

VIDC


Vancouver Island District Council

Agenda

February 01, 2020

Minutes

November 30, 2019



sol-i-dar-i-ty, *n*: Unity or agreement of feeling or action, especially among individuals with a common interest; mutual support within a group.
sol-i-dar-i-ty, *syn*: Stability, firmness, soundness; reliability, trustworthiness; strength, power; integrity, completeness, wholeness, totality, entirety; singleness of purpose, mutuality, fellowship, community of interests.

Coast Bastion Hotel

11 Bastion St

Nanaimo BC V9R 6E4

Executive Meeting: January 31, 2020 6:00PM

General Meeting: February 01, 2020 10:00AM

Lunch: 12:15 – 1:00 PM (\$10)

Send all reports to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

February, 2020 FUNDRAISER See pg. 4 for more information. – PAWS contact Sarah Fairbrass @ ypcupe374@gmail.com



GENERAL MEETING AGENDA

February 01, 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 – September 28, 2019

6. MATTERS ARISING FROM MINUTES

7. TREASURER'S REPORT

8. COMMUNICATIONS AND CORRESPONDENCE

9. REPORT OF THE VIDC EXECUTIVE BOARD

10. CUPE BC REPORT

11. STRONG COMMUNITIES REPORT

12. CUPE NATIONAL COMMITTEE REPORT(S)

13. AREA REPORTS

14. REPORTS OF THE COMMITTEES/WORKING GROUPS AND DELEGATES

15. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS

16. UNFINISHED BUSINESS

17. NEW BUSINESS

18. GOOD AND WELFARE OF THE COUNCIL

19. ADJOURNMENT

The Food Matters Program – Port Alberni would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



QUARTERLY FUNDRAISERS for 2020

May 23rd, 2020 Forward House, Oceanside Parksville ~ contact Deborah Hopper @ Deborah.hopper@viu.bc.ca

September 26th, 2020 Nourish Cowichan, Cowichan Valley ~ contact Sherrene Ross @ vidcsecretary@gmail.com

November 28th, 2020 Breakfast Club for Schools ~ contact Stacy Watton @ cupe118@gmail.com



February, 2020 Fundraiser



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

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





PERSONAL INFORMATION PROTECTION ACT

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

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

AREA REPORTS

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

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

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

VIDC EDUCATION

Send course registration and fees to:

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

Send education requests to:

Deborah Hopper
Email: Deborah.hopper@viu.ca

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

ISLAND VIEWS

Purpose:

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

Send submissions to:

Sherrene Ross or

C: 250 715-6734

vidcsecretary@gmail.com

Wayne Smiley

C: 250 732-3898

Wsmiley@pccomputerguy.ca

Visit Island Views online: vidc.cupe.ca



ISLAND VIEWS



Another fantastic Christmas Party enjoyed by the VIDC group.



A Labour Minute



A Short History of Parental Leave

Canada's first maternity legislation was introduced in British Columbia in 1921. This legislation gave women a short leave of absence from work during which they could not be dismissed. It also permitted women two nursing breaks during the workday.

In 1971, the federal government updated unemployment insurance to include 15-weeks paid maternity leave at 66% of the mother's salary.

In 1979, Quebec's Common Front, a negotiating coalition of public sector workers, was the first win a longer leave and higher benefits than provided by unemployment insurance. They successfully advocated for 20 weeks maternity leave, 5 days paternity leave, and 10 weeks adoption leave.

Then, in 1981 a Canadian Union of Postal Workers strike ended with the workers winning 17 weeks paid maternity leave. Their victory quickly set a standard for Canadian workers everywhere.

In 2019 the federal government extended benefits from 35 to 40 weeks which must be split between parents.





By: [Canadian Labour Institute](#)

MARVIN MILLER FINALLY GOT HIS HOME RUN. The man who brought unions into baseball was elected to baseball's Hall of Fame on December 9. No thanks to the powers that be inside baseball, or the baseball union Miller founded.

Miller retired in 1982, but the Hall of Fame refused to put him on the ballot until 2003. Once it did, it rigged seven elections to guarantee that he couldn't win.

Born a union man

Miller grew up in Brooklyn, walked picket lines with his parents, traveled in left-wing circles, and worked as an economist for the United Steelworkers union before the Major League Baseball Players Association hired him in 1966 as its first full-time director.

Before Miller's arrival, players were tethered to their teams. Contracts were limited to one season. Each year, team owners told players: take it or leave it. Even superstars had no leverage to negotiate better deals. Players had no insurance, no real pensions, and awful medical treatment.

"We had to get players to understand that they were a union," Miller recalled in a 2008 interview. "We did a lot of internal education to talk to players about broader issues."

Miller instructed ballplayers in the ABCs of unionism: Fight for your rights to be treated as more than property; don't allow owners to divide you by race, income, or your place in the celebrity pecking order; work on behalf of players who came before you and who would come after you; and prepare yourself for life after your baseball career is over. Under Miller, the union won better pay, pensions, travel conditions, training and locker room facilities, and medical treatment. When Miller retired in 1982, the average player salary had increased to \$240,000. Today, the minimum salary is \$555,000, the median salary is \$1.5 million, and the average salary is \$4.5 million, inflated by superstars' lucrative contracts.

'I can do without farce.'

In 2008, Miller wrote a letter to the Baseball Writers Association of America, observing, "The anti-union bias of the powers who control the Baseball Hall of Fame has consistently prevented recognition of the historic significance of the changes to baseball brought about by collective bargaining." He criticized the "rigged veterans committee whose members are handpicked to reach a particular outcome while offering the pretense of a democratic vote."

He added: "It is an insult to baseball fans, historians, sports writers and especially to those baseball players who sacrificed and brought the game into the twenty-first century. At the age of 91, I can do without farce." But, the Hall of Fame kept Miller on the ballot—perhaps just to teach a strong union man a lesson by rejecting him over and over—which they did until December 8—seven years after he died. Over the years, many Hall of Fame players—including Hank Aaron, Tom Seaver, Joe Morgan, Brooks Robinson, Dave Winfield, Joe Torre, and Nolan Ryan—spoke out individually on Miller's behalf.

Bob Tufts, a former major league pitcher, deserves much of the credit for Miller's election to the Hall. Tufts went to bat for Miller for years and even taught a course at New York University about Miller's role in American trade unionism.

Union strikes out

However, the Players Association failed to campaign for Miller. The union could have mobilized living Hall of Fame players (there are now 71 of them) to issue a statement, call a press conference, or even boycott the annual induction ceremonies. They didn't.

But this year, even without such an effort, the Hall of Fame relented. On the eighth try, Miller finally got enough votes.

The Hall's ballot is secret. But it is known for certain the only way he could win was to have at least two owners and executives vote for him.

The union no longer does much to educate players about the labor movement or even about MLBPA's own history.

