

VIDC

Vancouver Island District Council

Agenda – February 11 & 12, 2022

Minutes

December 3 & 4, 2021

/

MEETINGS

Executive Meeting: February 11th, 2022 at 6:00PM in person

General Zoom Meeting: February 12th, 2022 – 10:00AM (zoom opens at 9:45AM)

Notice of Motion:

1 - Trustee 3-yr

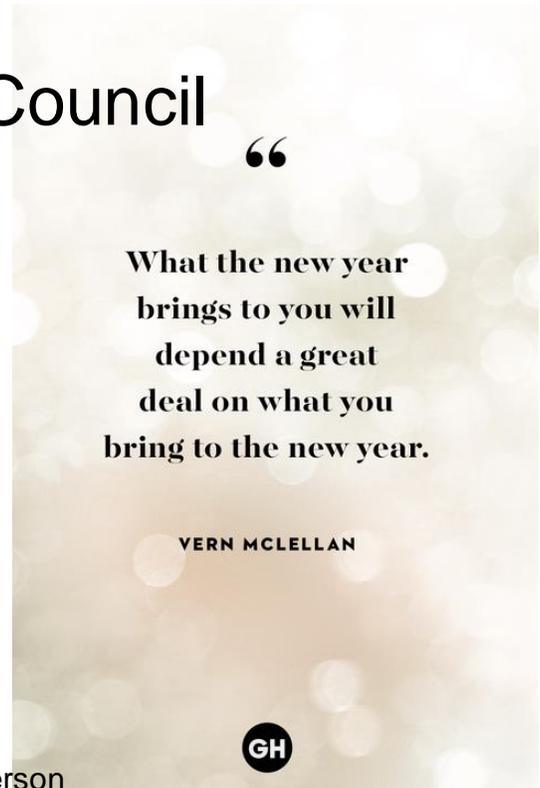
1 – Education Committee Chair

1 - M-A-L Central Region

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

February 12, 2022 fundraiser is: Caremongering Campbell River & Comox Valley – contact: Andrea Craddock – andreacraddock1@gmail.com Rise Bridge Project – contact Hailey Fielden – haileyfielden@gmail.com. See page 5 for more information.





GENERAL MEETING AGENDA February 12, 2022

RECOGNITION OF TERRITORIES

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral un-surrendered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

1. ROLL CALL OF OFFICERS

- a. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT
- b. EQUALITY STATEMENT
- c. 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 – February 12, 2022
5. APPROVAL OF THE MINUTES – December 4, 2021
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. REPORTS OF THE COMMITTEES/WORKING GROUPS
12. AREA REPORTS
13. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS

Notice of Motion:

- 1 - Trustee 3-yr
- 1 – Education Committee Chair
- 1 - M-A-L Central Region
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

February Fundraisers!

Caremongering – Campbell River & Comox Valley

An excerpt from their Facebook page:

Welcome to Caremongering - Campbell River! :)

Kindness, compassion and empathy are the guiding principles of this group.

If you would like to request help with groceries or other necessities, or would like to volunteer, please contact group admin. Tara Jordan (by pm or by text 250-202-7446), to begin the process. Our volunteers handle fundraised dollars, as well as personal information, therefore we require them to provide a criminal record check (free for volunteers), 2 references and an interview. We would love to have you on the Caremongering Team!

Maya Angelou said "Your legacy is every single life you touch." May we all live a legacy with our actions, each and every day.

Monetary donations accepted – contact Andrea Craddock – andreacraddock1@gmail.com

Rise Bridge Project - Nanaimo

An excerpt from their Web page:

We Strive

To minimize the gaps in our social service offerings by facilitating a safe space for connection, peer mentorship opportunities, system navigation, and decolonized programming that is trauma-informed and culturally rooted to be responsive to the immediate needs of our community.

Monetary donations accepted – contact Hailey Fielden – haileyfielden@gmail.com

COWICHAN HOUSING ASSOCIATION

December 2021 Fundraiser

THANKS YOU FOR YOUR GENEROUS SUPPORT

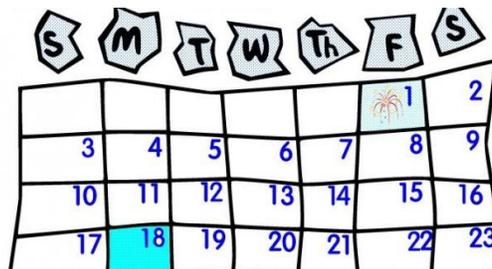
Donations totalling \$850, along with many warm items to hand out, were given to the staff of the CHS to support people on the streets during these very cold days. The gratitude was very apparent.





2022 Meeting Dates

Feb 11 & 12, 2022	Evening/Day meetings Beach Club Resort, Parksville BC – Exec. Mtg. Via Zoom – Gen. Mtg.
May 14 or May 28, 2022	Both meetings on the Saturday Beach Club Resort, Parksville BC
Oct 15 or Oct 22, 2022	Both meetings on the Saturday
Nov 26 or Dec 03, 2022	Evening/Day meetings



2022 Fundraisers

Jan/Feb 2022 Andrea Craddock Hailey Fielden	Caremongering Campbell River & Comox Valley Rise Bridge Project	Monetary Monetary
May 2022 Page DeWolfe	Trans Care	Monetary
Sept 2022 Sarah Fairbrass	ELDERDOG	Monetary http://www.elderdog.ca/
Nov/Dec 2022 Kevin McPhail	Habitat for Humanity	Distribution meeting https://www.habitatmvi.org/

Year-long Initiative TBA	Handbags for Hope	
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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:

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.

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.

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:

TBA

Email:

VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President Amber Leonard C: 250 516 3371</p> <p>Cupe459officer@gmail.com Term: June 2020 – May 2022</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com Term: May 2021 – May 2023</p>	<p>Treasurer Steve Fielden C:250 668 4616</p> <p>fieldensteve@gmail.com Term: May 2021 – May 2023</p>
<p>Secretary Sherrene Ross C: 250 715 6734</p> <p>vidcsecretary@gmail.com Term: June 2020 – May 2022</p>	<p>Sgt. At Arms Christine Szaflik T: 250 203 8695</p> <p>cmszaflik@gmail.com Term: June 2020 – May 2022</p>	<p>Diversity Executive Member-at-Large Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: May 2021 – May 2023</p>
<p>Executive Member-at-Large Page DeWolfe T: 250 661-6480</p> <p>cdewolfe@uvic.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163</p> <p>Term: May 2021 – May 2023</p>	<p>Executive Member-at-Large 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 2020 – May 2022</p>	<p>Executive Member-at-Large 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, 410, 441, 2011</p> <p>Term: May 2021 – May 2023</p>
<p>Executive Member-at-Large VACANT C:</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 606, 788, 873, 1767 Term: Feb. 2022– May 2022</p>	<p>Executive Member-at-Large 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 2021 – May 2023</p>	<p>Executive Member-at-Large 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)s</p> <p>Locals: 1858, 3570, 5278 Term: May 2021 – May 2023</p>
<p>Executive Member-at-Large Kevin McPhail T: 250 339 2707 kevin_mcphail@yahoo.com</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 2769, 3399, 3479 Term: May 2020 – May 2022</p>	<p>Executive Member-at-Large Andrea Craddock C: 250-204-3857 president@cupe723.ca</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 439, 556, 723 Term: May 2021 – May 2023</p>	<p>Executive Member-at-Large Martha Higgins T: 604 344 0552 recsec798@gmail.com</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 476, 798 Term: May 2021 – May 2023</p>
TRUSTEES		
<p>Tara Knight (2024) C: 250-883-9590 cupe947tara@gmail.com</p>	<p>Amy Issel (2025) C: 250 886-1256 amyrowe@uvic.ca</p>	<p>VACANT (2023) T:</p>



