

**Approval of the Agenda**

**MSC**

**Minutes of the Previous Meeting – November 30, 2019**

**MSC**

Pg. 31

International Solidarity report

Pg. 25

Ratifying in Ucluelet not Port McNeil

Pg. 3

Correct Deborah Hopper’s name throughout

**Matters Arising Out of the Minutes**

**MSC**

**Treasurers Report – as presented**

**MSC**



## **Correspondence Report – Sherrene Ross**

### **INCOMING:**

#### **MAIL**

- Thank-you card – Together Against Poverty Society
- Christmas Greeting from Carole James – Minister of Finance & Deputy Premier
- Information and request for donation pkg from the BCSPCA
- Call for BLUE Communities Campaign from the Council of Canadians (which was created in partnership with CUPE) is requesting \$500 donation

**A Blue Community is one that commits to keeping municipal water in public hands, bans the sale of bottle water at community facilities and events, and upholds the human right to water.**

- Coldest Night information pamphlet – February 22, 2020 – Walk with us! The coldest night of the Year is a family friendly walk that raises money for charities serving hungry, homeless, and hurting people in our community  
Walk, volunteer, donate **cnoy.org** email: [info@cnoy.org](mailto:info@cnoy.org)
- Request for donations from Our Place Victoria, BC
- A 2020 NDP Calendar
- Thank you letter from Local 2278 – UNBC TA's

#### **EMAIL**

- Received Death of a CUPE Member notice
- CALM Conference Report – Sherrene Ross & Wayne Smiley
- Winter School Report – Sherrene Ross, Amber Leonard
- Update from Carlos Flores on Mapuche School

#### **CUPE BC**

- Resolution Guide Convention April 22-25, 2020
- Walking the Talk – A Practical Guide to Reconciliation for CUPE Locals
- Public Employee Winter 2020
- Convention Call Spring 2020

#### **CUPE NATIONAL**

### **OUTGOING:**

#### **MAIL**

- Condolence card to the Jenny Vanhorne of Local 1858's family

**MSC**

### **CUPE BC Executive Report:**

#### **Kirk Mercer**

- Exec meeting in December
- Most committees have met



## **VIDC 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)

- No report

**Anti-Poverty:****Sarah Fairbrass** (Sherrene Ross)

- Report at general

**Communications/Technology:** **Sherrene Ross** (Amber Leonard, Wayne Smiley)

- Report at general

**Community Social Services:****Carla Bailey**

- No report

**Constitution:****Martha Higgins** (Sarah Fairbrass, Stacy Watton, Deborah Hopper)**Diversity:****Laurie Whyte**

- Report attached

**Education:****Deborah Hopper** (Christine Szaflik, Martha Higgins)

- Change to Terms of Reference

**Motion:**

ViDC approved the Education Committees revised Terms of Reference as provided

**MSC****Environment:****Sherrene Ross** (Kevin McPhail, Tara Brooks)

- Kevin McPhail reported that the Provincial Environment may use VIDC

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

- No report

**International Solidarity:****Christine Szaflik** (Amber Leonard, Kirk Mercer, Deborah Hopper)**Municipal:****Dan MacBeth** (Sarah Fairbrass, Martha Higgins)**Motion:**

To spend up to \$1400 to sponsor the AVICC

**MSC**



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

- Report at general

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

**Motion:**

VIDC spend up to \$1500 to send Kevin McPhail to attend Share Investors Summit **MSC**

**Political Action: Jessica Orcutt** (Deborah Hopper, Michelle Waite, Keith Todd)

- Report at general

**Resolutions: Laurie Whyte** (Amber Leonard)

- Report under business

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

- Report attached

**Women's: Heather Scarisbrick** (Laurie Whyte, Cathy Denham)

**Motion**

To donate \$50 to Cindy Gaboury and the Solidarity Sisters Team  
Comox Valley Coldest Night of the year 2020 from the Women's Committee **MSC**

- Report attached

**Young Workers: Hailey Fielden**

- Report at general

**CUPE BC SECTORAL COMMITTEES & WORKING GROUPS (not covered by VIDC Committees):**

**Colleges – Tiffany McLaughlin**

- Report at general

**K-12 – Amber Leonard**

- Report at general

**Libraries - Laurie Whyte**

- Report at general

**Universities – Kirk Mercer**

- Report at general

**Child Care**

- No report

**Motion**

To accept all reports as read **MSC**



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

### **1. Joseph Mairs**

- a. Hailey Fielden attended on behalf of Council
- b. Sarah reported that participation is dwindling. Putting a call out to delegates to attend. Very valuable day; important part of Labour History

### **2. Super Conference Committee June 23 – 25, 2020**

- a. Amber had conference call with Trevor and Kieran today
- b. Lecture style seating
- c. Utilizing most rooms on 2<sup>nd</sup> floor of Coast Bastion hotel - Nanaimo
- d. Covering 4 Topics
  - i. New and Young Workers
  - ii. Emerging Issues
  - iii. OH & S
  - iv. Indigenous Affairs
- e. Registration & opening plenary Tuesday evening, full days Wed & Thursday
- f. Opportunities for VIDC to support on Wednesday night. What to do?
  - i. Appoint a committee to do the work
- g. Registration Max is 200
- h. Courses for information not certificates
- i. Which VIDC logo should we use? Flag or Island logo.
- j. CUPE BC is deciding on registration send-out and cut-off dates

## **Volunteers for Conference**

Tiffany, Deborah, Laurie, Christine, Heather (Thursday only), Martha, Amber, Sarah, Steve, Christine, Table Officers?

Discussion to take place following Executive meeting and prior to general meeting.

### **3. Resolutions to CUPE BC Convention**

- a. Nine resolutions to submit to CUPE BC
- b. Laurie Whyte read to Executive

## **Motion:**

That VIDC accept 9 resolutions and send them to CUPE BC resolution committee **MSC**

### **4. Mapuche School update**

- a. Email from Carlos Flores with an update on the new school

### **5. Cost Share request letter**

- a. Draft letter to CUPE National requesting \$5000 cost share funds to support the SuperCon 2020



- b. Draft letter to CUPE National requesting \$5000 to fund orange shirts (approx. 250)

**Motion**

To send the drafted letters regarding Cost share to CUPE National

**MSC**

- a. Draft letter to CUPE National requesting \$5000 cost share funds to support the SuperCon 2020
- b. Draft letter to CUPE National requesting \$5000 to fund orange shirts (approx. 250)

**6. 2020 Summer Institute for Union Women – Washington – July 7 – 11, 2020**

- a. Promote through your Local
- b. Very empowering for Women; encourages confidence
- c. Last year registration cost was \$700

**Motion:**

To send 4 delegates to the 2020 Summer Institute for Union Women

**MSC**

**7. Joel Canfield Bursary application**

**Motion:**

That VIDC award Joel Canfield a \$500 bursary to support his trip to Copenhagen to look at bike lanes

**MSC**

**New Business:**

**1. Quarterly Fundraiser – Helping Paws (John Howard Society), Nanaimo Community Animal Clinic**

- a. Courtney Large – guest speaker

**Motion:**

VIDC support John Howard Society- Helping Paws, Nanaimo Community Animal Clinic in the amount of \$250

**MSC**

**2. CUPE BC Convention**

**Motion:**

To send the President or designate to the CUPE BC convention April 22-25 2020`

**MSC**

**CUPE BC Committees**

Heather Scarisbrick – Credentials

Laurie Whyte – Resolutions

Kevin McPhail – Sgt At Arms

**Reminder – Locals must also recommend delegates to these committees**



### 3. Hospitality at Convention

- a. Council Hospitality Night has been moved to the Friday Night
- b. Evenings will see more guest speakers
- c. Metro has committed to covering the music
- d. We will still provide photo booth with support from remaining District Councils

#### Motion

VIDC to spend up to \$1200 on hospitality for the CUPE BC Convention  
April 22-25, 2020

**MSC**

### 4. Miners' Memorial June 19-21, 2020

- a. Local 556 stepping down from BBQ this year
- b. March 1<sup>st</sup> – Steve will be booking campsites
- c. We are opting out of CUPE BC trailer this year
- d. Come to just camp or even visit
- e. Good way to connect