The union did not object last year while the Yankees and Dodgers crossed a union picket line at Boston hotels where workers were on strike. The players' contract requires teams to stay in union hotels and boycott hotels where workers are in the midst of labor disputes.

The Players Association's collective-bargaining contract expires next year. Baseball Commissioner Rob Manfred is already talking tough—almost daring the union to strike. He told union leaders that there is "not going to be a deal where we pay you to get labor peace".

Manfred clearly believes that the players don't have the confidence or solidarity to challenge the owners' insistence on givebacks and walk out.

One sports writer has suggested that the union should distribute armbands for players to wear on their uniforms next season with the slogan: "WWMD"—What would Marvin do?

NY TIMES 2012 MARVIN MILLER OBITUARY

<https://www.nytimes.com/2012/11/28/sports/baseball/marvin-miller-union->





VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

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

<p>1) <u>Executive Member-at-Large</u> Wayne Smiley T: 250 732 3898</p> <p>Wsmiley@pccomputerguy.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163</p> <p>Term: Dec 2019 – May 2021</p>	<p>2) <u>Executive Member-at-Large</u> Kirk Mercer T: 250 580-5804</p> <p>sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947</p> <p>Term: May 2018 – May 2020</p>	<p>3) <u>Executive Member-at-Large</u> Dan MacBeth T: 250 385 6023</p> <p>dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 441, 2011</p> <p>Term: May 2019 – May 2021</p>
<p>4) <u>Executive Member-at-Large</u> Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca</p> <p>3CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 606, 788, 873, 1767 Term: May 2018 – May 2020</p>	<p>5) <u>Executive Member-at-Large</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals 118, 401, 727, 3403 Term: Sept 2019 – May 2021</p>	<p>6) <u>Executive Member-at-Large</u> Tiffany McLaughlin</p> <p>tiffany.mclaughlin@viu.ca</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 1858, 3570, 3897, 5278 Term: May 2019 – May 2021</p>
<p>7) <u>Executive Member-at-Large</u> Kevin McPhail T: 250 339 2707</p> <p>Ksmcphail@shaw.ca NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 2769, 3399, 3479 Term: May 2018 – May 2020</p>	<p>8) <u>Executive Member-at-Large</u> Derek Veenhof</p> <p>derekveenhof@telus.net NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 439, 556, 723 Term: May 2019 – May 2021</p>	<p>9) <u>Executive Member-at-Large</u> Martha Higgins T: 604 344 0552</p> <p>recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 476, 798, 4601 Term: May 2019 – May 2021</p>

TRUSTEES

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

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

CUPE BC COMMITTEES

Our committees are integral to how our members take action

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

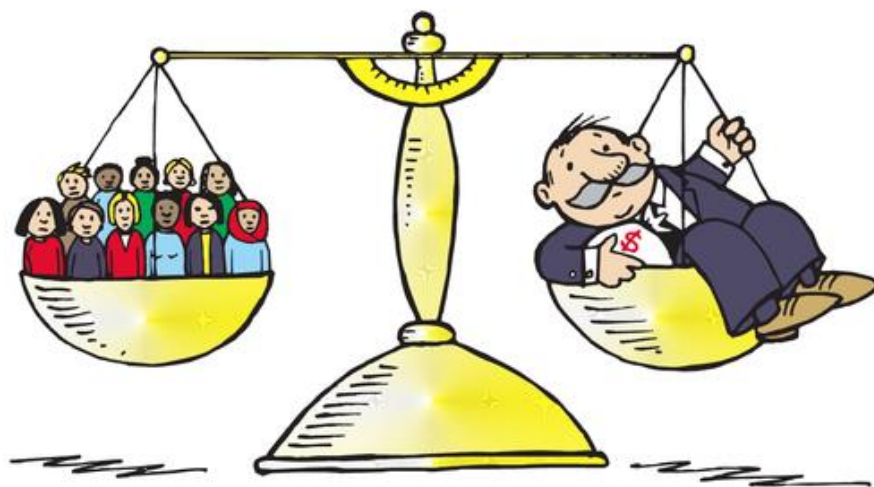




AFFILIATES

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, 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	
NON-AFFILIATES		
441	K-12	Saanich – School District 73
3886	Post-Secondary	Royal Roads University
3897	SS & Health	School District 69 Family Resources Assoc.
4601	SS & Health	Powell River Assoc. for Community Living
3136	Other	Craigdarroch Castle





**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
November 30, 2019**

Call to Order – 9:20

Roll Call of Officers – Sherrene Ross

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

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

- **Equality Statement – Shared**
- **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.

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Approval of the Agenda

MSC

Minutes of the Previous Meeting – September 28, 2019

MSC

- Add Deborah Hopper to pg 16
- Conversation regarding who remains on the mail out of minutes
- Create a list of email addresses per Local and send to M-A-L to contact Presidents

Matters Arising Out of the Minutes

MSC

Treasurers Report – Steve Fielden

MSC

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Thank you note and photo from Carlos Flores regarding the new school in Chile
- Autographed copy of 'Whose Water Is It Anyway' – Maude Barlow – received from the Council of Canadians
- BCSPCA information package – with coasters!
- Big thank you from the United Way for our continuing support
- Letter from USW thanking VIDC for continued support



- Copy of 'Animal Sense' from BCSPCA
- John Horgan newsletter – update from the Legislature

EMAIL

- Letter requesting funding support from TAPS – Together Against Poverty Society
- Request for funding Loonies for Loggers

CUPE BC

- Invitation to the NDP Convention Nov. 22 – 24/19
- Fall addition of the Public Employee

CUPE NATIONAL

- Information on the CLC Winter School in Harrison – advance notice of dates

OUTGOING:

EMAIL

- Letter of support to Local 441

MSC

CUPE BC Executive Report:

Kirk Mercer

- Executive meets next week
- Gave greetings to picket line of Local 441 as RVP
- Entire K-12 bargaining is complete

Amber Leonard

- OBCM in October
- Some names were withdrawn so adding new members – wanting to maintain numbers on committees
- Hoping to fill empty spots next week at CUPE BC
- CUPE BC looking for retiree to sit on the Provincial Pension Committee – must be retired

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)

Motion:

To donate \$200 to Together Against Poverty Society

MSC



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

- Wayne Smiley & Sherrene Ross to attend the one-day Mini CALM Conference on December 3, 2019 at the Grand Pacific in Victoria
- Greeting cards have been made for the Council thru Com & Tech

Community Social Services: Carla Bailey

- Attended OBCM – going thru items for resolutions, etc.
- Getting to know members
- Retention

Motion

To add Shauna Cairney to the Community Social Services Committee

MSC

Constitution: Martha Higgins (Sarah Fairbrass, Stacy Watton, Deborah Hopper)