Vancouver Island District Council Committee Chairs

<p><u>Anti-Privatization</u> Amy Issel C: 250 886-1256 amyrowe@uvic.ca Members: Michael Rheault Term: May 2021-May 2023</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Sherrene Ross Term: May 2021 - May 2023</p>	<p><u>Communication</u> Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Members: Amber Leonard Term: May 2021 - May 2023</p>	<p><u>Community Social Services</u> Johanna Henderson C: 250 893-4789 johanna@sheltercreative.ca Members: Term: Sept. 2021 -May 2023</p>
<p><u>Constitution</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Stacey Watton, Sara Fairbrass Term: May 2021-May 2023</p>	<p><u>Diversity</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Pat Shade, Faith Liddie, Paige DeWolfe Term: Sept 2021- May 2023</p>	<p><u>Education</u> VACANT Members: Term: May 2021 - May 2023</p>	<p><u>Environment</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Andrea Craddock, Cindy Gaboury Term: May 2021 - May 2023</p>
<p><u>Hospitality</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com Members: Tiffany McLaughlin Term: May 2021-May 2023</p>	<p><u>International Solidarity</u> Cindy Gaboury C: 250 702-6925 Chief@cupe439.net Members: Term: Sept 2021 - May 2023</p>	<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Members: Martha Higgins, Sara Fairbrass Term: May 2021- May 2023</p>	<p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Martha Higgins, Andrew Schneider Term: May 2021 - May 2023</p>
<p><u>Pensions</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Stacey Watton, Christine Szaflik, Roberta Giaraulo Term: May 2021 - May 2023</p>	<p><u>Political Action</u> Jessica Orcutt jessica.sandy@viusu.ca Members: Term: May 2021 - May 2023</p>	<p><u>Resolutions</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Amber Leonard Term: May 2021-May 2023</p>	<p><u>Skilled Trades</u> Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Members: Shannon Mackenzie, Steve Fielden Term: May 2021 - May 2023</p>
<p><u>Technology</u> Pat Shade pshade@uvic.ca Members: Kirk Mercer, Hailey Fielden Term: Nov 2021 - May 2023</p>		<p><u>Women's</u> Faith Liddie C: 778-678-4147 faith_lids16@yahoo.ca Members: Cindy Gaboury, Laurie Whyte Term: May 2021 - May 2023</p>	
<p><u>Young Workers</u> Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Members: Term: May 2021 - May 2023</p>		<p><u>Adhoc Retirement & Recognition</u> Andrea Craddock C: Andreacraddock1@gmail.com Members: Faith Liddie Term: Until completion</p>	



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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, BC Healthy Communities
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	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River
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
3136	Other	Craigdarroch Castle





**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
December 3, 2021**

Call to Order – 6:00PM

Recognition of Territories

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral un-surrendered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

1. Roll Call of Officers – Sherrene Ross

- a. **Health & Safety - Emergency Preparedness Plan** – Stay safe in your home and in your workplaces
- b. **Equality Statement** – Shared
- c. **Green Statement** – Kevin McPhail

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.

2. Approval of the Agenda

MSC

3. Minutes of the Previous Meeting – September 25, 2021

Motion:

To accept the previous meeting minutes as presented

MSC

4. Matters Arising Out of the Minutes

5. Treasurer's Report – Steve Fielden

MSC

6. Correspondence Report – Sherrene Ross

INCOMING MAIL:

- Thank you card from Lisa Marie Barron – NDP



- Victoria Women's Transition House - Thank you for support and request for donation
- Thank you from the Council of Candiens for our donation
- Canadian Red Cross – request for donation (couple to triple donation)
- 2021 Winter Edition of streetbeat

EMAIL

- Carlos Flores would like to present a plaque of recognition to VIDC acknowledging the generous contributions made to the solidarity educational and humanitarian project in Chile. Along with a photo from Miner's Memorial
- BCNDP Convention Call
- Invitation to additional Worker Solidarity Rally at the Coast Bastion Hotel from Unite L40
- Sarah Fairbrass nominating Johanna Henderson as the Chair of the Community Social Services Committee
- Draft copy for approval of the sticker for Food for Protein Project
- Gabriel Velasco – Organizer of Unite Here L40
- Tiffany McLaughlin expressing support of Unite Here L40 and her intention to write a letter of support
- Telus with Black Friday offers
- CUPE BC
 - regarding name change to the Disaster Relief Fund from Wildfire Fund
 - Disaster relief application form
 - BC Government Disaster Financial assistance info
 - United Way Recovery Efforts
 - CLC Winter School Facilitator Recruitment – Deadline Dec. 10th
 - Labour Notes – upcoming Steward training
 - PSAC Virtual Event – End Violence against Women – Dec 6th
- The Reverend Dr. Victoria Marie, Pastor of Our Lady Guadalupe Tonatzin Community Society

CUPE NATIONAL

- CUPE TODAY

OUTGOING

EMAIL

- Letter of support for Unite Here L40 regarding the Labour dispute at the Coast Bastion Hotel

MSC

7. CUPE NATIONAL COMMITTEES

- Date has closed for applications for Committee members

8. CUPE VIDC COMMITTEE REPORTS

Pension Committee – Kevin McPhail

Motion:

To add Roberta Ciaraulo to the Pension Committee

MSC



Resolutions Committee – Laurie Whyte

- Resolutions for CUPE BC by January 28th to Laurie & Amber
- Will present resolution report from National at February mtg.

Education Committee – Deborah Hopper

- Will be resigning from CUPE and VIDC
- Provide Notice of Motion for Education Com and M-A-L position

Young Worker’s Committee – Hailey Fielden

Motion:

To send Hailey Fielden to CLC Winter School from the Young Worker’s budget

MSC

Diversity Committee – Laurie Whyte

International Day for Person’s with Disabilities

Anti-Privatization Committee – Amy Issel

- Public Childcare Now has been launched
- Link to have your voice heard – (see Amy)

Hospitality Committee – Stacy Watton

- Approximately 20 draws for General meeting
- A few for Executive meeting
- Snacks for Saturday Executive social



Constitution Committee – Martha Higgins

- Will check to see if any updates from CUPE National

9. VIDC SECTORAL REPORTS

No Reports

10. Unfinished Business/Old Business:

i. Recognition of Long Service & Retirees report

- a. Documents have been given to Andrea to go through
- b. Committee meeting will be held on Feb. 11th evening

ii. Unite Here Union Hotel list and venue availability

- a. List on the table showing all 5 of the Union hotels on the Island (without potential Labour disputes)
- b. **February 11 & 12, 2022 meetings will be held in Parksville at the Beach Club hotel**



iii. Union for Protein

- a. Steve still waiting for phone call for pick up
- b. He has his 'elves' ready on the wait for deliveries
- c. Local 951 is donating \$1000 to VIDC toward the peanut butter campaign
 - i. Write a letter of thanks from Council

11. New Business:

i. Lifetime member

Motion

To make Heather Richardson a lifetime member of the VIDC

MSC

ii. CUPE National Convention Report

Amber

- a. 1st Resolution passed at National Convention was put forward by VIDC & Local 951
- b. Thank you to the Council for being such strong advocates for all
- c. Grateful to hear other stories and events which highlights our successes

Hailey

- a. Was my very first National Convention – honored to participate
- b. Enjoyed being with others to share thoughts with
- c. Hoped for a binder debate...
- d. Look forward to a CUPE national convention, in person, so I can speak at the mic

Sarah

- a. Enjoyed being together with my Local at the hotel
- b. Showing the newer delegates what they are missing by being in person
- c. All were appreciative to have the ability to brainstorm and talk together

iii. Plaque to VIDC from the Mapuche Culture School Kimeltuwe

- a. Sarah went to a presentation and received a lovely plaque of appreciation on behalf of VIDC
- b. Honor to be there. Approx. 15 people at event. CUPE is very appreciated
- c. Sarah read a letter from the 'pope' and shared a jar of apple sauce she bid \$68 to own from the tree of Knowledge. A Malum Discordiae variety of apple

iv. Changes to VIDC Agenda organization

- a. Looking for ways to better serve our delegates
- b. Possibly adjust our agenda to be more productive and worthwhile to Locals
- c. A few suggestions from Table Officers:
 - i. More Local focussed
 - ii. Area reports to follow Correspondence
 - iii. Add time limit like convention
 - iv. That all Committee Chair reports be submitted electronically except for motions



Christine

All very good ideas that have been suggested

Hailey

Specifically with Area reports – seem to be later thought – end of day, everyone is tired
Agree need to move to the front to make more involved, etc.