#### Motion

That VIDC book up to 6 campsites for Miner's Memorial June 19-21, 2020

**MSC**

That VIDC use one camping spot to hold a rental trailer for those who need a place to stay – gender neutral

**MSC**

That VIDC spend up to \$800 to rent a RV for Miners' Memorial 2020

**MSC**

### 5. February Meeting Policy

- a. Discussion if we still need to meet on a Friday night, etc.
- b. Letter to locals sent December 2014 was re-read

#### Motion:

Update letter requesting Saturday night stay during inclement weather during meetings and send out to locals

**MSC**

- **Amber will put a notice on FB page tonight to let members know to drive safely to meeting tomorrow and reminder of 10am start**

### 6. Friday Night Meeting Rationale

- a. Covered above
- b. Was everyone okay
- c. Earlier time is difficult for all to get here
- d. Have dinner first



- e. Suggestion to start dinner at 5:30 – 6:30 then start meeting
- f. Speak with Amber if you need anything

## **7. May Elections**

- a. President
- b. Recording Secretary
- c. Sgt At Arms
- d. Executive M-A-L – South Region – Kirk Mercer incumbent
- e. Executive M-A-L – Central Region – Deborah Hopper
- f. Executive M-A-L – North Region – Kevin McPhail
- g. Trustee – Heather Scarisbrick

## **8. CLC – May 3-7, 2020/VIDC participation**

- a. Letter from Mark Hancock with credential information for CLC
- b. Amber inquired whether Council qualifies to receive credentials
- c. Locals do not individually receive credentials – they have to be requested from National

### **Motion:**

That VIDC cover the cost of President or designate costs to attend the CLC Convention **MSC**

## **9. Island Pride Events**

- a. CUPE BC willing to match funds
  - i. Nanaimo
  - ii. Victoria
  - iii. Saltspring
  - iv. Duncan
  - v. Campbell River

### **Motion:**

That VIDC to spend of \$1000 on Regional Pride events and ask CUPE BC to match the funds

**MSC**

## **10. Notice of Motion – Change in Order of Agenda**

### **Motion**

That in line with CUPE National constitutional changes, VIDC will amend the Bylaws and Move the Territorial Acknowledgement to the first item on the agenda

**MSC**



**Good and Welfare of the Council:**

**Motion**

That VIDC sponsor the Vancouver Island Staff Conference in the amount of \$500

**MSC**

**Kirk Mercer**

Access BC

- free contraception for everyone in BC – will bring info tomorrow

**Adjournment: 9:44pm**

**Vancouver Island District Council  
General Meeting  
February 01, 2020**

**Call to Order: 10:00AM**

**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:**

**Paul Faoro**

**Ian McLean**

**Greg Burkitt**

**Courtney Large – Community Fundraiser**

**Sergeant at Arms Report:** 32 Delegates, 4 Guest, 2 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 – November 28, 2019**

**MSC**

**Matters Arising Out of the Minutes**

**MSC**

**Treasurers Report:** Steve Fielden

**MSC**



## Correspondence Report – Sherrene Ross

### INCOMING:

#### MAIL

- Thank-you card – Together Against Poverty Society
- Christmas Greeting from Carole James – Minister of Finance & Deputy Premier
- Information and request for donation pkg from the BCSPCA
- Call for BLUE Communities Campaign from the Council of Canadians (which was created in partnership with CUPE) is requesting \$500 donation

**A Blue Community is one that commits to keeping municipal water in public hands, bans the sale of bottle water at community facilities and events, and upholds the human right to water.**

- Coldest Night information pamphlet – February 22, 2020 – Walk with us! The coldest night of the Year is a family friendly walk that raises money for charities serving hungry, homeless, and hurting people in our community  
Walk, volunteer, donate **cnoy.org** email: [info@cnoy.org](mailto:info@cnoy.org)
- Request for donations from Our Place Victoria, BC
- A 2020 NDP Calendar
- Thank you letter from Local 2278 – UNBC TA's

#### EMAIL

- Received Death of a CUPE Member notice
- CALM Conference Report – Sherrene Ross & Wayne Smiley
- Winter School Report – Sherrene Ross, Amber Leonard
- Update from Carlos Flores on Mapuche School

#### CUPE BC

- Resolution Guide Convention April 22-25, 2020
- Walking the Talk – A Practical Guide to Reconciliation for CUPE Locals
- Public Employee Winter 2020
- Convention Call Spring 2020

#### CUPE NATIONAL

### OUTGOING:

#### MAIL

- Condolence card to the Jenny Vanhorne of Local 1858's family **MSC**

### EXECUTIVE BOARD REPORT:

VIDC spend up to \$1500 to support Kevin McPhail to attend the Share Investors Summit **MSC**

That VIDC award Joel Canfield a \$500 bursary to support his trip to Copenhagen to look at bike lane infrastructures **MSC**



VIDC support John Howard Society- Helping Paws, Nanaimo Community Animal Clinic in the amount of \$250	<b>MSC</b>
To donate \$50 to Cindy Gaboury and the Solidarity Sisters Team Comox Valley Coldest Night of the year 2020 from the Women's Committee	<b>MSC</b>
VIDC approve the Education Committees revised Terms of Reference as provided	<b>MSC</b>
To spend up to \$1400 to sponsor the AVICC	<b>MSC</b>
That VIDC accept 9 resolutions and send them to CUPE BC resolution committee	<b>MSC</b>
To send the drafted letters regarding Cost share to CUPE National	<b>MSC</b>
To send 4 delegates to the 2020 Summer Institute for Union Women – Washington	<b>MSC</b>
To send the President or designate to the CUPE BC convention April 22-25 2020	<b>MSC</b>
VIDC to spend up to \$1200 on hospitality for the CUPE BC Convention April 22-25, 2020	<b>MSC</b>
That VIDC book up to 6 campsites for Miner's Memorial June 19-21, 2020	<b>MSC</b>
That VIDC use one camping spot to hold a rental trailer for those who need a place to stay – gender neutral for Miner's Memorial June 19-21, 2020	<b>MSC</b>
That VIDC spend up to \$800 to rent a RV for Miner's Memorial June 19-21, 2020	<b>MSC</b>
Update VIDC letter requesting Saturday night stay during inclement weather during meetings and send out to locals	<b>MSC</b>
That VIDC cover the cost of President or designate to attend the CLC Convention	<b>MSC</b>



That VIDC spend \$1000 on Regional Pride events and ask CUPE BC to match the funds **MSC**

That in line with CUPE National constitutional changes, VIDC will amend the Bylaws and move the Territorial Acknowledgement to the first item on the agenda **MSC**

That VIDC sponsor the Vancouver Island Library Staff Conference in the amount of \$500 **MSC**

### **CUPE BC Report:**

#### **Paul Faoro**

- Where are we with Provincial Gov now?
- Meeting with Premier and officers recently
- Premier was clear how precarious Government is with Green Party
- Mr. Weaver's absence is becoming challenging if anyone else is away
- Although Premier didn't speak specifically on an election, he did suggest we be election ready
- Working under my GVP for National – I've been supporting the Alberta workers – they are in very bad shape. It does not look good for them. Being stripped of many things by the government
- We must be concerned of the trend with Mr. Ford, etc.
- Stand up and support our friends in the private sector – thank you for walking the line with some of these people
- CUPE BC convention is being planned
- SuperCon is also in the works – a good test to see if we can do something different

#### **Kirk Mercer**

- Walked the picket lines with the Three Point Motors Machine workers in Victoria – only 3 workers – lonely walk
- Three Point Motors is now also investing in properties in Victoria although claiming they don't have enough \$\$ for workers
- Brought in 'union busters' to break the union and a head negotiator from Toronto
- The struggles for them are very real

#### **Dan MacBeth**

- City workers acknowledge workers each time they pass by



## **Strong Communities Report**

### **Tracy Matheson K – 12 Report**

- Bargaining is now complete
- Through Prov. Framework Agreement – lots going on
- Have the SSEAC committee, Safety of Workers, Job Evaluation committee – terms of reference being discussed
- EA shortages ongoing in BC
- Continuing talks to try to standardize education for EA's to have same quals/standards
- Childcare update – to help families – Government creating more spaces and training more people to be ECE workers
- Looking at childcare sites within the school system
- New schools being built with facilities on roof
- \$10 a day plan – we support because affordable and accessible
- Presidents Council meeting around end of March
- K-12 has funding model but government looking at changing the model