- Name changes to Areas noted
- Acknowledgement of Territories

Motion

To accept the recommended Constitutional changes as put forward

MSC

Diversity: Laurie Whyte

Motion

To donate \$100 to the Food Matters Program – Port Alberni from the Diversity Com

MSC

Education: Deborah Hopper (Christine Szaflik, Martha Higgins)

- Committee has revised Terms of Reference – what is process?
- In line with CUPE BC – similar to their model and Action pieces
- Bring to Executive to review
- Possible educational on the Friday night or Saturday morning

Environment:

Sherrene Ross (Kevin McPhail, Tara Brooks)

- Back to the basics
- Awaiting information from the Provincial Committee so that we can continue the work at Council level

Hospitality:

Karen Garrett (Christine Szaflik, Stacy Watton)

- Christmas Party tonight! Sweater party – prizes.
- Starts at 6:30pm, appies, cash bar





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

- CODEV Development Canada

Motion

To Donate \$500 to CODEV Canada from the International Solidarity Com

MSC

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

- New committee struck at OBCM
- Promote Action Plan developed
- Would like to create better diversity on Municipal Committee
- Bunch of new members on committee

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

- OH & S newsletter
- Ensure you use outdoor wiring for your Christmas decorating
- Congrats to Tiffany McLaughlin for spotting the error
- OBCM – VIW, Bullying & Harassment, Mental Health focus

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

- Report attached

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

- No report

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

- Report at General on CUPE BC resolutions
- Resolutions due February 21st to CUPE BC
- Time between VIDC and CUPE BC
- Complete CUPE BC survey
- If you have a good idea but can't write the resolution, send to Laurie & Amber to draw up. Provide as much info as possible. Submit at least **2 weeks prior to February meeting.**
- Have Sherrene put the CUPE BC Resolution Guide on website

Motion

That VIDC no longer endorse CUPE BC committee resolutions by resubmitting them to CUPE BC Convention

MSC

Amber

- Are current practices addressing our needs, was the question
- Suggest we focus on writing our own resolutions



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

- Report attached
- Happy to have 4 Tradeswomen on CUPE BC Committee

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

- Report attached

Motion

To add Cindy Gaboury to the Women’s Committee **MSC**

To donate \$100 to the Food Matters Program – Port Alberni from the Women’s Committee **MSC**

To donate \$100 to Together Against Poverty Employment Standards Advocacy Project from the Women’s Committee **MSC**

To donate \$100 to Loonies for Loggers from the Women’s Committee **MSC**

Young Workers: **Hailey Fielden**

- Attended OBCM – **elected co-chair**

Motion

To add Kelsey Scholz and Krista Watton to the Young Worker’s committee **MSC**

Motion

To accept all reports as submitted **MSC**

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

Colleges – Tiffany McLaughlin

- Attended OBCM and elected as co-chairs
- Precarious workers

K-12 – Amber Leonard

- All Locals have ratified Collective Agreements

Libraries - Laurie Whyte

- Appointed to CUPE BC committee

Universities – Kirk Mercer

- Elected co-chair at OBCM
- Look at Board of Directors – who are they? Labour friendly?
- Visit Anthropology museum

Child Care

- No report

Motion

To accept all reports as read **MSC**





Unfinished Business/Old Business:

1. Super Conference

- a. June 23 – 25, 2019 – Save the Date
- b. Local so it is cost-saving
- c. There will be a non-accommodation option

Trevor Davies

- Different design
- Key themes – New/Young Workers, Advanced Leadership, OH & S, Emerging Issues
- Register for Conference not workshops – pick n choose as you go
- Looking for local facilitators for cost savings
- Industry experts – 45-minute presentations
- Want conference to be extremely useful for everyone
- Not meant to replace weeklong school

2. Strategic Planning update

- a. Review of Action Plan
- b. February 1st at 9:00am – Opioid Crisis presentation
- c. Add Local 441 to M-A-L – Dan MacBeth

3. Update on Carlos Flores school in Chile

- a. Approximately \$10,000 has been fundraised to date
- b. 3/ 4 of donations from CUPE groups
- c. Carlos looking for support with AutoCAD – drawing of school if anyone has the talents to support, contact him

New Business:

1. Joseph Mairs Memorial

- a. Sunday, January 19th – Ladysmith – St. Mary's Catholic Church Hall 1pm
- <https://www.ladysmithchronicle.com/news/mairs-memorial-set-for-jan-20-in-ladysmith/>

Motion

That VIDC donate \$300 to Joseph Mairs Memorial being matched by CUPE BC

MSC

2. CLC Winter School

- a. Workers have now settled their Collective Agreement
- b. Information out a little later due to picket line

Motion

To send Amber Leonard & Sherrere Ross to week 3 of CLC Winter School

MSC

3. Strike support for local unions

- a. VIDC sent a letter of support to Local 441
- b. USW 6-month strike
- c. Starting to affect us – struggling to get toilet paper/paper towels in the schools
- d. How can we support these people who are struggling?
- e. Please take a VIDC flag and walk with a USW worker if you can

Carla Bailey

- We share an office with USW
- They have t-shirts and hoodies available to support
- I can take orders – once up to 12 items, they will order
- T-shirts \$20 Hoodies \$30

Loonies for Loggers – Heather Scarisbrick

- Goal to put food on table for forestry workers
- Two women have created this to help all affected by the strike
- Food drives, benefit dances and online *etransfers* possible

Motion

That VIDC donate \$500 to Loonies for Loggers

MSC

That VIDC donate \$300 to the hardship fund for Local 3799

And that VIDC donate \$200 to the food hampers for Local 2278

MSC

That VIDC donate \$500 to Together Against Poverty – Employment Standards Advocacy Project

MSC

Good and Welfare of the Council:

- Card signing campaign for the members of the military
- Extra cards available for delegates to sign
- Consider creating history of VIDC

Adjournment: 12:06pm





**Vancouver Island District Council
General Meeting
November 30, 2019**

Call to Order: 1:00pm

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:

Trevor Davies

Karen Ranalletta

Cheryl Burns

Greg Burkitt

Roger Oakley

Ian McLean

Nina – Canadian Mental Health - Food Matters Program

- Nation-wide non-profit
- Fostering individual growth creating stronger families
- Various programs including Food Matters Program

<https://cmhaportalberni.ca/food-matters/>

Sergeant at Arms Report: 45 Delegates, 5 Guest, 3 Staff **MSC**

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

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

Approval of the Agenda **MSC**

Minutes of the Previous Meeting – September 28, 2019 **MSC**

Matters Arising Out of the Minutes **MSC**

Treasurers Report: Steve Fielden **MSC**

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Thank you note and photo from Carlos Flores regarding the new school in Chile
- Autographed copy of 'Whose Water Is It Anyway' – Maude Barlow – received from the Council of Canadiens
- BCSPCA information package – with coasters!