Pat

Agree wholeheartedly with time limit on reports and discussions
BCFED 1 minute limit is fine CUPE National has 3 min which is too long
Makes all tired when too long

Deborah

Agree with mixing up and good with time limits
One concern is losing quorum for elections and other business, so possibly flip 50% each meeting
from am/pm and visa versa
Possibly break it up

Kirk

Have we ever lost quorum? Not that anyone knows of
Agree to change things up as reports are longest part

Jessica

Maybe out of scope for this conversation – but when I began I thought it odd that we almost do
everything twice. First at Exec and then again at the General. Could the members be part of the
work rather than just finding out afterward

Amber

Reason we kind of run them through first is to get approval from the Exec prior to putting through
the membership. The General membership always has final say on the motions. Often it is for us
to present united and with consensus to move forward doing business. Definitely can look to work
toward looking for ways of offering more inclusion

Dan

Similar to a provincial body who would run through their executive as well

Amber

Feel we need to have the same discussion at the general meeting as notice of motion has to go
out, etc. It will take time so if you think of other ideas or how to change the look of our meetings
bring you ideas forward. Possibly divide CUPE BC and National reports and/or guests



Christine

Equally break reports into 4 or into regions

Sarah

Open to discuss. Think outside of the box

12. Good of the Council:

Motion:

That VIDC donate \$250 to United Way Southern Vancouver Island, \$250 to United Way BC, \$500 United Way Powell River & District

MSC

Kirk and Deborah abstained

Join Room 1602

Adjournment: 8:03PM

Executive Meeting re-convene 9:35AM tomorrow

13. Unfinished Business

i. K-12 Committee in VIDC – Andrew Schneider request

Amber

- K-12 has 32,000 across province so would be great for Council to have access...
- Good opportunity to report back to K-12 Locals

Christine

When I was on K-12 we would just report back to VIDC – stay the same or should we add to Committees? Would they automatically attend CUPE BC?

Amber answered with new protocols around being assigned to a CUPE BC Committee – no longer automatic – CUPE BC to decide based on diversity, equity, etc.

Deborah

- Worry a little about the scope of creating this committee
- Lots of different sectors represented at Council with no specific committee
- Right idea to have more and more committees?
- Have learned a lot through area reports, etc. so not sure it necessitates another committee

Andrea

- What will they report that is different than area reports?
- Maybe when no one reports out ~ maybe then
- It's about getting the info out to Locals so could be needed if they feel

Kirk

- We do offer sectoral reports and that's where anyone can report out on their sector if they desired
- Being a chair in the past allowed you to move on to the CUPE BC committee but that is no longer the case

Steve

- Feel it is opening a door ~ where do we stop
- The fiscal costs will add up and I'm not sure that's the best thing

Sarah

- Sounds like the feel of the executive is that a K-12 Committee is not needed at this time

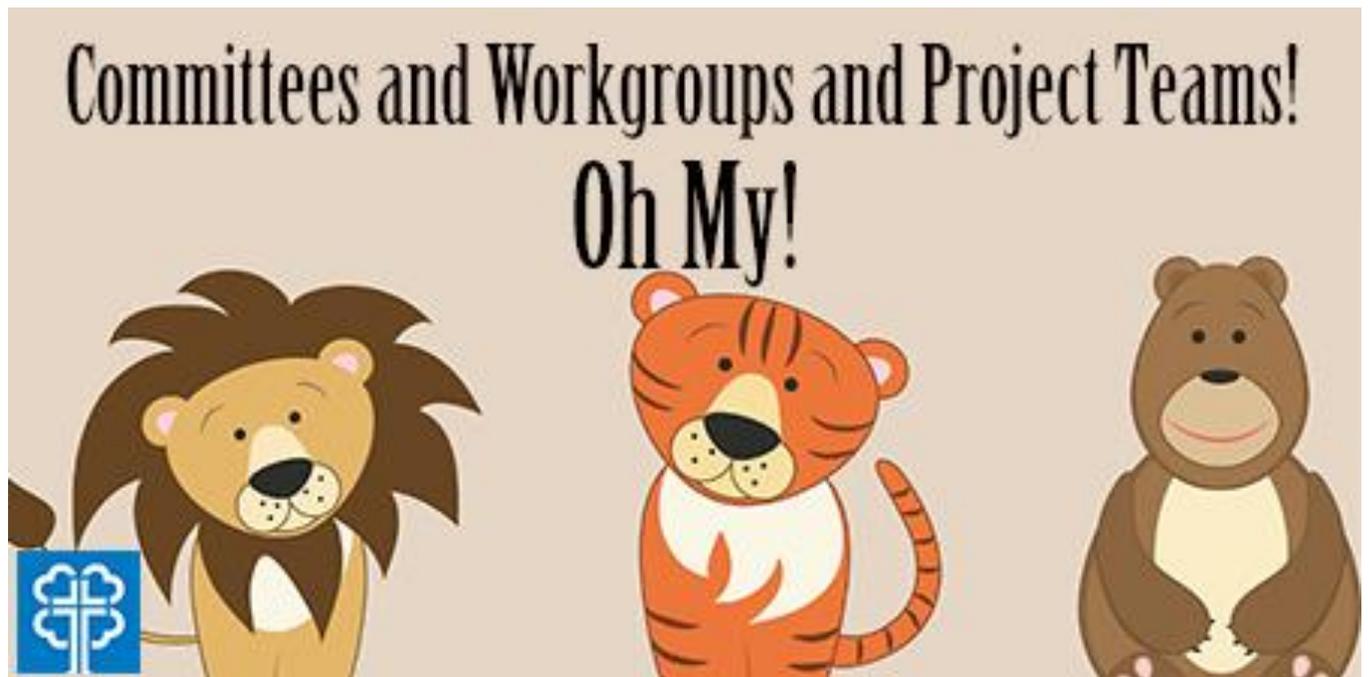
Amber

- Will be added to general meeting for discussion and explanation

Laurie

- Reminder that we do have a municipal committee
- Just pointing out it is a sectoral committee

Adjournment: 9:57AM





**Vancouver Island District Council
General Meeting
December 4, 2021**

Call to Order: 10:00AM

Recognition of Territory:

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral un-surrendered (stolen) territories its delegates are grateful to be able to live and work, and whose historical relationships with the lands and territories of what is known on colonial maps as Vancouver Island and Powell River continue to this day. VIDC also acknowledges and respects the Snuneymuxw First Nation on whose lands we hold our in-person meetings. VIDC recognizes that colonization and associated attitudes, policies and institutions have significantly changed Indigenous peoples' relationship with this land and we are committed to redressing those historical and continued barriers which were created through colonialization as we seek to journey towards reconciliation. We ask all participants to reflect, acknowledge and honor in their own way the Indigenous lands and cultures, on which they live and work.

Reconciliation - Call to Action # 13, 14, 15

- 1. Roll Call of Officers:** Sherrene Ross
 - a. Health & Safety, Emergency Preparedness Plan:** Martha Higgins
 - b. Equality Statement:** Shared
 - c. Green Statement:** Kevin McPhail

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:

Karen Ranaletta – CUPE BC President
Sheryl Burns – CUPE BC GVP
Rodger Oakley – National Rep
Edward Parsitan – CUPE
David Fleming – Childcare Presentation

- 2. Sergeant at Arms Report & Presentation of Affiliates & Credentials:**
 - 33 delegates
 - 4 guests
 - 1 staff

- 3. Obligation of New Delegates**

MSC



4. Approval of Agenda **MSC**

- Under #11 opportunity for reports to come in
- Under Unfinished Business add: K-12 Committee

5. Approval of minutes of the Previous Meeting – September 25, 2021 **MSC**

- Deborah Hopper - Page 11 should say 'on leave from Political Action Committee'

6. Matters Arising Out of the Minutes:

- No matters arising

7. Treasurers Report: Steve Fielden **MSC**

8. Communications & Correspondence Report – Sherrene Ross

INCOMING MAIL:

- Thank you card from Lisa Marie Barron – NDP
- Victoria Women's Transition House - Thank you for support and request for donation
- Thank you from the Council of Candians for our donation
- Canadian Red Cross – request for donation (couple to triple donation)
- 2021 Winter Edition of streetbeat