### **Greg Burkitt**

- Spring School May 29 – June 4<sup>th</sup> at Kamloops
- Piloting new Communicating CUPE workshop
- Fall School October 4-9<sup>th</sup>, 2020 Nanaimo Convention Centre
- Keep putting workshop requests in

### **CUPE National Committees**

- Names accepted to National Committees
  - Tiffany McLaughlin – Post Secondary Task Force
  - Michelle Waite- Political Action Committee
  - Hailey Fielden – Young Workers Task Force
  - Amber Leonard – Women's Committee

### **Area Reports:**

#### **556**

- Bargaining new members – Hornby Recycling depot – awaiting member ratification
- Members from Union Bay School District joining local
- Retirement celebration for members recently

#### **459**

- Immense changes in local
- Fastest growing school district in province per capita
- Language around compassionate leave being grieved

#### **476**

- No Report

#### **723**

- Report attached

#### **5101**

- No Report

#### **951**

- Report attached



**1858**

- Bargaining again next week
- 10-12 days booked – looking at some long days
- Tiffany now 100% in the office now
- Lost a member Jenny VanHorne
- Stage 3 grievances in

**3479**

- Opened Post-Secondary bargaining – all next week in

**5278**

- No Report

**3403**

- CMHA side of Local
- Thank you again for donations from the Council
- 2 grievances sent to arbitration
- 1 more to be filed around use of sick bank
- Messy with management
- Lost a member in January

**50**

- Bargaining surveys going out to BCSPCA sites
- Did get spousal abuse language LOA
- Also got a living wage clause put into CA
- Political Action in our Local is helpful

**118**

- Report attached

**374**

- One of our Community Service group in Esquimalt has no chair
- Full time members hired but no pensions being deducted or contributed – will become very challenging
- Member – Death by suicide at Christmas time
- Member who volunteers at the Me-too prevention may attend
- Facing challenges with our Community Services Group – Ability Community Services. Trying to locate owner of service. Pensions not being signed up or deducted and no union rep on site. Issues receiving union dues and any communications from the Employer
- Recently lost a member to suicide. Currently getting information to distribute to members and making sure everyone has access to resources.

**439**

- Had a successful welcome back in September
- Consistent hiring of EA's each month and still short
- District is in boundary consultation
- First bargaining meeting
- Struggling to get quorum at meetings

**606**

- Went to arbitration in December – wasn't a full win – lost 18 years of practice
- Given notice of estoppel
- Only able to maintain employment for one – small amount of retro



- Sec/Treasurer was 'released' recently without explanation
- 3897 have now become part of 606

**798**

- Still waiting for draft CA to review (since April)
- Report attached

**1767**

- Nanaimo office is moving – better building
- Member retired from Nanaimo
- Budget issues – 15 temporary staff let go
- Report attached

**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)

- No report

**Anti-Poverty:**

**Sarah Fairbrass** (Sherrene Ross)

- No report

**Communications/Technology:** **Sherrene Ross** (Amber Leonard, Wayne Smiley)

- No report

**Constitution:**

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

- No report

**Diversity:**

**Laurie Whyte** (Pat Shade)

- Recommendation around accessibility
- Accessibility audits for Local
- Need for confidentiality on the Expense Authorization form
- Hand-outs available in minutes

**Education:**

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

- Attended Provincial Education meeting
  - Nationally CUPE is working on getting online training specifically for more rural Locals
  - Members on committee work in Post-Secondary and have expertise in online study
  - Suggest CUPE BC speak to committee for support



- National has given Education Reps – Cracking down whether Introductory courses taken before Advanced courses I.e. OH & S or Steward Learning series
- Locals should have received Training Needs Assessments from National by now – contact National if your Local has not
- 2-day Financial Officers beginning of March
- Other options also coming out

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

- Kevin McPhail reported that the Provincial Environment may use VIDC green statement

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

- No report

**International Solidarity:** **Christine Szaflik** (Amber Leonard, Kirk Mercer, Deborah Hopper)

- Attended Provincial committee meeting
- Boycott against Hewlett Packard – oppression against Palastinian people
- Right to access without fear – children of immigrants for instance
- Colleen Jordan humanity fund changes
- Sharing a booth with CODEV at convention
- Guest speaker around prisoners in Iran
- Delegation to CUBA report received
- Project to send more supplies to CUBA – fill container with supplies
- Partnerships with migrant workers/undocumented Canadians
- 3 Resolutions for convention
- CODEV day with presenters

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

- Sponsoring the AVICC again this year
- Will correspond with other municipal committees on job retention

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

- Shauna Cairney won the wordsearch
- Martha Higgins attended Provincial OH & S committee
  - Please support committee resolutions at CUPE BC convention
- Joseph Mairs Memorial
  - Would like to promote attendance
  - Died in prison at the age of 21 after getting sick and not being cared for
  - This will fizzle out if we do not work to keep the event alive
  - Joseph Mairs was responsible for improving working conditions
  - Council will work to promote

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

- Report attached



**Political Action:** **Jessica Orcutt** (Deborah Hopper, Michelle Waite, Keith Todd)

- Keith elected MAL for an NDP area
- In between election for the time being
- Conversations – building member capacity, being ready to mobilize
- Strategies to build between elections

**Resolutions:** **Laurie Whyte** (Amber Leonard)

- Report attached

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

- Report attached

**Women's:** **Heather Scarisbrick** (Laurie Whyte, Cathy Denham)

- Report attached
- Watch for events around the Island
- Bread and Roses handed out

**Young Workers:** **Hailey Fielden** (Kelsey Scholz, Krista Watton)

- Report attached

**Community Social Services:** **Carla Bailey**

- No report

**ADHOC Territorial Recognition** **Laurie Whyte**

- Meeting through emails and information
- A lot of research is needed for thoughtful recommendations

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

**Colleges**

- No report

**K-12**

- See Tracy Matheson's report under Strong Communities

**Libraries – Laurie Whyte**

- Appointed to CUPE BC committee

**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**

- No unfinished business

### **New Business:**

#### **1. Convention Committees**

- a. The following people have put their names forward for committees
  - i. Kevin McPhail – Sgt at Arms
  - ii. Heather Scarisbrick – Credentials
  - iii. Laurie Whyte – Resolutions
  - iv. Andrea Craddock – Resolutions

#### **2. Donation to Masters of Hope**

### **Motion:**

VIDC donate \$200 to the Masters of Hope

**MSC**

### **Good of the Union:**

- Hailey Fielden – Happy to win Choir practice at Harrison
- Moment of Silence for lost members
- Town Hall Sunday February 9<sup>th</sup> at SportsPlex Campbell River
- Cards on ACCESSBC – campaign for free prescription contraception
- Make sure that you lock your vehicles at the Coast
  - Hotel happy to keep your valuables safely until you leave

**Adjournment: 2:59**

**MSC**



# SAVE THE DATE



*CUPE BC and the Vancouver Island District Council are pleased to announce the date for the 2020 Super Conference.*

**DATE: June 23-25, 2020**

**PLACE: Coast Bastion Hotel**

**11 Bastion Street, Nanaimo, B.C. V9R 6E4**

*Please save the date and circulate to your respective locals and staff.*

*Further details will follow.*



## AREA REPORTS

### 2081 CAMOSUN COLLEGE

#### VIDC REPORT

**Bargaining-**Is moving along after 12 sessions we still have a long way to go, there seems to be more interference from PSEA than there has in other rounds of bargaining. We will take our time and get the best deal we can for our members. As the CUPE motto goes “lasting one day longer since 1963”

**Membership growth-**Our membership continues to see growth with 169 members joining CUPE 2081 in 2019. With the opening of the new health building and a government that believes in education this is a good thing for post-secondary and all the students we serve.

**Conventions-**Our Local will be sending our full complement to the CUPE BC Convention upcoming in April, as well we have budgeted to send two members possibly three to the upcoming Canadian Labour Congress (CLC) convention. CUPE National and CUPE BC are looking for a strong CUPE presence in Vancouver in May.