- Big thank you from the United Way for our continuing support
- Letter from USW thanking VIDC for continued support
- Copy of 'Animal Sense' from BCSPCA
- John Horgan newsletter – update from the Legislature
- Bursary application from Joel Canfield

EMAIL

- Letter requesting funding support from TAPS – Together Against Poverty Society
- Request for funding Loonies for Loggers

CUPE BC

- Invitation to the NDP Convention Nov. 22 – 24/19
- Fall addition of the Public Employee
- Save the Date – CUPE BC/VIDC Super Con

CUPE NATIONAL

- Information on the CLC Winter School in Harrison – advance notice of dates

OUTGOING:

EMAIL

- Letter of support to Local 441

MSC

EXECUTIVE BOARD REPORT:

To donate \$200 to Together Against Poverty Society from the anti-Poverty Society

MSC

To add Shauna Cairney to the Community Social Services Committee

MSC

To accept the recommended Constitutional changes as put forward

MSC

To donate \$100 to the Food Matters Program – Port Alberni from the Diversity Committee

MSC

To Donate \$500 to CODEV Canada from the International Solidarity Com

MSC

That VIDC no longer endorse CUPE BC committee resolutions by resubmitting them to CUPE BC Convention

MSC

To add Cindy Gaboury to the Women's Committee

MSC

To donate \$100 to the Food Matters Program – Port Alberni from the Women's Committee

MSC

To donate \$100 to Together Against Poverty Employment Standards Advocacy Project from the Women's Committee

MSC



To donate \$100 to Loonies for Loggers from the Women's Committee	MSC
To add Kelsey Scholz and Krista Watton to the Young Worker's committee	MSC
That VIDC donate \$300 to Joseph Mairs Memorial being matched by CUPE BC	MSC
To send Amber Leonard & Sherrene Ross to week 3 of CLC Winter School	MSC
That VIDC donate \$500 to Loonies for Loggers	MSC
That VIDC donate \$300 to the hardship fund for Local 3799 And that VIDC donate \$200 to the food hampers for Local 2278	MSC

CUPE BC Report:

Trevor Davies

- A lot of work being done with the strike actions and all the committee work
- Convention review – Task Force was struck to look deeper into the structure of Convention
- CUPE BC meets next week
- National Executive meets in two weeks
- CUPE BC convention 2020 planning has begun
- BC NDP Convention – Thank you to those who attended and credential sharing
- Paul Faoro was re-elected onto the Executive
- CLC Convention next May, 2020 in Vancouver - Send members – very political week
- Save the Date for SUPERCON June 23-25, 2020 – co-hosted by VIDC
 - New/Young Workers
 - Advanced Leadership
 - OH & S
 - Emerging Issues

Cheryl Burns

- Task force review survey – please make sure you complete the survey right away

Karen Ranalletta

- I represent CUPE BC - on the Labour Heritage Centre Board
- Value of all the files in your office – they tell the history
- Researchers take the info and protect it. They use it for future research
- Files can be archived

Strong Communities Report

- No report

CUPE National Committees

- Committees have not yet been set



Area Reports:

556

- Added Hornby Island and Union Bay to our Local
- Different experience bargaining on Hornby
- Happily growing

439

- Extends a happy and safe holiday season

459

- Successfully ratified new CA
- Took BCPSEA to Labour Board
- Proud of members and Local and School District for working with us and making it happen
- Announced \$1.3 million input into the EA portion of the budget

723

- Ratified CA in September
- Challenging round of bargaining
- Made some gains
- Working on issues not carried forward in bargaining
- Held AGM and filled all positions except for Clerical Steward which is unfortunate as most disgruntled group
- Employer put out mental health survey
- Training available online
- Hosting Christmas social on December 9th
- We now have snow days!

947

- Battling employer – so many changes in last 18 months
- Another HR Manager gone – awaiting another new one
- New Sec/Treasure from New West Minister
- Addressing Provincial need for EA's

5101

- Attendance Wellness program coming starting in District
- Christmas Party on Saturday, December 7th
- Open House December 11th

951

- October 23rd, we finished our Bylaws
- On Nov. 5th our Local took part in the plasma race – Team 'Bread n Roses'
- Stage 1 Grievance meeting on Sick bank
- Employer reinterpreting how we can use sick bank
- We roll our sick time over each year and put it into a bank for workers who are injured or off without sick bank
- Top of seniority list 1973 – retired
- Unite 40 agreement ratified

1858

- Busy times
- Happy to report – installation of new VIU President – at the Longhouse



- Amazing experience – 1st time in British Columbia
- Great ‘next steps’
- Four of 6 Senior Management are Female
- Local has approved new bylaws – extensive changes
- Two new Executive positions added – approved by National
- Bargaining is ongoing – 3 dates before winter break
- Took some wood, etc. to the strike lines to support workers on strike
- Succession planning – Deborah is stepping down as president – Tiffany McLaughlin has been nominated
- Amazing time as president – 10 years on the Executive

2081

- In bargaining – slow process
- Walked line with 441
- Annual donation to United way - \$1 per membership

3479

- Rodent filled building – employer didn’t want to put anything in writing to inform members
- Members told everything was fine
- Union had to call Public Health – So then Management called
- Shout out to Andrea Craddock for her work

5278

- No report

410

- Add Art Gallery of Greater Victoria
- Elections on Monday – new Pres
- Donation to USW \$1500
- Donation to Carlos Flores
- Gave a gift to each of our sites and Art Gallery

3403

- Local has decided to educate Exec and members
- Happy to see more available on the Island
- Couple of grievances moving thru to arbitration
- Trying to make change within Local
- \$200 for Food Matters Program
- \$500 donated to USW

118

- Manager fired who was inappropriate
- Push from Union to remove as was only going to be reprimanded
- Looking for 4 managers in the City of Port Alberni
- Step 4 grievance in Port Alberni – no dinner breaks after 4 hrs
- Arbitration last month – Tofino – final statements submitted – will hear in the Spring
- Ratifying next week in Port McNeil
- Supporting the USW strike \$500 more to food hampers
- Would like to have seen more union people out supporting at the USW Rally
- Ripple affect has been huge from the strike



- Donating \$200 to Food Matters
- Sent 4 members to Fall weeklong school
- Sending 3 to CLC winter school
- Will send members to the SuperCon
- Christmas party for kids – next weekend

358

- Enjoying new office space

606

- Added Local 3897 to Local 606
- Small local 29-30 members
- Looking forward to adding them as a delegate
- Grievances ramping up – 11 currently
- Arbitration in December – hoping to settle – Layoff & Recall language

798

- Ratified in April but still don't have package in hand
- Employer interpreting language incorrectly already
- Wellness program ending – point system
- Re-written bylaws
- Executive shifting focus to getting educated
- Looking at number of delegates who can attend – may see new faces