EMAIL

- Carlos Flores would like to present a plaque of recognition to VIDC acknowledging the generous contributions made to the solidarity educational and humanitarian project in Chile. Along with a photo from Miner's Memorial
- BCNDP Convention Call
- Invitation to additional Worker Solidarity Rally at the Coast Bastion Hotel from Unite L40
- Sarah Fairbrass nominating Johanna Henderson as the Chair of the Community Social Services Committee
- Draft copy for approval of the sticker for Food for Protein Project
- Gabriel Velasco – Organizer of Unite Here L40
- Tiffany McLaughlin expressing support of Unite Here L40 and her intention to write a letter of support
- Telus with Black Friday offers
- CUPE BC
- regarding name change to the Disaster Relief Fund from Wildfire Fund
- Disaster relief application form
- BC Government Disaster Financial assistance info
- United Way Recovery Efforts
- CLC Winter School Facilitator Recruitment – Deadline Dec. 10th
- Labour Notes – upcoming Steward training
- PSAC Virtual Event – End Violence against Women – Dec 6th
- The Reverend Dr. Victoria Marie, Pastor of Our Lady Guadalupe Tonatzin Community Society

CUPE NATIONAL

- CUPE TODAY



OUTGOING EMAIL

- Letter of support for Unite Here L40 regarding the Labour dispute at the Coast Bastion Hotel

MSC

9. REPORTS OF THE VIDC EXECUTIVE BOARD – December 3, 2021

To add Roberta Giaraulo to the Pension Committee

MSC

To make Heather Richardson a lifetime member of the VIDC

MSC

To send Hailey Fielden to CLC Winter School from the Young Worker's budget

MSC

That VIDC donate \$250 to United Way Southern Vancouver Island, \$250 to

United Way BC, \$500 United Way Powell River & District

MSC

Kirk and Deborah abstained

10. CUPE BC REPORT:

Karen Ranalletta

- Disaster Relief Fund – many people applying – process is if member affected by recent flooding – APPLY THROUGH YOUR LOCAL https://vidc.cupe.ca/files/2022/01/Hardship-Form_Disaster-Relief-Fund.pdf
- Accounting department has to go back to Locals to double check
- All Presidents call on Tuesday – re: T & R in the Union, And something else really cool coming..... Ed can talk about it
- A moment to recognize Sheryl! Congratulations on her Award!
- Shout out to VIDC at National for all the resolutions that I saw – including the one very important one on Code of Conduct being implemented at all levels of the Union.
- New Anti-Racism Strategy has passed so looking forward to that being worked in
- Enjoying visiting the island locals
- Two Campaigns ongoing – Accessible, Affordable Childcare delivered by SD's
- Local 8911 is at a breaking point – The idea that 911 operators will hang up on callers is absurd – The more pressure put on this the better
- VIDC brings such value to the locals on the Island – so thank you for such a successful council and all the work you do for members
- I'm looking forward to my next visit to the Island

Sheryl Burns

- Looking forward to our in-person visits
- Yesterday was such an awesome day for me and I am so appreciative for your support
- It takes many people to make the changes

Edward

- Anti-Racism data collection – working on currently
- Hoping to host a meeting in January on the topic and run a survey
- Very short timeline to bring information back – so trying to accomplish something that will make a positive change for our Province
- Racialized Worker Committee is challenging all Locals to take the Anti-Racism course



- Hoping to have Black History Month posters out for February
- Affordable Childcare petition going around – please take a moment to sign it
- Asking Locals to look at their bylaws and the wording of their language

Motion

That VIDC donate \$1000 to the CUPE BC Disaster Fund

MSC

11. REPORTS OF THE COMMITTEES, SECTORAL & WORKING GROUPS:

Anti-Privatization – no report

Anti-Poverty – no report

Community Social Services Committee – n/a

Communication – no report

Constitution

- List of resolutions that will affect our Constitution and changes will need to be made for next meeting

Diversity– attached

Education – attached

- Working with Chair of the Young Worker's Chair to host an educational session prior to the General meeting in February. The session will start at 9:00am
- Deborah will be stepping down as delegate from VIDC and from CUPE as she is moving on to new endeavors.

Environment – attached

Hospitality– attached

18 draws for today!

International Solidarity – no report

Municipal – no report

O H & S – <https://vidc.cupe.ca/files/2022/01/newsletter-2021-12-04.pdf>

Pension – attached

Political Action – attached

Resolutions – attached

Congratulations on the 1st resolution to hit the floor at CUPE National was submitted by Local 951 and VIDC



****ADJOURN FOR LUNCH BREAK early due to technical difficulties at 11:45AM**

6 More Hospitality draws!

Skilled Trades – attached

Technology

- Committee still learning the ins and outs of our new system

Women's

- Vigil at UVIC on Dec. 6th at 11:30am in front of building
- Every 6 days in Canada, a woman is killed by her significant partner, double if indigenous and 3x for women with disabilities
- Please think of these women and the MMIW

Young Workers

- CUPE BC YW committee now has 13 active members throughout the Province = Full Committee!
- Thank you to Rise Up for assisting us with new Social Media platforms

Retirement & Recognition Adhoc Committee – attached

- Committee has been requesting documents to start the work of creating a list of the delegates
- Requested to start to pull your photos and provide to the committee for future organizing and digitalizing
- Friday night Committee meeting at the February meeting

Motion

To adopt all committee reports

MSC

Hospitality – 2 more draws!

SECTORAL REPORTS

Andrea Craddock - Support Staff Education Committee

- Meet again soon
- 5 EA courses decided on
- Delegated funding has gone out to SD's and should now be available

Post-Secondary Ads

- About putting more funding into Post-Secondary from Prov and Fed government
- Expect some CUPE promo coming out around the subject

<https://act.newmode.net/action/canadian-union-public-employees/fund-bcs-future>

12. AREA REPORTS

556

- Four units are in bargaining
- Monthly training for executive half day education half day exec mtg



- Cost Share with CUPE National = Accountability

459

- Bringing seamless Childcare in which will support EA's in our district
- Board putting an RFP into elementary schools – so we will have our work cut out for us
- Always want our childcare in-house
- Next Saturday is elections – finally have bylaws signed off and are changing terms to 2-year terms within the Local

723

- AGM on Nov. 27th – Bill Newman re-elected at GVP
- Busy local with SP session, etc.
- Andrea and Bill attended CUPE National and were happy with resolutions that passed
- Local signed MOU to have SD pay wages for Local President's wage for one day per week
- Visit educationassistants.org
- Campbell River is currently short 2000 childcare spaces

727

- Name change
- Most members looking forward to the winter break
- 81 childcare spaces will be available in new year but work will be contracted out at this time
- Until more money available; the District is not interested in taking on
- Bargaining begins in new year

951

- Experiencing difficulties with accommodations around remote work
- 30-40 on current remote work part-time
- Waiting on report from Arbitrator re: member hasn't worked since January, 2020
- Gen mtg online next week – hope to give away food prizes

1858

- VIU looking at \$18 million deficit
- Looking at ways to cut money where they can
- Problems with financial systems rolled out – training inadequate
- International Department having many problems
- Looking at work to rule, wearing black – need to see action
- Spring recalls have happened however with reductions unfortunately
- We have a Chief Steward once again
- AGM next Wednesday, President is up for election and we do not have a recording secretary and really need one

5278

- Elections in Local recently

50

- Recently re-elected Dan as VP for Local
- Dealing with mandatory vaccine policy as of January 5th
- Had to let members know what we can do for them under the labour code
- ICBC members unsuccessful in their bid
- Will be putting out a bargaining survey to our members



118

- Attached

374

- Represent approx. 1000 members
- Welcome to Johanna Henderson joining Council
- Some units heading into bargaining in the new year
- COVID policies have now come out – all 6 are different
- 2 Units open to accommodation – 4 are not
- VP elections just held – Sarah elected for 2-yr term

606

- Busy executive with grievances piling up
- Exec Director of HR put in resignation – will see in new year
- Signed agreement on seamless childcare
- 5 Before and After Care
- Lots of new hires in carpentry department
- EA Failure to Fill – Employer bringing in ‘Responsible Adults’ which has cause the moral of our EA’s to drop immensely
- Vaccine mandate still in discussion with Trustees

1978

- 4 groups in our Local
- General meeting November
- 2 delegates attended CUPE National
- Same issues being discussed at our Local re: vaccines, etc.
- 285 people let go due to non-vaccination (not all CUPE)
- In bargaining mode

1767

- Finished values for house assessments – sit before you open!
- Incredible increases ahead
- Give a call if you have concerns
- If your Local owns or leases your building – you may be paying too much – speak with Kevin!
- Also affected by the vaccination policy – unpaid leave if not vaccinated
- No language to terminate in CA
- Made application under Section 54
- Considering expedited Arbitration
- Bargaining prep has begun
- Employer looking for mandate from PSAC before wanting to start

Motion

To accept all of the Area Reports

MSC

13. Nominations, Elections and Installation of Officers:

Chair of Community Social Services

Nominated:

Johanna Henderson - **elected**

Nominator:

Sarah Fairbrass

Hospitality draws!