I miss my VIDC friends look forward to being able to attend the next meeting. I coach youth soccer which keeps me away on Saturdays but this builds strong communities.

**In solidarity** *Keith Todd*

**CUPE 2081 President**

CUPE 951 area report Feb, 2020

On Jan 6, our National Rep David Scott came to us with 3 more bargaining dates with the employer for Jan 14,21 and Feb 4. The bargaining committee meet on Jan 13 to caucus to prepare and that came with the announcement that our National Rep would be transferring to the Fraser valley. We thanked David for all the hard work he has done with our local and look forward to working with our new Rep Micha Pesta.

As many of you would have experienced in Victoria, we had our first snow day of 2020 on January 15. The university closed at 6 am on that day, after both CUPE 951 and 917 contacted the University early that morning, as we had concerns for our members’ safety. We commend Local 917 members on the great work they did in making sure the campus was safe to return on Jan 16.



On Jan 21 I took time to help serve meals at the Project Connect Day sponsored by the Victoria Labour Council and the Greater Victoria United Way Labour Committee. Over 450 people were helped that day.

As we transition to working with a new CUPE rep, we have also set up a Bargaining centred General meeting on Feb 12 to bring the local back up to speed on the themes that based our proposals.

Issues with our Employer:

Our employer seems amenable to a resolution of our grievance over sick bank usage after we established decades of practice. They have threatened to attack our sick bank in bargaining but have accepted that our interpretation of the allowable increments for sick bank is correct. Our members will continue to be able to access sick bank in multiples of .25 of a day for now.

We recently filed a grievance around benefits for older workers, currently at our Stage 2 after an unproductive Stage 1 meeting. We are challenging the employer's decision to simply stop certain benefits for employees working past the age of 71. They are claiming that they have no obligation to provide LTD, Extended Health, Pension and Group Life. This is based on the recent decision that upheld the exclusion of older employees from bone fide insurance and pension plans. We are not arguing for the inclusion of these members in those plans. Instead we are arguing for payment in lieu of the amounts equivalent to those paid as benefits to all other employees.

We have also started working on the ramifications of recent changes to the EI parental leave regulations. Parents are now able to split their benefits into two separate periods. The employer says they will deny our member anything other than a single, continuous leave period with accompanying wage top-up. This is the current language of our collective agreement but was written decades ago, under different federal regulations. It is our belief that this is not equitable between all members and therefore we have an obligation to challenge this decision.

Respectfully submitted

President Kirk Mercer



CUPE 118 January 2020 VIDC report

Manager of Parks & Recreation services was hired, Shawm Bourgoin from the Comox Valley.

Andrew McGifford returns to Port Alberni as the city CFO. He was a cupe member at the ACRD then manager and then left to be a manger for the comox regional district. Now he has made the move back to Port Alberni and the City of PA.

3 cupe positions are vacant and 2 manager positions are vacant

City of Port Alberni grievance moving to step 4 after the management team has decided to no longer give employees paid breaks after 5 or more hours of overtime- continuing

District of Ucluelet will bargain February 12-14.

Elections are this month on Feb. 19

Submitted by Stacy Watton President

## COMMITTEE REPORTS

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### *CUPE BC Skilled Trades Committee*

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#### **Report to Vancouver Island District Council – February 2020**

The Skilled Trades committee meet on Jan 20<sup>th</sup> at the BCRO.

We were happy to report that the memo on Be More Than a Bystander was sent out on Dec 6 2019 thus completing our action from resolution 123. We have now received a request from a local in the Victoria area and are coordinating with trained facilitators in CUPE and IBEW as well as the BC Center for Women in The Trades to provide a 90min session.

The committee was pleased to see the work done by CUPE BC on the issues of compulsory trades by sending a letter to Minister Melanie Mark in 2019 that lead to our committee representative Randy-Anderson Fennell dong a follow up meeting later in January 2020.

The committee is looking to do a field trip/visit in October to the Squamish Nation Training and Trades Center for a bout 2.5 hours out of our meeting day. We will research the protocols in how to set up this visit over the next 6 months and would welcome an input from indigenous committee members.

For Convention we look to continue our shared interest with the BCCWITTs on use of a booth to provide attendees with access to information on the trades and supports in BC.



From the CUPE BC action plan we continue to build solidarity and capacity through groups like the Canadian Apprenticeship Forum, the BC Federation Apprenticeship and Skills Training Working Group, BCCWITT, and CUPE Ontario Trades Committee.

Events coming up are the CAF Conference in Calgary, May 24-26. BCCWITT (Women Build BC 2020) Conference in Richmond, Apr 24 -25. Trades Conference CUPE Ontario TBA.

Our committee is proud to shift our focus on breaking down barriers for persons with disabilities in trades though submitting a resolution on that subject, while we stay centered on the issues of pay equity, unskilled labour filling trades positions, protecting Red Seal trades and access to apprenticeships.

Respectfully submitted:

Kirk Mercer – Chair

#### CUPE BC International Solidarity Committee Meeting

We met January 24, 2020 at the Burnaby Office. We first spoke about promoting our Committee and about promoting CoDev and different ways to get what our committee does out there and talked about.

We spoke about Palestinian rights and the boycott against Hewlett Packard. HP is providing and operating most of the key technology infrastructure that Israel uses to maintain its oppression of the Palestinian people.

We discussed a draft of the “Right to access without fear” mandate in the Vancouver School District. It is for students to have access to city services without fear for residents with uncertain or no immigration status. I.e: for children of migrant workers to access education.

We discussed the budget for the Colleen Jordan Humanity Fund. There have been some major changes in the budget and we will be looking to make a resolution change to cover the direction in how the monies should be distributed. So instead of the money now being spent 50% internationally and 50% in Canada, we are looking for support to change it to 70% internationally and 30% in Canada.

We will be sharing a booth at Convention with CoDev. Come check out our new stuff!!

We discussed bringing in a speaker for Super Con in June.



Sister Tammi Yazdanyar brought her friends from “Free Them Now” to speak to us about the people wrongfully imprisoned in Iran. After discussion and some research in the time we had, we are looking at the best way we can support this group.... Through CUPE BC? National? And who do we write to??

Brother Aman Cheema gave us a report on the delegation that was sent to Cuba. The thing that impressed us all was you could see their appreciation for CUPE, right down to the CUPE BC sticker on the door! There is a project underway through CoDev to send more supplies that they so badly need. Not money, but car parts, computer parts, aspirin, food, etc. We'd like to fill a shipping container-be on the lookout for that coming up.

Steve Steward from CoDev gave us a report on CoDev and different projects they have going in different countries and what they do in these places.

Another project that is constantly being looked at is establishing partnerships with the Migrant Worker Centre and other like organizations. We want to connect CUPE members with migrant workers and undocumented Canadians to help navigate access. We want to create a fact sheet for members around federal and provincial laws and stories of barriers.

We have 3 resolutions:

1. For the Canadian government to end the blockade in CUBA
2. To build solidarity with the Iranian Labour leaders- not sure what this looks like yet
3. Constitutional- to change the Colleen Jordan fund to 70% International and 30% Domestic.

## Co-Dev International Solidarity Conference

We gathered at the BCTF Building in Vancouver on January 25, 2020.

Our first presenter was Daysi Marquez from the Honduran High School Teachers' College (COPEMH). She is the author of a study and teaching aid on the conditions that are forcing school children to flee North in unprecedented numbers. Daysi is active in Honduras's National Popular Resistance Front. We listen to Daysi talk of children trying to get to freedom and the things these children endure and fight every day.

We then had a member of the Columbian Truth Commission speak to us about gathering the testimony of Columbian survivors of Human Rights violations in Canada and how unions can help them spread the word. DO let people know they do not have to tolerate poor treatment and there IS help for them!

At that point, 3 veterans of union solidarity committees discussed engaging members, benefits of IS to Canadian unions and work with Latin American partners.

The afternoon was 3 different workshops. I stayed with Daysi and she had Byron Cruz (Sanctuary Health, Vancouver) join us. They spoke more in depth of the factors in Latin American that are forcing many to make the perilous decision to migrate north. Byron spoke about the role and responsibilities



of the Canadian State in relation to migrants and refugees. Canada really has a lot to do. Byron is proud, they are making little steps, but there is so much more to be done.