1767

- Busy time – readying for Assessments coming out in January
- Facilities study – Nanaimo office is moving to North end of town
- New CA happy to see long time employees – go from temp to regular after 3 months
- Two main campaigns in October – United Way & Movember initiative
- Celebrated 45th Anniversary – brought Connie Kilfoil in
- Paul Faoro kicked off AGM

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)

- Wayne Smiley & Sherrene Ross attending the Mini CALM Conference on December 3rd
- Greeting cards have been purchased for the Council



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

- Will be working on the new language for territorial recognition

Diversity: **Laurie Whyte** (Pat Shade)

- Take reports home with you to read
- Fact sheets from CUPE National on disabilities

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

- Attended OBCM
- Terms of Ref being updated
- If you haven't received a new Education Needs Assessment coming out – watch for it
- Planning on One course in each of the VIDC regions in the new year

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

- Attended OBCM
- Back to the basics
- Report attached

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

- Christmas party tonight
- Covaille & Quadra rooms are all set up
- Cash bar
- Christmas sweater contest – 4 categories
- DJ Pat gonna get us hoppin
- Fill out a Christmas card for Council to send to the Armed Forces

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

- Report attached

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

- No report

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

- Newsletter provided – please enter the draw
- Be safe at this time of year – LED lights are cooler
- Don't use outdoor lights indoors!
- Martha attended the OBCM

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

- Report attached



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

- Attended OBCM
- Had a credential for NDP convention

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)

- December 6th – Anniversary of Montreal Massacre tribute
- Report attached

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

- Thank you for \$200 toward my Young Worker participation
- Had opportunity to attend OBCM in October
- Elected as co-chair
- Hot topics – reconcilliACTION, climate, affordability, accessing information

Community Social Services: **Carla Bailey**

- Report attached

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

Colleges

- Electronic

K-12

- Electronic

Libraries

- No report

Universities

- No report

Child Care

- No report

Cheryl Burns

- December 3rd – 5:30pm – Vancouver Public Library – Accessibility Legislation that will be rolled out next year
- Guest speakers
- Performance

Jessica Orcutt

- December 6th event

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. PSAC

Motion

To donate \$200 to PSAC to support Women's Organizations

MSC

Good of the Union:

- CLC general scholarships – due date by December 13th
- Santa parade tonight as well as sail past
- Thank you to the Council for sending the letter to Local 441 and reaching out even though unaffiliated
- CSU – quote

Adjournment: 4:26pm

MSC





AREA REPORTS

CUPE 118 Nov area report

Manager of Parks & recreation services was terminated after the Union fought for 2 senior members who were sexually harassed from their new manager.

4 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

Arbitration in Oct. – District of Tofino – final written submission has been submitted by CUPE. We will await a decision in the spring of 2020

District of Ucluelet members will meet on Dec 6 to ratify their proposal pkg. Looking at dates in February to bargain

Continuing to support education for our members with 4 attending Nanaimo week long, 2 attending 2 day courses in Courtenay, and we will send 3 members to the CLC Winter school

Donated \$200 to the CMHA 'Foodmatters' Nov. VIDC Fundraiser

Helping out the USW workers with many activities including visiting the members on the picket line (delivered food), donated \$500 to the food hamper campaign, attended the Rally in Nanaimo, Burger and Beer last weekend, and continued support

Working to recoupe wages for our precarious workers from the multiplex as we were shut down for 4.5 weeks due to a Chiller leak

Merry Christmas Cheer: Children's Christmas party on Dec 8, Everyone welcome free skate sponsored by us on Dec 9, membership luncheon at the Best western on Dec 11

Submitted by Stacy Watton President

VIDC CUPE 951 Report Nov 2019

November 5th our local took part in the United Way Plasma car race in the Michele Poujo room it was a great way to get our local out to take part in this event with our team Bread & Roses.

Nov 7th our chief Steward, Sherry Harmsworth, former chair of the sick bank and I meet with HR to have a stage one grievance meeting to the employer's new interpretation on how your sick bank is used. We followed this up with a 44-page response showing how your bank has been used to keep our members whole from 1993 to 2019.

On many occasions I took part in the picket lines of CUPE 441 and attended rallies Nov 8th and Nov 13th. On Nov 16th I was happy to see that the parties had come together and local 441 reached a tentative agreement.

On Nov 16th I had the honour to present Joan Peterson with a thank you card from the local and wish her a happy retirement. Joan was at the top of our seniority list after starting her full-time career back in 1973.



Nov 17th We are happy to hear that a tentative agreement was reached between UNITE HERE Local 40 and the Rosewood Hotel Georgia! Picket lines are down.

On Nov 19th I attended the Lancaster House Bargaining Conference in Vancouver. There were panels on the economic forecast for 2020, Caselaw and Legislative changes affecting bargaining, Truth and Reconciliation putting the principals into practice in the work place, and looking back moving forward: lessons from the last round of bargaining.

On Nov 26th your bargaining committee meet with the employer side and were able to get a couple green sheets signed off. Still at this point what we see as house keeping items. As local 917 moves forward at their table we hope to meet with them in December to go over our joint benefits proposals. We are set to meet again on December 17 for a full day and that will take us into 2020 to continue.

Respectfully submitted,

Kirk Mercer

Sooke Bargaining Complete and Ratified

AGM and table officer elections – all 3 current incumbents were acclaimed

Preparing training for committees for next round of bargaining in the GVLRA starting mid 2020

1 grievance going to arbitration next fall

2 new CAOs seem to want to work with the Union – positive so far

Trying to create more training/education to recruit new stewards

Thanks,

Shireen

President Local 374

COMMITTEE REPORTS

Women's Committee Report

November 30, 2019

Committee Members – Heather Scarisbrick, Chair

Cathy Denham, Laurie Whyte



30th Anniversary of the Montreal Massacre

December 6, 2019 marks the 30th anniversary of the Montreal massacre, where 14 female students, the majority of whom were in engineering, were shot to death by gunman Marc Lepine. Mark Lepine entered École Polytechnique at the Université of Montréal with the intent to kill women, blaming them for his failure to gain entrance to the engineering program. Lepine separated students by gender and yelled, "You're all a bunch of feminists, and I hate feminists!" before firing at the women.

Following this targeted act of lethal violence against women, 14 women were dead and another 13 were injured before Lepine turned the gun on himself.

In his suicide note, he blamed feminists for ruining his life. The note contained a list of "radical feminists" who he says would have been killed if he had not run out of time. It included the names of well-known women in Quebec, including journalists, television personalities, and union leaders.