14. Unfinished Business

i. K-12 Sector Committee Discussion

- a. Andrea C. – to summarize earlier discussion, it may be redundant as we already have the opportunity to report under Sectoral Reports. Each Local also has the opportunity to speak to K-12 issues within their report
- b. Andrew S. – looking at the committees that VIDC already has, even with a bit of cross over, I thought maybe there should be a committee. I still feel there should be a k-12 committee at VIDC
- c. Amber – many discussions at Council around the issues although understanding the gap in time when issues are arising. More room for discussion time. Making a new committee may not make sense, but having the dialogue does.
- d. Deborah H. – Former president of 1858 – as president in the post-secondary sector, I'll note that we don't have a post-secondary committee either. I worry it takes away from the general dialogue and/or work when those committees exist at CUPE BC level. Using the breaks, lunch, after meetings works very well to have those conversations around what is happening in your sector is one example. The 2 sector committees we do have are because they didn't exist provincially at the time and that is why they were created. Not sure it is a fiscally a good idea.
- e. Kirk M. – I belong to another group that represents university workers across province. Started having meetings with all these groups. Possibly there is a group that an pull in all the components of k-12.
- f. Jessica O. – being electronic also causes a lack of contact or those extra conversations as the chat is not working during this meeting. Maybe we can wait until we are together again or until the chat option is available.
- g. Amber – today we've added under #11 Sectorial reports so that will help a lot. We can refer to those who need or can report on a topic.

This discussion item will come back up at another meeting.

ii. Unite for Protein stickers

- a. Distribution team and Steve will work their magic making sure the stickers are on every jar before they are given out
- b. Cheque is cashed so just waiting on the call for pick up. Up to 2-days notice only
- c. Generous donation to VIDC from Local 951 for \$1000 towards peanut butter drive

15. New Business

i. Notice of Motion for Trustee 3-yr, Education Chair, M-A-L Central Region – Feb. 2022

ii. Plaque from Carlos Flores

- a. Sarah received and shared a plaque of recognition to VIDC acknowledging the generous contributions made to the solidarity educational and humanitarian project in Chile. She also shared a copy of a letter from the Pope.
- b. Sarah was the winning bid of a jar of Apple Sauce directly from the 'Tree of Knowledge' – shared with the Council
- c. Dan Mac. - Our Local was also a recipient of a plaque in support. The school is going well but it now needs a road. It is all mud. Support is still needed. Carlos is so grateful for the support we have shown.



Motion

That VIDC donate \$500 to the school in Mapuche

MSC

iii. VIDC Agenda organization

- a. Amber – Council wanting to maximize the information to Locals by organizing the agenda in the best fashion
- b. With zooms and technology
- c. By putting it out here, we can draw on ideas to figure out what best suits the delegates. Some suggestions from Executive:
 - i. Move Area reports above the CUPE BC reports
 - ii. Adding times to speakers
 - iii. Committee Chairs only submitting in writing
 - iv. Variations of above

Kirk – by moving Area reports it will break up the day a little – only fear is guests to report on CUPE BE may not want to wait until much later to report. Possibly move that up to top to let guests move on more quickly. Our local had to look at our agenda to keep people engaged. It takes time to be approved

Sarah – If every local reported back in area reports = 33. At 3 min each, that is an hour and a half if everyone reported. I would like to see some type of a timeframe that the delegates think is appropriate – for both committee and area reports

Deborah – Talked about breaking Area reports in half and then next meeting reversing who presents first for fairness. You can sense the dread in the crowd when you are near the bottom of the current list and are about to report after a very long day

Faith – If we did break it up, would we possibly lose quorum? That is what I would worry about. At the breaks sometimes people leave

Sarah – Quorum of the Board was read out from the Bylaws

Amber – we have never got close to losing quorum in the past so I am hopeful that won't happen

Bill – in the minutes there are guidelines around keeping reports to a minimum, why don't we enforce what it says?

Deborah – without the hook – it is easy to lose track of time when speaking – a timer would be beneficial

Faith – are we looking at the future or is it only because of COVID?

Amber – yes to move forward

Kevin – I like the idea of switching it up

Amber – Possibly we can report out by Sector groupings



Faith – Report out by Region South = 17, Central = 11, North = 8

Bill – How about pre-recorded video reports

iv. CHILDCARE CAMPAIGN – Jessica Orcutt

- Watch for the survey out by CUPE BC
- Some SD’s around the province meeting to discuss bringing into CUPE
- These campaign’s work better when everyone participates – asking each Local to send out a personalized letter out to:
- You will see the ads on media and social media
- More meetings in the new year ~ get in touch with Jessica if she can help

Motion:

That VIDC donate \$250 to the Cowichan Housing Association, the community fundraiser for December **from the Skilled Trades**

Committee

MSC

That VIDC donate \$350 to the Cowichan Housing Association,

the community fundraiser for December

MSC

16. Good and Welfare of the Council:

Shout out to Page DeWolfe on the well written letter being sent out to Locals from the Pink Triangle Committee

Local 1947 Worker’s have been on strike for some time. Local 723 members are now starting to join them, if you can, join in!

Please complete some Christmas cards for our Service members if you are attending this evening’s social.

Child Development Centre was happy to accept \$1000 – thank you!

Deborah will continue the Handbags for Hope project

Send to: Any Canadian Soldier

5004 Station Forces

Belleville, ON

K8N 5W6

Adjourn: PM





AREA REPORTS

Local 1767 – BC Assessment

<http://www.cupe1767.ca/>

December 4, 2021

Author – Kevin McPhail, Grievance Officer

Greetings from Tina Dhami, our President who couldn't join us today.

New Improved? Assessments

We completed setting values on December 2nd and in January the new assessment notices go out. When you receive it, please sit down before you open it. There will be large increases: 25-35% will be typical and as high as 70% on the north end of the island. We're particularly troubled to hear of the recent mill closure in Powell River at the same time as we're sending 40+% increases to home owners there. Always feel free to call us to review your inventory with us and what sales evidence we have.

Does your Local own or occupy space and get an assessment? You may be paying too much in taxes based on the classification of the property. Many offices are classified correctly as "business" but a little known fact is that trade union meeting space and related areas such as bathrooms, hallways and lunch rooms can be classified as "recreation/non-profit" with roughly one third of the tax rate.

Last year I offered to help Local 439 (SD 71) and found that they should have received this benefit and filed an assessment appeal on their behalf. The manager of Vancouver Island felt I was in contravention with our Code of Conduct policy (I wasn't) and I was ordered to withdraw the appeal. I hope that local, and others that are affected start their inquiry early in January and appeal prior to January 31st to keep the issue alive.

Vaccination Policy

We support vaccinations and the health and safety of our co-workers...however...

BC Assessment announced that workers who were not vaccinated by Nov 26th would be placed on an unpaid leave of absence Nov 29th and would ultimately be terminated if they choose to remain unvaccinated.

The problem is that there is no language within the Collective Agreement giving the Employer that right and in fact the ability to go on unpaid leave is at the employees request after accruing a year's seniority in our language. Under KVP principles the employer must consider reasonable alternatives... As knowledge based workers we worked almost 100% via telework and it's only recently that our CEO ordered ramping up of office time under the guise of collaboration.

We're arguing that if the employer truly cared about employee safety they would not be forcing us back to work unnecessarily. They should be working with our Joint Occupational Health and Safety Committee to see where we stand with regards to our levels of vaccination as well as offering alternatives such as rapid testing.