Christine Szaflik, International Solidarity Chair, January 2020

## Women's Committee Report

Feb. 1, 2020

By Heather Scarisbrick, Chair

Committee Members –Laurie Whyte, Cathy Denham, Cindy Gaboury

International Women's Day is **March 8, 2020**. Each for Equal is the theme for this year's global event.

An equal world is an enabled world.

Individually, we're all responsible for our own thoughts and actions - all day, every day.

We can actively choose to challenge stereotypes, fight bias, broaden perceptions, improve situations and celebrate women's achievements.

Collectively, each one of us can help create a gender equal world.

Let's all be **#EachforEqual**.

Let's build a gender equal world

Equality is not a women's issue, it's a business issue.

Gender equality is essential for economies and communities to thrive.

A gender equal world can be healthier, wealthier and more harmonious - so what's not great about that?

The race is on for the gender equal boardroom, a gender equal government, gender equal media coverage, gender equal workplaces, gender equal sports coverage, more gender equality in health and wealth ... so let's make it happen.

We are all parts of a whole. Our individual actions, conversations, behaviors and mindsets can have an impact on our larger society.

Collectively, we can make change happen. Collectively, we can each help to create a gender equal world.

The first International Women's Day occurred in 1911, supported by over one million people. Today, IWD belongs to all groups collectively everywhere. IWD is not country, group or organization specific.

We can all choose to be **#EachforEqual**.



In early 1912, in the textile manufacturing centre of Lawrence, Massachusetts, over 20,000 workers walked out of the mills to protest a rollback in their already meagre pay. When the work week was reduced by law from 56 to 54 hours a week, the textile bosses cut back the workers' wages to match. The massive walk-out, organized by the Industrial Workers of the World (IWW), became known as the "Three Loaves Strike," referring to what could be bought for the amount that wages were being cut, "The Singing Strike" because the songs of the IWW were being heard everywhere, and "The Bread and Roses Strike" because young women workers carried a banner with the slogan "We want bread and roses too." The strike was begun and led by mainly immigrant women, creating unity and solidarity across ethnic, religious and cultural lines.

The strike lasted from the 11th of January to March 14th. Facing police and strikebreakers, the strikers bravely held on until their demands for better wages and working conditions were met. They were drenched with icy water from fire hoses; mothers and children were beaten and clubbed; a pregnant woman was beaten so badly, she miscarried and another woman, Anna LoPizzo, was shot by the police.

In our current economic conditions workers still face unreasonable rollbacks as the world continues to fight the unjust inequalities between the 99% "that toil" while the 1% "reposes." As trade union women, when we sing "Bread and Roses" in memory of these brave sisters, its words are still relevant to us...

We have draws today for roses and 6 loaves of bread. The bread has been graciously donated by Cobs Bread at Terminal Park Nanaimo.

Before the draws, can we please take a moment of silence to honor all the women who have lost their lives fighting for a just and equal world.

Thank you.

Respectfully submitted by

Heather Scarisbrick, Cathy Denham, Cindy Gaboury, and Laurie Whyte

Women's Committee, Vancouver Island District Council

References.

<https://www.cupw.ca/en/campaign/resources/bread-and-roses-strike-rose>

<https://www.internationalwomensday.com/IWD2020>

## **VIDC Pension Committee**

February 1, 2020

Kevin McPhail (Chair)

Heather Scarisbrick, Christine Szaflik, Stacy Watton (Members)



## **Ethical Investing**

As the planet burns and climate change increasingly demands our attention, investors are growing more aware of and involved in ethical investing. This includes you...as a future pensioner you should be aware of what companies your pension contributions are involved in...are you earning returns for a comfortable retirement in a world you've helped set on fire?

Ethical investing should keep in mind several goals: the health and safety record of the companies they're buying into, their management practices including the hiring of equity seeking groups and of course which companies may be at odds with fighting climate change despite what they claim.

The British Columbia Investment Management Corporation (BCIMC for short) manages assets for the Municipal and Public Pension Plans in addition to the Teachers and Colleges Plans. They claim:

“We deliver to our clients the highest return for a given level of risk, at a reasonable cost, while recognizing our responsibility to the broader society through our environmental, social, and governance (ESG) related activities.”

Their portfolio can be found here:

<https://www.bci.ca/investments-performance/portfolio/>

If you have enough time to drill down to the many reports you'll find investments in companies like Suncor and gas transmission... so no, even my hands are dirtier with every pension contribution I make. How do we make a change? Attend pension plan meetings and ask the hard questions... the Municipal Pension Plan AGM for example is open to plan contributors and can even be attended through the web.

It's never too late to help pressure our pension managers to divest from fossil fuels and invest our money more wisely in emerging renewable resource industries.

## **Share Investor Summit**

With your support I hope to be attending this conference in Vancouver on February 20 and 21<sup>st</sup>. This wide-ranging summit will bring together people involved in pension funds, indigenous trusts, foundations and endowments to review global investment challenges, to design solutions and to build a sustainable, inclusive and productive economy. A major sponsor is the BC Federation of Labour and panelists include the Feds Suzanne Skidmore and my CUPE brother Harpinder Sandhu who is a Trustee of both the MPP and PSPP currently. I'll report out my observations at our next meeting.

## **CUPE National Pension News**

This article was recently published regarding the government of Newfoundland and Labrador demanding a major pension concession for workers under their Public Sector Pension Plan:



“In 2016, a deal was reached between the federal and provincial governments, including Newfoundland and Labrador, to enhance CPP benefits for all Canadians,” says CUPE Newfoundland and Labrador President Sherry Hillier. “It was agreed that both workers and employers would see a small increase in CPP contributions in order to pay for the enhanced CPP benefit.

“Now, instead of sharing the increased cost of CPP equally with workers, the government of Newfoundland and Labrador is trying to pass their increased CPP contributions onto workers by extracting concessions from the PSPP. This move would cancel the CPP enhancement for 34,000 workers in Newfoundland and Labrador.”

CUPE Lead Negotiator Ed White adds that PSPP members have already made sacrifices to ensure the Plan is sustainable. “Just five years ago, members agreed to higher contributions, a smaller pension benefit and shared responsibility for funding any deficit,” he says.

Hillier says it is doubly concerning that the people most affected by the PSPP concession are lower wage workers. “And the cuts to workers’ pensions will be much deeper than the marginal wage increase Government is attempting to trade for,” she adds.

“All workers in Canada deserve the expanded CPP; Newfoundlanders and Labradorians shouldn’t be left out.”

### **Reminder from CUPE National**

Our Comox Valley CUPE Rep Ian McLean noted that we still have co-workers who are not a part of a pension plan. RRSPs are a poor substitute considering the lack of Employer contributions as well as management fees involved.

The Multi-Sector Pension Plan is experiencing a re-birth so please identify to your CUPE reps areas where coworkers aren’t contributing to a plan.

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

### **BC Municipal Pension Plan**

They are introducing a new option for buying service for a leave of absence. Beginning spring or mid-2020, employees may continue making monthly contributions while on an approved leave of absence under the Employment Standards Act (ESA).

The new option is in addition to the current option to buy service in one payment up to five years after you return from the leave. Employees will have the flexibility to choose the option that best fits them—either continue paying contributions during a leave or buying back service when they return from leave.



When they buy service for an ESA-approved leave of absence under any method, employers contribute as well.

The board made the decision on the new option in November 2019. The new plan rules will go into effect in spring 2020.

### **Public Service Pension Plan**

Inflation adjustments help to protect the value of your pension as the cost of living rises over time. While inflation adjustments are not guaranteed, once they are granted, they become part of your lifetime pension. All retired members will receive an inflation adjustment of 1.9 per cent to their monthly pensions effective January 1, 2020. This increase to your monthly pension payment is based on the annual change in the 12-month average of the Canadian consumer price index. If you retired partway through 2019, your adjustment will be pro-rated based on the number of months in 2019 you received a pension.