The event, which became known as the "Montreal Massacre," sent shock waves through Quebec and the rest of Canada. In the days and weeks that followed, there was widespread public debate focused on the cause of, and motive for, the attack. For some, Marc Lépine's action was an isolated act without any social significance. For others, it revealed a profound malaise about the place of women in society.

Considered Canada's most deadly mass shooting in history, the massacre prompted Parliament to designate Dec. 6 as the National Day of Remembrance and Action on Violence Against Women. It is also known as white ribbon day.

On this 30th anniversary, The City of Montreal will replace the sign at the memorial to the 14 women who died in the 1989 École Polytechnique massacre with a new sign that makes it clear the killings were an antifeminist attack.

To mark the 16 global days of action, that starts November 25, 2019, to eliminate violence against women, write to the Prime Minister now. Tell the newly elected government to ratify international labour convention C-190, the first-ever global treaty on violence and harassment in the world of work. The International Labour Organization Convention is legally binding once it is ratified by a country. Below is a website to send a letter to Prime Minister asking him for support.

<https://act.newmode.net/action/canadian-labour-congress/ratify-global-treaty-violence>

Should anyone be in Victoria on Friday December 6th, the PSAC Regional Women's Committee is hosting a Candlelight Vigil to End Violence Against Women from 530-630 at Holland Point Park. It is in remembrance of the 30th anniversary of the 1989 Montreal massacre and the National Day of Remembrance and Action on Violence Against Women.

I can provide you with the Facebook Link if you wish
- <https://www.facebook.com/events/438420790385994/>

There may be vigils in your respective communities this coming week, please consider spending some time attending one of these events to honour all those who have lost their lives in this tragic way.

Please stand for a moment of silence, to pay our respects.



British Columbia has become the first jurisdiction in Canada to pass legislation implementing the United Nations Declaration on Indigenous Peoples (UNDRIP).



The legislation, dubbed Bill 41, passed the committee stage and third reading at the B.C. legislature unanimously on Tuesday, to cheers and applause from MLAs on both sides of the house.

Earlier Tuesday, Indigenous leaders urged the opposition BC Liberals to support the bill, after it appeared to be stalled in committee.

The legislature is scheduled to end its current session on Thursday, and if the bill did not pass by then, it would have died on the order paper.

The bill must receive Royal Assent, which is expected to take place Thursday, before coming into force.

The legislation sets a framework to align provincial laws with the standards of the UN declaration. The legislation requires that Indigenous peoples are included in all decision-making that impacts their rights.

"It is a commitment to respect, promote and advance the rights of Indigenous people," B.C. Minister of Indigenous Relations and Reconciliation Scott Fraser said.

"Through this legislation we are respecting the rights of Indigenous peoples through laws."

However, its impact will not be felt immediately. The legislation is designed to ensure that all B.C. laws are consistent with the 46 articles of the UNDRIP, a process expected to take some time.

The legislation requires that Indigenous peoples are included in all decision making that impacts their rights.

It also calls for a government action plan on how the objectives of the declaration are being met, which will require annual reporting.

The legislation, which will apply to all existing and yet-to-be-introduced legislation, was developed in collaboration with the First Nations Leadership Council at the direction of First Nations.

This legislation creates a framework for reconciliation in B.C., in keeping with the Calls to Action of the Truth and Reconciliation Commission.

Among the most controversial provisions in the declaration is the requirement for all projects on Indigenous territories to receive consent from those communities.

Critics have warned that this provision could amount to a veto on resource projects.

Premier John Horgan has rejected that characterization, saying that the provision is instead an important tool to require conversations and consultation with Indigenous peoples about projects that will affect them.

The new law will:

- Recognize and respect rights of Indigenous peoples in all areas of life - human rights, environment, language, education and more.
- Create more opportunities for Indigenous peoples to be full partners in the economy.



- Move B.C. into a new era of rights recognition, moving away from conflict and court battles.
- Develop a clear, predictable path for everyone to work together as partners.

United Nations Declaration on the Rights of Indigenous Peoples

The United Nations Declaration on the Rights of Indigenous Peoples (UNDRIP) was adopted by the General Assembly on 13 September 2007.

Nine years have passed since the UN Declaration on the Rights of Indigenous Peoples was adopted by the General Assembly. Since then, the four countries voting against have reversed their position and now support the Declaration. Today the Declaration is the most comprehensive international instrument on the rights of indigenous peoples. It establishes a universal framework of minimum standards for the survival, dignity and well-being of the indigenous peoples of the world and it elaborates on existing human rights standards and fundamental freedoms as they apply to the specific situation of indigenous peoples.

1 - World AIDS Day

2 - International Day for the Abolition of Slavery

3 - International Day of Persons with Disabilities

5 - International Volunteer Day for Economic and Social Development

5 - World Soil Day

9 - International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime

9 - International Anti-Corruption Day

10 - Human Rights Day

11 - International Mountain Day

12 - International Day of Neutrality

12 - International Universal Health Coverage Day

18 - International Migrants Day

20 - International Human Solidarity Day



January

4 - World Braille Day

24 - International Day of Education

27 - International Day of Commemoration in Memory of the Victims of the Holocaust

What Some of These Days Mean:

World AIDS Day - December 1 - *Providing access to treatment, ensuring that confidential HIV testing services are available, making sure that people have the prevention services they need, community organizations are often the sole means of support in some of the most hostile environments. But communities need financial, legal and political support - to carry on and scale up the vital work they do to keep people safe.*

International Day for the Abolition of Slavery - December 2 - *Slavery is not merely a historical relic. According to the International Labour Organisation (ILO) more than 40 million people worldwide are victims of modern slavery. Although modern slavery is not defined in law, it is used as an umbrella term covering practices such as forced labour, debt bondage, forced marriage, and human trafficking. Essentially, it refers to situations of exploitation that a person cannot refuse or leave because of threats, violence, coercion, deception, and/or abuse of power.*

International Day of Persons with Disabilities - December 3 - *aims to promote the rights and well-being of persons with disabilities in all spheres of society and development, and to increase awareness of the situation of persons with disabilities in every aspect of political, social, economic and cultural life.*

International Volunteer Day for Economic and Social Development - December 5 - *is viewed as a unique chance for volunteers and organizations to celebrate their efforts, to share their values, and to promote their work among their communities, non-governmental organizations (NGOs), United Nations agencies, government authorities and the private sector.*

World Soil Day - December 5 - *Every 5 seconds, the equivalent of one soccer field of soil is eroded. This alarming fact reaffirms the need to raise awareness through World Soil Day of this growing problem as the Earth's population expands.*

International Day of Commemoration and Dignity of the Victims of the Crime of Genocide and of the Prevention of this Crime - December 9 - *is the anniversary of the adoption of the 1948 Convention on the Prevention and Punishment of the Crime of Genocide (the "Genocide Convention"). The purpose of the day is to raise awareness of the Genocide Convention and its role in combating and preventing the crime of genocide, as defined in the Convention, and to commemorate and honour its victims.*

International Anti-Corruption Day - December 9 - *Every year \$1 trillion is paid in bribes while an estimated \$2.6 trillion are stolen annually through corruption - a sum equivalent to more than 5 per cent of the global GDP. In developing countries, according to the United Nations Development Programme, funds lost to corruption are estimated at 10 times the amount of official development assistance.*

Corruption is a serious crime that can undermine social and economic development in all societies.