Sec 54 – Adjustment Plan

Since this policy affects all of our coworkers we have made application to the Labour Relations Board, arguing that the employer did not give the required 60 days notice to our Union. Local 7000 workers of Skytrain were recently successful in their application.

Sec104 – expedited arb

We’ve recently received denial at Step 2 of our policy grievance and are exploring the possibility of taking this to expedited arbitrary through our CUPE National rep and legal rep.

One sub-area of affected employees that we’re supporting are those seeking exemption on religious grounds. We need to very careful to fulfill our duty of fair representation and not second guess the deeply held beliefs of our members. When given the choice between being true to their belief and not having any income for their family, some have expressed it as committing a sin under the coercion and bullying of our employer. We will present their case through to Step 2 of our grievance process and then recommend that we hold those cases in abeyance while they lodge individual complaints to the BC Human Rights Tribunal.

AGM – October 2021

This was held in Richmond as a combined live and zoom event for our members around the province.

We debated and passed a number of bargaining resolutions for our team to bring forward. I’m pleased to announce that of eleven members of our executive, a record high seven are strong women activists including a majority of our table officers.

Bargaining

Our contract expires December 31st and our bargaining committee will be doing bargaining prep next week. The Employer has asked to delay the start of bargaining claiming that they want to hear from the Public Sector Employers Council (PSEC) first regarding their mandate. I suspect they’re ask is more designed to avoid us being in a strike position during our busiest time of the year... assessment inquiries and appeals heard through to March 15th.

Kevin McPhail
Grievance Officer

Local 5101 VIDC Report

December 2021

- Our local has had a temporary change in president, we are excited for Tara as she is challenged with new and exciting opportunities of CUPE National work. Adam is stepping in her role as Acting President until her return. We are also trying this year for the first time on a trial basis having a full time president. We are seeing the benefits already of being more available to our 584 members.



- This year our local has seen a lot of change over in both executive and stewards. We are very excited to have new people come forward to fill these positions and want to learn and be involved. We are almost done but working on getting them all enrolled in CUPE online training courses.
- We completed our local audits. We were a few years behind, due to COVID and a change in trustees. Then we were needing to wait until the new trustees finished their training.
- In our district we are experiencing a lot of EA and Noon hour supervisor shortages. Trying to figure out creative ways with our employer how to fill these spots. One recent solution is where it will work at some sites we have been able to get EA's extra time to cover noon hour shifts where it fits in without altering their schedules. This is such a bonus to some.
- We are trying out a before and after school care at one of our schools this year, so the kids in care start at 7:30am then the afterschool portion they are there until 6pm. This seems to be running very well. 2 EA's split time in this program with a bit of an overlap during the day. Then the rest of these shifts for these 2 people are spent in the classroom doing EA work.
- Together with CUPE 358, who we share our office with we did a joint donation last week of buying a \$500 pallet of food with all proceeds going to an annual Stuff the truck event run by the local radio station, all proceeds going to 3 different food banks in our area. 1 pallet of food equals 1,000lbs of food.

In solidarity

Adam Clutchey – Acting President

.....

The last few years have been very challenging in our district, the Human really left Human Resources. We are hopeful that with the departure of a key figure in HR, who was responsible for all matters related to our local, that a new chapter can begin. We expect a new Manager to begin in the New Year. On a related note, I'm sorry to say that this person has been hired to the Island Zone for BCPSEA - who of course are the Employer Reps for all school districts - fortunately she will not be overseeing Sd 61 (sorry everyone else)!!!

Staffing shortages in all areas continues to be a huge issue and we know we are not alone - until we see better jobs for school district staff I don't see this changing. It really feels like a crisis will ensue before anything changes.

We have already begun the budget process for next year as our district faces another deficit. All stakeholders are at the table and we hope this leads to a more transparent process. Our district had multiples issues with the process last years which culminated in the School Board chair resigning and our Superintendent agreeing to part ways, and ultimately fractured the relationship with our Indigenous Community. We have an incredibly dysfunctional Board - feels like we are watching the Republican's and Democrats next door, we know exactly how the votes will go - which is unfortunately always 5-4 in favor Republican!!

On behalf of our local we wish you all a Very Merry Holiday Season and I know we hope and look forward to a brighter 2022!!

.....



Cupe 556

CUPE 556 represents the municipal workers of the Comox Valley, specifically: the City of Courtenay; Town of Comox; Village of Cumberland; Comox Valley Regional District; and, Hornby Island Residents' and Ratepayers' Association.

Four of our units were in bargaining this year and have a new contract agreement. All expire at the same time, December 2025.

We're working on a draft strategic plan that includes education and training for our executive members on a monthly basis. Starting in September, our exec has been attending Leadership in Training workshops one day per month. The educational component is held on the first half of the day and our exec meeting happens on the remainder of the day. Other initiatives include volunteerism, public engagement, training for shop stewards, social media and the growing demands of the executive leadership.

We're working on a cost-share of \$75,000. with Cupe National for community engagement and contracting in. The message will be to bring work and accountability back in. We're working closely with staff and the anti-privatization committee so we can move forward.

We have one member on the Anti-Privatization Committee and one member on the BC Municipal Committee.

Thank you,
Cammy Dallamore

Courtenay Unit Vice
CUPE Local 556 - Comox Valley
496 Tenth Street
Courtenay, BC V9N 5N5

she/her/hers

I respectfully acknowledge that the land on which we gather and work is the Unceded traditional territory of the K'omoks First Nation.

CUPE 118 VIDC Report Dec. 2021

We went to the table Nov 8-10 to bargaining in Tofino (expired May 2020). The employer came to the table with concessions. We will be meeting with our members on Dec 7 to get a feel for how far we will push the employer. The CAO has announced his retirement June 30, 2022

The ACRD has hired CAO Daniel Sailand from Qualicum.

City of Port Alberni CAO has announced his retirement for Dec 31/21

We have 20 members under the full vaccine mandate at the RCMP detachment because of the Federal mandated policy. We have one member there on a leave of absence from their posting but is able to



continue to work in other buildings in a maintenance role. We attended an in camera meeting with mayor and council to talk about variations to a vaccine policy if they should choose to change the one in place at this time.

We are having our 46th annual children Christmas party this Sunday. We are working within the PHO to keep our members and their families safe.

Submitted by Stacy Watton

CUPE Vancouver Island District Council Affiliates Report Form

Local Number and Name:

CUPE 723, School District 72 Support Staff

Andrea Craddock, President Dec 4, 2021

Delegate Reporting: Date:

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.

Andrea Craddock, President, attending today with Bill Newman, VP; Christine Szaflik, and Lucas Duncan, Maintenance Steward

Held our AGM on November 27, Bill Newman was re-elected VP and Joanne Conall is our new Custodial Steward.

Voted in our Bargaining Committee and have a training session on December 14 and Strategic Planning on December 17.

Bill Newman and I attended the Virtual CUPE National Convention. Great resolutions put forward by VIDC - many thanks to Laurie Whyte for her work. Disappointed the Increase in Diversity Chairs Constitutional Change didn't pass but it was so close and hope we see this change next Convention.

The local recently signed an MOU with the employer to pay wages one day a week for the



president's time; recognizing emails, phone calls, and weekly meetings with various upper-management. This is a one-year trial with review.

The local also recently signed an an LOU to pilot an EA Team Mentor position. Sandra Maxwell won the position and although it had a bumpy start on November 1, it has taken off and Sandra is booking 1 week at a time (per school) to shadow and provide support and resources to and school teams. Part of Sandra's job is to identify and research meaningful

Pro D and guest speakers. Many thanks to Peer Mentors in Abbotsford and Surrey for sharing their expertise and answering questions for Sandra as she develops her position. On October 22, the Education Assistants of BC Society hosted it's first virtual Conference, offering 2 Courses: Ableism and Taking the Classroom Outdoors. Opening speaker was Minister of Education, Jennifer Whiteside. The conference was also attending by CUPE BC K-12 Reps, Kirsten Daub and Justin Schmid, as well as a couple of administrators, with over 200 pp attending. The T-shirts were a great hit and those waiting, they should be arriving soon. For more information, visit educationassistantsbc.org

Local 723 is working through an MOU for Before & After School Care with the district and hope to sign off on it shortly with a start date no later than Sept 2022. I met with our local MLA last week, Michele Babchuk for North Island, who fully supports public Before & After School Care and offered to try and access some seed money for our pilot. The district recently surveyed parents about the need, willingness to switch to in-school child care and cost. Good return on responses and an overwhelmingly positive response. CR is currently short 2000 child care spaces.