Starting October 1, 2019, retired members who earned service between April 1, 2006 and March 31, 2018, became eligible to receive a past service pension improvement. You will see an increase to your pension if:

- you earned service between April 1, 2006 and March 31, 2018,
- and you are age 65 or older.

Lastly, the next valuation of the plan will be as at March 31, 2020. A valuation occurs at least once every three years to determine the financial position of the plan and the future contribution rates needed to ensure its long-term funding. The last valuation determined the plan was 108 per cent funded. The next valuation report will be posted on the plan website at the end of December 2020.

### **ENROLLING EMPLOYEES—MALE, FEMALE AND GENDER X**

Employees who don't identify as female or male may identify as gender X with the Public Service Pension Plan.

Why this is happening

Pension Corporation collects gender information for plan administration. Gender information is fundamental as actuaries use this data to help determine the life expectancy of members and whether a pension plan is sufficiently funded.

As of November 1, 2018, the provincial government has allowed individuals to identify as gender X on government-issued identification, such as a BC birth certificate and a BC driver's licence. As well, as of June 2019, the federal government has allowed individuals to identify as gender X on federal government-issued identification, such as passports and permanent resident cards. In other provinces and territories, individuals may also indicate their gender as X on government identification.

Gender X recognizes that sex and gender are different concepts that aren't interchangeable.



- “Sex” refers to a person’s biological and physiological characteristics, and is most often designated by a medical assessment at birth.
- “Gender” refers to how a person feels internally (e.g., a man), and/or the gender a person publicly expresses in their daily life (e.g., at work, while shopping, at home). A person’s current gender may differ from the sex they were born and may differ from what is indicated on their current legal documents. A person’s gender may change over time.

On March 6th, 2020, Bridges for Women Society is delighted to host the **10th Annual International Women’s Day Luncheon**. Funds raised support ongoing program development to meet the needs of diverse women impacted by violence, abuse and trauma living in Southern Vancouver Island. The event will host over 200 members of our community for a delicious lunch, networking, and inspiring keynote speakers.

We value our community of International Women’s Day [event sponsors](#). If you wish to join these local leaders, please email [heather@bfws.ca](mailto:heather@bfws.ca) for more details.

This year, the event will take place at the gorgeous Delta Ocean Pointe Resort, and will feature luminous speakers from the world of arts and creativity. It will be an inspiring and thought-provoking day that you don’t want to miss.

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### **International Women's Day - Celebrating Women on Bikes, Yoga Stretch and Coffee**

Event Details: Sunday, March 8 2020

Start 930a.m Oak Bay Bikes 1990 Oak Bay Ave, Victoria, BC .

**Please arrive 15 min early**

11am Finish at Level Ground 1757 Sean Heights, Victoria, BC

Cost: \$20 per person

***Invite your friends!***

Women of all abilities invited to join International Women's Day Ride on 8 March 2020

This is a no-drop, social ride and everyone is welcome. Ride will be led by certified leaders. We will ride for approximately 90 minutes. Groups of similar abilities will ride together. Open to e-bikes and e-bikes available to try!

Complimentary coffee, draw prizes and celebration of female leaders in the cycling community.

Launch & fundraiser for Women's Element Race Team

Lululemon yoga instructor will lead everyone through an optional 20 minute cool down stretch

Ride is women only, families are welcome to join for coffee and a stretch after the ride at Level Ground Coffee



at approximately 11am

Butterfly Gardens promo code for the entire family provided upon registration  
Face painting for the kids; Complimentary coffee. Lattes available for purchase  
Draw prizes & swag!

The VIDC Diversity Committee is: Pat Shade and myself as Chair. If you are interested in joining our group we still have space for at least one more member.

I attended the CUPE BC Persons With Disabilities second committee meeting January 23, 2020.

The committee met with a full agenda. We started with an expanded acknowledgement of the territories where we each shared which territory we worked on and which we lived on; where our parents immigrated from and what our preferred pronouns were.

We also identified some important information, like where the safe refuge area was for persons whose mobility issues prevented them from using the stairs in an emergency. A recommendation will be brought forward to have this information added to the CUPE BC Division Office Action Plan Protocol Emergency Action Plan handout that is distributed to all committees and groups using the Division Office.

The committee reviewed three resolutions that were referred to the committee from the 2019 CUPE BC Convention and reaffirmed what action we would be taken.

The committee spent some time discussing the upcoming 2020 CUPE BC Convention: members volunteered to draft our committee report to convention; I volunteered to write resolutions if members sent me the issues and actions; and we decided we would like to participate in the Equity Committees' booth at convention.

We reviewed our Committee Action Plan from the CUPE BC One Big Committee Meeting (OBCM) last October and how each item fit in with the CUPE BC Action Plan.

We also discussed: the BC Framework For Accessibility Legislation; Employment Equity; Accessibility Audits for Locals (we formed sub-committees to work on developing a simple audit which could identify necessary changes that locals could implement easily and without too high a cost to make their local more accessible to their members); the need for confidentiality for the Personal Care Assistant form for CUPE (or local) events; the need to have lunch provided at all PWD committee meetings, similar to CUPE National Policy, to meet the needs of committee members with mobility challenges; and speakers, performers and topics for the CUPE BC Super Conference in June.

We were given copious hand-outs, on a range of appropriate topics including:

- Words Matter – Guidelines on using inclusive language in the workplace
- Walking the Talk: a Practical Guide To Reconciliation For CUPE Locals
- British Columbia Framework for Accessibility Legislation
- Plans for the Canadian Accessibility Standards Development Organization: Presentation At The Disability And Work In Canada Conference 2019
- Research Action Alliance On The Consequences of Work Injury paper
- Unconscious Bias – Disability: Resources For Participants of the Disability & Work In Canada Conference, 2019



- Introduction to Unconscious Bias
- Pointless Diversity Training: Unconscious Bias, New Racism and Agency
- When Help Leads to Harm: Injured Worker Stigma in the Compensation System
- Moving Forward Together: Disability and Work in Canada (DWC)
- Moving Forward Together: A Pan-Canadian Strategy for Disability and Work; and
- Moving Forward Together: Disability and Work in Canada (DWC) Initiative

If anyone is interested in reading any of these documents, let me know and I'll either try to get you a copy or lend you mine.

Please take and read the handouts I've prepared for you today:

- The United Nations Calendar of International Days – February to April
- Black History Month (February) From CUPE National; and
- CUPE Members in Saskatchewan Don Green Squares in Solidarity Against Islamophobia

Please take the time to read these handouts, even if you recycle them afterwards.

February is Black History Month (or African Heritage Month) and we should acknowledge the valuable contribution to our history people of African descent have made.

If you read the Historical Primer handout, you will note that when we talk about history, we talk about stories of the past which have been organized into agreed upon events and interpretations told by those who held the most power and they use those stories to remain in power. Other narratives were discounted, ignored and erased from history by altering or not acknowledging the accounts of those who were not the most powerful.

On the third anniversary (January 29<sup>th</sup>) of the shocking 2017 fatal attack by an Islamophobic white supremacist on six Muslim men as they prayed at a Québec City mosque that also left many others wounded, we need to stand in solidarity against Islamophobia and all forms of racism and other hate crimes.

For more information about the United Nations International Days the United Nations website link is on the bottom of the second page. I challenge you to look up at least one International Day and find out more about it.

Finally, if you're not interested or able to participate on the VIDC Diversity Committee, but have any issues or ideas about diversity that you would like to see the committee pursue or provide more information, please let me know. My contact information is in the minutes under the committee chairs and under the Diversity Executive Member At Large listings.