No country, region or community is immune. Corruption affects education, health, justice, democracy, prosperity and development.

Human Rights Day - December 10 - *The Universal Declaration of Human Rights empowers us all. The principles enshrined in the Declaration are as relevant today as they were in 1948. We need to stand up for our own rights and those of others. We can take action in our own daily lives, to uphold the rights that protect us all and thereby promote the kinship of all human beings.*

International Mountain Day - December 11 - *Mountains are home of 15% of the world's population and a quarter of the world's land animals and plants. They provide freshwater for everyday life to half of humanity. Their conservation is a key factor for sustainable development. Unfortunately, mountains are under threat from climate change and overexploitation. As the global climate continues to warm, mountain people – some of the world's poorest – face even greater struggles to survive.*

International Day of Neutrality - December 12 - *underlines that national policies of neutrality can contribute to the strengthening of international peace and security and play an important role in developing mutually beneficial relations among countries of the world.*

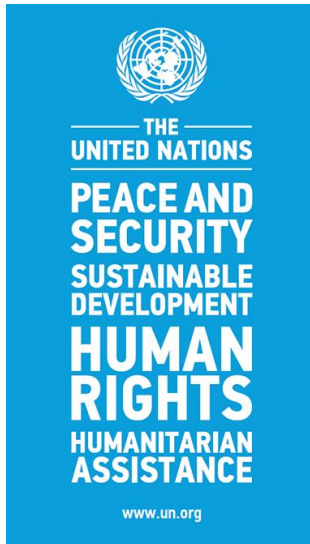
International Universal Health Coverage Day - December 12 - *aims to raise awareness of the need for strong and resilient health systems and universal health coverage with multi-stakeholder partners.*

International Migrants Day - December 18 - *Throughout human history, migration has been a courageous expression of the individual's will to overcome adversity and to live a better life. We must dignify those choices by paying them respect, and we respect them by treating those who make such choices with dignity. As we celebrate this day, our call is for migration to be safe, regular and dignified for all.*

International Human Solidarity Day - December 20 - *is a day to celebrate our unity in diversity; a day to remind governments to respect their commitments to international agreements; a day to raise public awareness of the importance of solidarity; a day to encourage debate on the ways to promote solidarity; and a day of action to encourage new initiatives for poverty eradication.*

World Braille Day - January 4 - *is observed in order to raise awareness of the importance of braille as a means of communication in the full realization of human rights for blind and partially sighted people*

International Day of Education - January 24 - *The right to education is enshrined in article 26 of the Universal Declaration of Human Rights and calls for free and compulsory elementary education. The Convention on the Rights of the Child, adopted in 1989, goes further to stipulate that countries shall make higher education accessible to all. Education is key to sustainable development*



International Day of Commemoration in Memory of the Victims of the Holocaust - January 27 - we must learn from the lessons of the Holocaust, act against discrimination and defend democratic values in our communities, at a time when the spread of Neo-Nazism and hate groups fuels the rising antisemitism and other forms of hatred around the world.

<https://www.un.org/en/sections/observances/international-days>

The United Nations designates specific days, weeks, years and decades as occasions to mark particular events or topics in order to promote, through awareness and action, the objectives of the Organization. Usually, it is one or more Member States that propose these observances and the General Assembly establishes them with a resolution. International days are occasions to educate

the general public on issues of concern, to mobilize political will and resources to address global problems,



and to celebrate and reinforce achievements of humanity. The existence of international days predates the establishment of the United Nations, but the UN has embraced them as a powerful advocacy tool.

Each year the United Nations announces a new theme in celebration of the December 3rd International Day of Persons with Disabilities. In 2019, we join members with disabilities in celebrating and applauding this year's theme of **"Promoting the participation of persons with disabilities and their leadership: taking action on the 2030 Development Agenda."**



<https://www.un.org/en/observances/day-of-persons-with-disabilities>

Building on many decades of UN's work in the field of disability, the Convention on the Rights of Persons with Disabilities, adopted in 2006, has further advanced the rights and well-being of persons with disabilities in the implementation of the 2030 Agenda for Sustainable Development and other international development frameworks, such as the Sendai Framework for



Disaster Risk Reduction, the Charter on Inclusion of Persons with Disabilities in Humanitarian Action, the New Urban Agenda, and the Addis Ababa Action Agenda on Financing for Development.

This year, the International Day of Persons with Disabilities (IDPD) focuses on the empowerment of persons with disabilities for inclusive, equitable and sustainable development as anticipated in the 2030 Agenda for Sustainable Development, which pledges to 'leave no one behind' and recognizes disability as a cross-cutting issue, to be considered in the implementation of its 17 Sustainable Development Goals (SDGs).

Disability is referenced in various parts of the SDGs and specifically in parts related to education, growth and employment, inequality, accessibility of human settlements, as well as data collection and monitoring of the SDGs.

The United Nations Sustainable Development Goals are:

1. No Poverty
2. Zero Hunger
3. Good Health and Well-Being
4. Quality Education
5. Gender Equality
6. Clean Water and Sanitation
7. Affordable and Clean Energy
8. Decent Work and Economic Growth
9. Industry, Innovation and Infrastructure
10. Reduced inequalities
11. Sustainable Cities and Communities
12. Responsible Consumption and Production
13. Climate Action
14. Life Below Water
15. Life on Land
16. Peace, Justice and Strong Institutions
17. Partnerships

<https://www.un.org/sustainabledevelopment/sustainable-development-goals/>

The United Nations Disability Inclusion Strategy

On 11 June 2019, Secretary-General António Guterres launched the United Nations Disability Inclusion Strategy in line with his commitment to make the United Nations an inclusive organization for all.

The United Nations Disability Inclusion Strategy provides the foundation for sustainable and transformative progress on disability inclusion through all pillars of the work of the United Nations.

When we secure the rights of persons with disabilities, we move our world closer to upholding the core values and principles of the United Nations Charter.

The United Nations Disability Inclusion Strategy provides the foundation for sustainable and transformative progress on disability inclusion through all pillars of the work of the United Nations: peace and security, human rights, and development. Through the Strategy, the United Nations system reaffirms that the full and complete realization of the human rights of all persons with disabilities is an inalienable, integral and indivisible part of all human rights and fundamental freedoms.