The local is also working with the district on a potential Administrative Team Lead Position and intends to take this to budget talks in the spring.



COMMITTEE REPORT

VIDC Environment Committee

December 4, 2021

Kevin McPhail (Chair)

Members – Andrea Craddock, Cindy Gaboury

The CUPE BC Environment committee has our own fearless leader Amber as the chair! In our Nov 5th meeting four of us committed to drafting resolution language around lobbying government for a just workforce transition towards green jobs. We're targeting the draft language being ready for the committee by the January meeting.

In October the OBCM (One Big Committee Meeting) focused al committees towards the 94 Call to Action on Truth and Reconciliation as well as the articles of UNDRIP - so our committee is reviewing potential donations to First Nations projects or ones they endorse/benefit from. A past example has been donations to the Kus Kus Sum habitat restoration project - the land will be returned to the K'omoks FN once complete.



The CUPE BC Environment Committee also wants to resurrect and breath life back into the last committees' idea of a Green Activist Award - the nomination form was distributed and is on our VIDC website. We plan to revisit the criteria and the timing to make it happen for the 2022 convention.

On the BC NDP front I reached out to Ashley Zabatany who was running for the position of chair of the SCOEE committee (NDP Standing Committee on the Environment and Economy). Even though convention business is delayed to December 11/12, I'm happy to say that Ashley was elected! Ashley was interested to hear about the VIDC environment committee and CUPE BC committee and wants to make more connections with labour with the NDP SCOEE group.

At the CUPE National – Environment Committee Report, Resolutions (38 and 29 made the floor and both were carried, by 92% and 91%, respectively).

Hereditary Wetsuwe'ten have again been brutalized by both the military and RCMP, taking an axe to their Coyote Camp structure, holding them at gunpoint and making 14 arrests, including 2 elders and 2 journalists. They have been protesting and blocking Coastal Gas Link from laying pipeline in their territory under their drinking water source, the Morice River. They did this by setting up camps and recently announcing the road would close and recommended the 500 workers leave. They didn't leave (some said they were never told) and further steps were taken to block the road. Instead of agreeing to meet to work out the impasse, the military and RCMP were deployed. The Wetsuwe'ten have been fighting pipelines in their territory for 10 years. Drilling is planned for this fall.

With regards to fish farms, the industry led Salmon Farming Alliance is back in court to try and overturn previous Minster of DFO, Bernadette Jordan's ruling that all fish farms in the Discovery Islands, between Campbell River and the mainland be closed end of June 2022.

Many have already been removed and as noted by a number of scientists, (not connected to the salmon farm industry), there has been a marked decrease in sea lice, improvement in health and numbers of wild stocks and a return of whales in numbers not seen for a decade in the area.

The BC government has announced a plan to defer some logging in BC and has given First Nations 30 Days to give feedback and consent. They have not provided enough time to gather accurate maps and the ability to inventory what's left. Most of the data available has been created by the industry do not accurately reflect the current state of forests. BC's harvesting and clear-cutting approach was never agreed to by First Nations. They were never consulted on a forestry plan and by giving 30 days demonstrates yet another coercive and oppressive attempt to get First Nations to agree.

In a press conference on December 2, Grand Chief Stewart Phillip said, "First Nations are recruited by the large timber [and other resource extraction] companies, slap an Indian name on it and then hop on the bandwagon of clear-cutting, pipelines and mines."

"We want a moratorium on old growth, period. Not deferrals that only kick the ball down the road. Clear cut logging has played a major role in the flooding and landslides that have destroyed our transportation infrastructure, water systems and towns. Government has an enormous responsibility to properly caretake our lands across BC and stop pandering to big industry; to coporate control of oil & gas, forestry, fish farms and the like. The land is the birthright of every Bristish Columbian. Not just Indigenous people, ALL British Columbians. The militarized police raids must stop – that's the face of LNG, mining Faerie Creek and clearcut logging. UNDRIP was never meant for Indigenous entrepreneurs to join the gold rush. It's about teachings handed down for millennia to protect mother earth. It's our grandchildren we're fighting for and thank all the allies who have joined us."



On a more positive front, construction starts at Campbell River Regional Organics Compost Project. The facility will service 30,000 homes in Campbell River and Comox Valley. The facility will be sized to accommodate 14,500 tonnes of material and will divert 30% of collected waste from regional landfill. The resulting finished compost will be repurposed for agricultural and landscape use. It's scheduled to be completed in September 2022 and will accept a mix of yard and food waste as part of regular curbside pickups.

Just transition is possible, here's information regarding a worker-led grassroots organization called Iron and Earth:

Iron & Earth formed around the lunchroom tables of the Canadian oilsands during an oil price crash which resulted in over 100,000 oilpatch employees losing their jobs between 2015 and 2017. We realized that our trade skills were transferable to the renewable energy industry and recognized the urgency of diversifying into these technologies. So, in Spring 2016 we launched Iron & Earth to create a better future for ourselves, our coworkers, and the planet. Since then we have built a base of over 1000 fossil fuel industry worker members and have carried out a wide range of innovative initiatives.

*We are a worker-led organization whose **mission** is to empower fossil fuel industry and Indigenous workers to build and implement climate solutions. **Our overarching intention** is to help create an environmentally and socially prosperous planet. **Our vision** is that fossil fuel industry and Indigenous workers will play a leading role in building the policy and infrastructure required to reach global climate targets. **Our top-level goal** is to help ensure a prosperous transition towards global carbon neutrality by 2050.*

We carry out our unique purpose through our regional chapters, national advocacy campaigns, upskilling programs, climate mitigation projects, technology platforms and community building events.

<https://www.ironandearth.org/>

VIDC Pension Committee

December 4, 2021

Kevin McPhail (Chair)

Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo

I'm pleased to welcome Roberta Ciaraulo of Local 798 to the committee! She also sits on the CUPE BC Pension committee and is a continuing member of that group.

The OBCM One Big Committee Meeting in October focused us all towards the 94 Call to Action on Truth and Reconciliation as well as the articles of UNDRIP. One area that the pension committee might be able to help with is the goal of supporting economic opportunities and prosperity for First Nations.

Karl Fultz (retired member on committee), Cindy Ozouf and Kevin McPhail formed a subcommittee to report back on the previous CUPE BC Pension Committee goal to 'influence or direct investment for aboriginal and indigenous businesses'. We are currently researching opportunities.



We find of goal that there is a broad intersection with the environment committee regarding ethical investing to support First Nations but also to avoid extractive and polluting industries. While it's a Pension Trustee's fiduciary obligation to achieve the best results for plan members, there doesn't have to be a conflict between that and ESG investments (Environmental, Social, Governance). In fact investing in polluting industry that's on its way out may be a poor decision.

I learned that there was a Pension Fact Sheet created by the previous committee and that has been shared on our Facebook page and will be linked in the VIDC website.

Pension Steward Training Dec 1st

Laurie Whyte was one of the facilitators of this afternoon training session and Stacy Watton and I were able to attend. I believe this was the first time this specific training was offered and I highly recommend it to anyone wanting to learn more about the wide world of pensions and their benefits. One specific educational aspect was the 'homework' sheet asking specific questions about the particular pension you are a member of... forcing you to go digging for the information on line that you may never even have thought of looking for.

I suggested to the facilitators in my feedback that they might want to spend less time on the high-level information and focus more on the information attendees learned from their homework and using that to lead to conversations about how pension can be affected, and even how Locals can bargain for stronger pension language. It was a very good course and could easily be expanded from three hours to full day.

A national Pension Summit took place on October 27th from noon to 4pm focussed on sharing strategies about how to improve access to pensions for part-time and other precarious workers.

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

BC Municipal Pension Plan

Please make sure you go to your plan website to understand the changes taking effect January 2022. A brief posted summary notes:

This is the first major plan design review in more than 50 years. These updates address the changing ways we work, improvements in Canada Pension Plan benefits and how the majority of members use their benefits.