Respectfully submitted In Solidarity

Laurie Whyte, Chair, VIDC Diversity Committee

Pat Shade, VIDC Diversity Committee member



**United Nations - International Days - February to April**

**February**

**February 4<sup>th</sup> - World Cancer Day**

**6 February 6<sup>th</sup> - International Day of Zero Tolerance to Female Genital Mutilation**

**February 10<sup>th</sup> - World Pulses Day** (Pulses are a type of leguminous crop that are harvested solely for the dry seed)

**February 11<sup>th</sup> - International Day of Women & Girls in Science**

**February 13<sup>th</sup> - World Radio Day**

**February 20<sup>th</sup> - World Day of Social Justice**



**February 21<sup>st</sup> - International Mother Language Day**

### **March**

**March 1<sup>st</sup> - Zero Discrimination Day**

**March 3<sup>rd</sup> - World Wildlife Day**

**March - International Women's Day\_**

**March 20<sup>th</sup> - International Day of Happiness & French Language Day**

**March 21<sup>st</sup> - International Day for the Elimination of Racial Discrimination & World Poetry Day & World Down Syndrome Day & International Day of Forests**

**March 22<sup>nd</sup> - World Water Day**

**March 23<sup>rd</sup> - World Meteorological Day**

**March 24<sup>th</sup> - World Tuberculosis Day & International Day for the Right to the Truth concerning Gross Human Rights Violations and for the Dignity of Victims**

**25 March 25<sup>th</sup> - International Day of Remembrance of the Victims of Slavery and the Transatlantic Slave Trade & International Day of Solidarity with Detained and Missing Staff Members** (marked each year on the anniversary of the abduction of Alec Collett, a former journalist who was working for the United Nations Relief and Works Agency for Palestine Refugees in the Near East (UNRWA) when he was abducted by armed gunman in 1985 and murdered)

### **April**

**2 April 2<sup>nd</sup> - World Autism Awareness Day**

**April 4<sup>th</sup> - International Day for Mine Awareness & Assistance in Mine Action**

**April 6<sup>th</sup> - International Day of Sport for Development and Peace**

**April 7<sup>th</sup> - International Day of Reflection on the Genocide in Rwanda & World Health Day**

**April 12<sup>th</sup> - International Day of Human Space Flight**

**April 20<sup>th</sup> - Chinese Language Day**

**April 21<sup>st</sup> - World Creativity & Innovation Day**

**April 22<sup>nd</sup> - International Mother Earth Day**

**April 23<sup>rd</sup> - World Book & Copyright Day & English Language Day & Spanish Language Day**

**April 24<sup>th</sup> - International Day of Multilateralism & Diplomacy for Peace**

**April 25<sup>th</sup> - World Malaria Day**

**April 26<sup>th</sup> - International Chernobyl Disaster Remembrance Day & World Intellectual Property Day**

**April 28<sup>th</sup> - World Day for Safety & Health at Work & Day of Mourning for Workers Killed or Injured on the Job**

**30 April 30<sup>th</sup> - International Jazz Day**

*For more information on any of these dates please go to:  
<http://www.un.org/en/sections/observances/international-days/>  
The United Nations International Days website*



### **CUPE Members in Saskatchewan Don Green Squares In Solidarity Against Islamophobia**



CUPE members and staff at the union's Winter School being held in Moose Jaw this week are wearing green squares in solidarity against Islamophobia and to recognize those who continue to suffer the consequences of hateful violence. This is the third anniversary when, on January 29, 2017, an Islamophobic white supremacist shot dead six Muslim men as they prayed at a Quebec City mosque. These innocent people were killed because of hateful



intolerance. Many more were injured. The terrorist attack affected many families, friends, neighbours, and communities across Canada. In Saskatchewan, January 29 has been proclaimed a Day of Action Against Hate and Intolerance.

“We are reminded today that we must speak up for equality and dignity for everyone, and we must not allow people to divide us as workers and communities,” said Tom Graham, President of CUPE Saskatchewan.

“We know that when there is racism and discrimination, there is only hate and hurt that takes away human dignity and divides us as workers and members of the human family. CUPE is committed to building an inclusive future where everyone has dignity and equality. That’s what we do as union members – we stand up for a better, fairer future where everyone in our community is included,” added Graham.

As a union, let’s stand together against racism and support the #UniteAgainstRacism campaign led by the Migrant Rights Network, promoting and utilizing its resources and common message to challenge the overt racism that is accelerating across Canada. Resources available at: [www.migrantrights.ca](http://www.migrantrights.ca)

On January 29, CUPE joins with others to commemorate the victims of the Quebec Mosque attack. Together, we will let their friends and family members know that they are not alone by wearing a green square in hope. #RememberJan29

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### **Black History Month – from CUPE National**

February 1 marks the beginning of Black History Month (also known as African Heritage month). Black History Month is a time for all Canadians to reflect and educate ourselves on the history of enslavement, discrimination, bigotry and criminalization of people of African descent.

It is also a time to celebrate and highlight the best of Black history and culture and to honour the historic leaders of Black communities, their accomplishments and their enduring fight for freedom.

Canadian society has seen a lot of progress over the decades, but the realities of differential treatment towards African Canadians continue.

At the global level, the United Nations Working Group of Experts on People of African Descent is educating people on our world history of enslavement, discrimination, bigotry and criminalization. In 2016, this UN body visited Canada and wrote a detailed report on what they learned. They called for a number of actions, including one for the federal government to “issue an apology and consider providing reparations to African Canadians for enslavement and historical injustices.”

Last March, the federal government announced that it is developing a much-needed anti-racism strategy for Canada. CUPE participated in the government’s consultations and we will watch its development closely.



Our union is committed to fighting racism and hatred in all its forms and to empower our members to speak out and act against discrimination. We encourage members to celebrate Black History Month and to keep fighting anti-Black racism in their locals, workplaces, schools and communities.

Here are some ways to increase awareness, understanding and change:

### Learn

- Check out CUPE's landing page on Black History Month to view activities and learning resources
- Order **free** copies of CUPE's newly designed Black History Month bookmark
- Invite a Black activist or community organizations to speak to your members
- Contact Union Education and ask for CUPE workshops on Challenging Racism, Human Rights and Anti-Oppression to be delivered to members in your region

### Act

- Celebrate and promote Black history month within your local
- Lobby your government for the implementation of legislation that addresses anti-Black racism in your region, including employment equity legislation
- Support community organizations and movements such as Black Lives Matter and other community organizations that fight against systemic racism and violence
- Visit **blacklivesmatter.ca** and follow **#BlackLivesMatter** on Twitter
- Attend Black History Month events in your local communities to celebrate, learn and network

### Bargain

- Bargain employment equity language into your collective agreement to help ensure that your workplace represents the diversity of your community

### Learn more at [cupe.ca/black-history-month](https://cupe.ca/black-history-month)

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The VIDC Territorial Recognition Ad Hoc Committee members are: Hailey Fielden, Martha Higgins, Tiffany McLaughlin and myself, Laurie Whyte as Chair.

The Ad Hoc Committee has been busy meeting through emails and sharing information. We have a lot of research to do and we want to take our time to make sure we are able to bring forward meaningful and respectful recommendations to the Council.

The University of Victoria Libraries Equity, Diversity and Inclusion Committee is planning to schedule Territorial Recognition training for the library staff. I'd like to be able to attend that training and share the information before our committee makes any recommendations. I'm hoping to learn a lot from that workshop and gain some valuable resources.



What we are consistently hearing is that the standard: “We acknowledge and respect the ‘X’ Peoples on whose traditional unceded territories we are holding our meeting ...” isn’t sufficient. It’s like ‘lip service’ and needs to be more personalized and more meaningful. How we do that is what we are researching. There’s no easy answer.

We think, because there is a lot of overlap with territories on Vancouver Island and throughout the areas surrounding the Salish Sea, it should be possible to recognize all the territories where our VIDC delegates work and live. It will be just a matter of doing research to ensure we include them all and don’t leave any out. Rather than try to name all the locations where VIDC delegates work and live, we should just include all the Indigenous territories on Vancouver Island and Powell River. The website: <https://native-land.ca> is a good resource for determining territories and the People to be acknowledged

After the Territorial Recognition training and extensive research, our committee will draft some recommendations, then hopefully we’ll be able to run those recommendations through some Native Friendship Centres and other Indigenous resources before we put our meaningful and respectful recommendation first to the VIDC Executive and then to the VIDC General Membership for approval.

Respectfully submitted In Solidarity,

**Laurie Whyte, Chair, VIDC Territorial Recognition Ad Hoc Committee**

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### **VIDC Resolutions Committee Report – February 1, 2020**

I am Chair of the VIDC Resolutions Committee and Amber Leonard is the only other committee member. If anyone is interested in participating on this committee, we have room for at least one more, especially since we don’t usually meet in person, which keeps the meeting costs very low!