The Strategy enables the UN system to support the implementation of the Convention on the Rights of Persons with Disabilities and other international human rights instruments, as well as the achievement of the Sustainable Development Goals, the Agenda for Humanity and the Sendai Framework for Disaster Risk Reduction.

<https://www.un.org/en/content/disabilitystrategy/>



International
Day of
Persons with
Disabilities
3 DECEMBER

Local Number and Name: 476 K-12 Powell River

Delegate Reporting: Aileen O'Keefe Date: November 26, 2019.

Report on current substantial issues, accomplishments, trends at your local or workplace, bargaining issues, etc. Indicate how your local was affected, with specific details about how problems/grievances were resolved, and key information that might be valuable to other locals. Use reverse if space provided is insufficient.

After a long wait (CUPE476 membership ratified MOA/CA June 28th) and issues for the District with BCPSEA, that almost lead to us having to re-convene the Bargaining Team and re-present as well as re-ratify the MOA/CA, the Board of Ed. Voted in favour of the MOA/CA last week. Now we wait to go through the proofing/housekeeping process and hopefully a timeline as to what can be implemented now and what needs to wait.



We are gathering information regarding the Early Years plans for our community and how the BofEd may be involved as they, and their Coordinator are often referenced, in flyers and information. We can see an impact to our Strong Start Facilitators.

We will be writing to the BofEd to review their critical incidence plan to incorporate and acknowledge the Tla'amin community and its First Nations/Indigenous supports as well as protocols to better encompass our unique community and its inter-connected relationships.

We will also be asking the BofEd to review their current Violence in the Workplace Administrative Procedure 536 (AP536). This is to ensure that it aligns with not only the Student Support Services Department Safety plans, risk assessments and School based process, but also the language and terminology that is used.

CUPE476 has a few (SEW) Supported Employment Workers hired under a very negative and vague LOU. We will be working with the SD to improve and imbed their rights as members in our organization. Currently the SEW is a non-dues paying member, with very limited rights hired by the District/Employer through an initiative with CLBC/ Inclusion BC. The CLBC/Incl.PR or similar organizations program is to provide valuable work and build on the individual and person centered strengths. The focus here is not taking work from any other member nor job-sharing. The positions are created around the individual's interests and strengths where meaningful work for community members would otherwise be lacking if not impossible. As we look to improve, we have some base information and guidelines should anyone be interested in this information or to be kept in the loop as we update, please email cupe476@shaw.ca for more details.

Delegates attending Nov. 30th VIDC mtg. Olga de la Rose and Margaret Peters may choose to read this aloud.

Please know that we do not wish to have this report duplicated in the minutes. A.O'Keefe

VIDC Pension Committee

December 30, 2019

Kevin McPhail (Chair)

Heather Scarisbrick, Christine Szaflik, Stacy Watton (Members)

At the CUPE BC Convention this year I was pleased to read the pension committee report which highlighted several priorities including:

- Dedicated training time for committee members on pension advocacy
- Developing materials to use for education at District Council Meetings
- Annual reporting on all plans members participate in, including rates of return, funding status and governance changes

In CUPE National news on September 30th there was an article expressing concern that the Office of the Superintendent of Financial Institutions (OSFI), the federal regulator who oversees pension plans is quietly considering a major policy change that could open a back door for federally-regulated employers to walk away from pension promises they've already made to workers and retirees. OSFI claims that "there are no significant policy changes" in its rewrite of federal pension policy, but CUPE has reason to believe otherwise and made an important submission on pensions to the OSFI.



For the full article please read: https://cupe.ca/cupe-concerned-changes-pensions-could-be-brought-through-back-door?utm_medium=email&utm_campaign=CUPE+Today

Back here in BC the Financial Institutions Commission of British Columbia (FICOM) produced their Report on Pension Plans Registered in BC in September. FICOM is a regulatory agency of the Ministry of Finance. It was established in 1989 to contribute to the safety and stability of the British Columbia Pension and Financial Services sectors.

This year's report on pension plans prepared by British Columbia's Office of the Superintendent of Pensions provides a profile of all pension plans registered in British Columbia: defined benefit (DB), defined contribution (DC) and target benefit (TB). The report presents a snapshot of the current state of pensions in BC. We focus on the current financial market and how it impacts the funded position and requirements facing plan sponsors. The report also provides an opportunity for the Superintendent to engage with stakeholders and provide an update on topics of interest to his office.

For more information, contact them at: www.fic.gov.bc.ca

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

BC Municipal Pension Plan

In the CUPE BC Pension committee report the MPP was specifically mentioned with regards to the inability of precarious workers to enroll in the pension plan. As negotiations proceed in collective bargaining there needs to be a sustained effort to eliminate these enrolment barriers.

The MPP Trustee reported that as of December 31, 2018 the plan had assets of over \$51 billion reflecting an annualized return of 9.9% over five years...above the benchmark of 8.9%. As a result of good governance, the plan provided a cost of living allowance of 2.1% to all plan retirees.

The 2019 AGM was held October 17 at the Anvil Centre, New Westminster and as a webcast.

The agenda included:

- Welcome from the chair
- 2018 financial highlights
- 2018 actuarial valuation report
- Post-retirement group benefits review update
- Investment update
- What's ahead

To review what was covered please watch:

<https://mpp.pensionsbc.ca/annual-general-meeting>



Public Service Pension Plan

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

The half TA is like borrowing against the lifetime pension. It's a temporary monthly payment prior to 65 in exchange for lower lifetime pension payments. Members may choose the full or half temporary annuity, provided that their lifetime pension supports the cost.

Do you need more information about changes to your pension?

Please go to:

<https://pspp.pensionsbc.ca/your-pension>

CUPE BC SKILLED TRADES COMMITTEE

Report to Vancouver Island District Council – September 2019

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

I was fortunate to be afforded the opportunity to attend the SWIT conference in Vancouver put on by CAF this past June. The 2019 program showcased promising practices and great initiatives underway across Canada to attract, prepare, up-skill and support women in the skilled trades. Opening remarks were made by Tom Roemer of BCIT, Cheryl Parron IBEW and Megan Agosta past Canadian Olympic medalist. The message was "Sometimes you win, sometimes you learn. It's what you do after you fail that make you successful."

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

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

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

The second session I attended was an Inclusion Workshop presented by the Office to Advance Women Apprentices (OAWA) from Newfoundland and Labrador. This is an organization enhances entry advancement and completion outcomes for women in the apprenticed skilled construction trades in the province. The overarching goal of the OAWA is to enhance employment outcomes for women in



skilled construction trades in Newfoundland and Labrador. Currently the group is lobbying the provincial governments to put policy in place requiring mandatory industry training for Respectful Workplace. They are showcasing their efforts to push this project into each of the provinces.

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

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

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

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

Thank you VIDC for the support

Respectfully submitted

Shannon McKenzie



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