At our last general meeting, VIDC delegates voted to only submit resolutions written by the VIDC Resolutions Committee, VIDC delegates and/or VIDC affiliated locals. We would no longer be re-submitting resolutions sent to us by CUPE BC committees.

We have a total of nine resolutions to submit to the CUPE BC 2020 Convention. As Chair of the VIDC Resolutions Committee, I wrote two of the resolutions and vetted them through the CUPE National Equality Rep, Cheryl Colborne who approved them saying they were important issues.

I revised three other resolutions (two of which I had written) from last year.

Andrea Craddock submitted four resolutions from her local (723).

That gave us a total of nine resolutions to submit, none of which came from a CUPE BC Committee.



I will read through the resolutions and answer, if I can any questions you might have.

I was acclaimed as one of 5 elected delegates to CUPE BC Convention from my local 951 and so am hoping my local and VIDC will put forward my name to CUPE BC to sit on the Convention Resolutions Committee once again.

**I move VIDC approves and submits the 9 resolutions displayed to the CUPE BC 2020 Convention.**

The resolutions deadline is February 24<sup>th</sup> and I will be emailing our nine resolutions to CUPE BC early next week.

Respectfully submitted in Solidarity,

Laurie Whyte, Chair, VIDC Resolutions Committee

Amber Leonard, VIDC Resolutions Committee member

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**VIDC Resolutions For CUPE BC Convention 2020**

**RESOLUTION #1:**

**CUPE BC WILL:**

Lobby the BC Provincial Government to:

- Increase the Community Living British Columbia (CLBC) annual funding by at least 6% to keep pace with the agency's projected caseload growth, pending a full review of CLBC's mandate and budget needs; and
- Commission a full review of CLBC that examines governance, mandate, support needs, transparency and operations.

**BECAUSE:**

- Every British Columbian should have the supports needed to live full and meaningful lives with dignity, so that we all truly belong in inclusive and accessible communities; and
- Every person in our province has worth, is valued and has the right to be fully included in our communities; and
- Many adults with developmental disabilities need disability supports, including residential life skills, employment and community inclusion supports that empower them to live safe, healthy and productive lives and to participate as full citizens; and
- Too many British Columbians are still being denied this fundamental right; and
- Many young people fall into a 'black hole' after they leave school because provincial funding for Community Living BC has fallen behind the need for adult supports



**RESOLUTION #2:**

**CUPE BC WILL:**

- Lobby the BC provincial government to end subsidies to private schools and adequately fund public education

**BECAUSE:**

- public education should not be supplementing for profit private schools
- public funding has been underfunded for decades and BC's children deserve better

**RESOLUTION #3:**

**CUPE BC WILL:**

- Lobby the BC provincial government to provide additional funding for (1) one Education Assistant for every Kindergarten classroom to assist with yet undiagnosed students.

**BECAUSE:**

- parents may not be aware their child requires assessment until entering school
- parents who are aware their child needs assessment may not be able to afford an assessment prior to entering school
- safety of other students and staff is compromised when there is not enough support in the classroom
- a child's first experience in a classroom should be positive and necessary supports need to be in place



## **RESOLUTION #4:**

### **CUPE BC WILL:**

- Lobby the BC provincial government to:
  - Treat infertility as a medical condition, like any other requiring a medically necessary procedure(s); and
  - Publicly fund families so they are able to afford In Vitro Fertilization (IVF); and
- Encourage locals to bargain benefits that include extended health benefits (EHB) that cover the costs for infertility treatments.

### **BECAUSE:**

- The World Health Organization recognizes infertility as a disease, so the BC provincial government needs to recognize it as a disease as well; and
- There are medical reasons behind why some women can't have children, and they need help; and
- In Vitro Fertilization (IVF) costs between \$10,000-\$15,000 per cycle, which is financially out of reach for many couples; and
- IVF requires more than one cycle in most cases to achieve pregnancy; and
- The majority of Canadians, including those living in Manitoba, Ontario, Quebec, and New Brunswick have access to some level of financial assistance for IVF from their respective provincial governments, while British Columbians are left behind; and
- One's financial situation should not be a barrier for women who want to have children and need IVF in order to do so; and
- IVF is recognized as a highly successful fertilization treatment by medical professionals; and
- IVF is a procedure in which eggs are removed from a woman's body and fertilized in a lab; and
- More than half the population of B.C. believe that IVF treatment should be government funded (survey conducted by a group advocating for this issue, Greg and Nicole Nouch).



### **RESOLUTION #5:**

#### **CUPE BC WILL:**

- Lobby the BC provincial government to review and re-assess the prevalence funding model

#### **BECAUSE:**

- The prevalence funding model suggests funding allocated via predictive, statistical modeling based on population-wide prevalence rates which means with no targeted funding or link between students and funds, greater pressure to ration funds results and kids lose out and education assistants burn out
- without targeted funding for students with special needs, it will put increasing pressure on schools to increase class sizes and put quality learning for all students at risk
- districts should not be penalized for providing support for the needs of every student

### **RESOLUTION #6:**

#### **CUPE BC WILL:**

- Lobby the BC provincial government to set education standards for all British Columbia Education Assistants

#### **BECAUSE:**

- Education Assistants work with the most complex and volatile students in a classroom and it shouldn't matter where that student lives as to the quality and training of their EA
- Education Assistants should be able to apply anywhere in the province with one required level of standardized training
- Currently, everything from a 4 week to 2 year program is being accepted by BC school districts and students deserve well trained and prepared staff
- The job of Educational Assistants has greatly changed over the past 30 years, with the number of autistic children dramatically increasing, as well as other complex challenges and diagnosis and current, best practice education is paramount



## **RESOLUTION #7:**

### **CUPE BC WILL:**

- Research, develop and adopt a policy of using language that avoids reinforcing stigma, creating prejudice or bias – conscious and unconscious, or dehumanizing a person through labels; and
- That uses appropriate words that don't create a prejudice or bias towards a person's identity by equating that identity to something negative or belittling a person's value based on assumptions; and
- Share the research and policy with CUPE BC Locals and encourage them to use proper language to empower individuals and help combat the shame that stigma can cause.

### **BECAUSE:**

- Stigma isolates and separates people, especially those with physical and mental disabilities and substance use disorders; and
- We reinforce stigma with the words we choose, how we treat others and how we view ourselves; and
- Most of us encounter stigma in our daily lives and we can amplify or extend it without meaning to; and
- The attitudes we hold without being aware of them include assuming people choose to live with substance use disorders, or physical and mental disabilities; and
- The communities and society we live in influence us and we can internalize stigmatizing words and beliefs, so that we develop a sense of shame that stops us from asking for help or achieving our full potential.



**RESOLUTION #8:**

**CUPE BC WILL:**

- Lobby the BC provincial government to:
  - put a permanent solution in place for public transit in the Northern regions of British Columbia to alleviate the crisis created by Greyhound's cancellation of bus service in these communities and regions; and
  - ensure there is cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be, with free access to calling 911 in emergencies.

**BECAUSE:**

- When Greyhound cancelled bus service in the Northern and remote regions of BC it significantly increased the risk factor for women who are forced to either walk or take their chances hitch-hiking to buy groceries or attend medical/dental/personal appointments; and
- Walking in remote areas can be dangerous, especially for women; these dangers include both two and four legged predators; and
- One of the most effective personal safety devices is a cell phone with the ability to call 911 in an emergency situation such as a personal attack; and
- The lack of cell-service in Northern and remote areas of BC has denied women living in these communities the ability to call for help in an emergency situation.



**RESOLUTION #9:**

**CUPE BC WILL:**

- Lobby the BC provincial government to amend the Workers Compensation Act to include gender-based violence, domestic violence, intimate partner violence, sexual assault and sexual harassment.

**BECAUSE:**

- Workplace violence is on the rise at an alarming rate in BC; and
- Sadly, most workers and employers accept that workplace violence is simply an unavoidable part of their job; and
- Health and safety and Women's rights narratives are dominated by the stories of women and others facing gender-based violence, sexual harassment and sexual assault at work and in their communities; and
- Survivors of all types of workplace violence need to be protected and compensated by the Workers Compensation Act

The  
End!

**NOTES**



## NOTES



## NOTES