The changes improve equity in three ways:

- *Members will earn the same benefit in proportion to their salary according to their member group.*
- *In each group, a single contribution rate will replace the current tiered rates in order to ensure members contribute the same rate on all salary.*
- *Group 1 members who retire before age 60 will no longer be subsidized by all Group 1 members' contributions. This results in savings that fund an improvement to the lifetime pension for the majority of members.*



With regards to retirement group benefits this Board communiqué was posted Dec 2, 2021:

Introducing the Municipal Retiree Benefit Trust

As part of the redesign of the Municipal Pension Plan, the plan partners have created a new way to fund and manage group benefits (extended health care and dental plans) for retired members.

Starting January 1, 2022, these benefits will be available through the Municipal Retiree Benefit Trust (MRBT) overseen by a new trust board.

You do not need to take any action as a result of this change.

The retiree benefit trust will provide more flexibility in funding retiree group benefits, which will make the program more sustainable. Seed funding was provided by a \$100 million one-time transfer from employer contributions as part of plan design changes. Ongoing employer contributions of 0.6 per cent of salary will go into the trust. These contributions will accumulate and earn investment income over time. Retired member premiums will also continue to fund the trust. While the trust will help make the group benefits program more sustainable, these benefits are not part of the lifetime pension and are not guaranteed.

Public Service Pension Plan

The results of the plan valuation resulting in good news posted to the plan website:

How the 2020 valuation surplus will benefit regular members

The Public Service Pension Board of Trustees is pleased to announce regular plan members will receive an improved pension accrual rate of 1.95 per cent starting April 1, 2022.

Part of the 2020 valuation surplus will be used to improve your pension accrual rate from 1.85 per cent to 1.95 per cent. The improved pension accrual rate will be effective on service earned on and after April 1, 2022.

How an improved accrual rate benefits you

This improvement means you will get more lifetime pension. With a defined benefit pension plan, your pension is determined by a formula. To determine your pension, your accrual rate is multiplied by the average of your five highest years of salary and your years of pensionable service.

More good news: your contribution rate remains the same

The board will use part of the valuation surplus to keep member and employer contribution rates at their current level. This means there will be no change to the rate of pension plan deductions you see on your paycheque.

University of Victoria

The following information was reported by Dave Chiddle on the CUPE BC Pension Committee:

There is no changes in plan text or any changes to benefits just a small increase to contribution rate.

The actuary for the Plan presented the preliminary results of the valuation to the IAC on May 22nd. While the Plan continues to be in a strong financial position in that its assets exceed its liabilities on a going concern basis by 17%, the actuary concluded that their assessment of plan costs show that current contribution levels are not sufficient to sustain the plan over the longer term. In reviewing the results, the actuary outlined that increased costs were mainly a result of member increased service levels (less turnover than expected), overall earlier retirement than expected and plan

members living longer. While all these factors are generally positive for members, they result in higher costs for the Plan.

Based on the results of this valuation the actuary has recommended that contributions to the Plan increase by a modest 0.54%. While this increase is fairly small, the actuary has indicated that based on current demographic trends, further contribution increases may be required in the future.

As per attachment B and appendix C to the 951 and 917 collective agreement respectively, normal cost changes to the Plan as a result of a valuation are shared on a one for one basis between the university and the plan members. This cost sharing arrangement results in member and university rates increasing by 0.27% each. For the average plan member this equates to ~\$130 a year, or slightly more than \$5.25 per pay.

From 4.78% to 5.05% basic salary.



National Day of Remembrance and Action on Violence against Women candlelight vigil

On the 32nd anniversary of the 1989 Montreal massacre and the National Day of Remembrance and Action on Violence Against Women, join us at an End Violence Against Women candlelight vigil

Monday December 6th, 2021

6:00 – 7:00 PM

Holland Park, Surrey BC

Free • Open to all • Wheelchair accessible

Speakers will include members of the Network for Ending Violence in Relationships, Kwantlen Polytechnic University, the PSAC West Fraser Valley Area Council, New Westminster & District Labour Council, and Rachna Singh, MLA for Surrey-Green Timbers

Please bring an item to donate to local women's organizations.

Organized by the Public Service Alliance of Canada West Fraser Valley Area Council and New Westminster & District Labour Council. For more information contact Nielene Chand, psacbc-ac-westfraservalley@psac-afpc.com or Janet Andrews, nwdlc@shawcable.com

You may also like the following events from Public Service Alliance of Canada - BC Region:

- Next Monday, 6th December, 05:00 pm, National Day of Remembrance and Action on Violence against Women virtual memorial in Online

Also check out other Nonprofit Events in Surrey

I'm just going to give a few highlights from the report and then I will put the report in the Chat for you to download and read later. I'll also be submitting the report in writing to be included in the minutes. I hope you do read the report as it includes information about violence against women and girls and the Purple Ribbon campaign that starts November 25th with the International Day for the Elimination of Violence against Women and runs for 16 days of Activism Against Gender Violence, which runs through the National Day of Remembrance and Action on Violence Against Women on December 6th, and ends on December 10th, International Human Rights Day.

I'd like to call your attention also to December 9th International Anti-Corruption Day, December 20th International Human Solidarity Day and that February is Black History Month. A link to the United Nations Calendar is included in this report. If you go to the calendar and click on any of the International recognition days, it will take you to the United Nations page with information about that day and I encourage you to find out more about these Days that were created with the intent of educating people about the significance of the day and/or event.

I'd like to thank my committee members: Page DeWolfe, Faith Liddie and Pat Shade. We hope to have an active and full agenda for 2022.



United Nations International Days

November 25th – International Day for the Elimination of Violence against Women is the start of the 16 days of Activism Against Gender Violence, which runs through the National Day of Remembrance and Action on Violence Against Women on December 6, and ends on December 10, International Human Rights Day

December 1 – World AIDS Day 



December 2nd – International Day for the Abolition of Slavery

December 3rd – International Day of Persons with Disabilities

December 6th – National Day of Remembrance and Action on Violence Against

Women and Girls ([The National Day of Remembrance and Action on Violence against Women - Women and Gender Equality Canada](#))

December 9th – International Anti-Corruption Day

International Day of Commemoration & Dignity of the Victims of the Crime of Genocide & of the Prevention of this Crime

December 10th – Human Rights Day 🖐️

December 11th – International Mountain Day

December 18th – International Migrants Day

December 20th – International Human Solidarity Day

December 25th – Christmas Day

December 26th – Boxing Day

January 4th – World Braille Day

January 24th – International Day of Education

January 27th – International Day of Commemoration in Memory of the Victims of the Holocaust

February is Black History Month –Canadian Parliament passed the motion on March 4, 2008

February 4th – International Day of Human Fraternity

February 6th – International Day of Zero Tolerance to Female Genital Mutilation

February 11th – International Day of Women and Girls in Science

February 13th – World Radio Day

February 14th – St. Valentine's Day

February 20th – World Day of Social Justice

February 21st – International Mother Language Day

For more information about the meaning and significance of each of these days please go to: and click on the day you would like to know more about.



Elimination of violence against women and girls

Violence against women and girls takes many forms and affects every society. One in three women experience physical or sexual violence in their lifetime, mostly by an intimate partner. Violence against women and girls is a form of gender-based violence.

Canada condemns all forms of violence against women and girls. At the UN (Commission on the Status of Women, General Assembly and the Human Rights Council) and in other forums, Canada supports resolutions to eliminate violence against women and girls.

Canada's work at the UN has contributed to developing a strong Declaration on the Elimination of Violence against Women. It has established and renewed the mandate for a UN Special Rapporteur on violence against women, its causes and consequences.

Canada was instrumental in including sexual and gender-based crimes in the draft Statute for the International Criminal Court and for raising issues of sexual and gender-based violence in digital contexts in multilateral forums. Canada is an international leader in global efforts to end child, early and forced marriage both at the UN General Assembly and the Human Rights Council.

Canada supports the efforts of women's rights organizations and women human rights defenders.

Preventing and responding to all forms sexual and gender based violence, including harmful practices is a priority for [*Canada's Feminist International Assistance Policy*](#).

Canada is committed to helping countries implement the UN Convention on the Elimination of All Forms of Discrimination Against Women.

Violence against women and girls violates their human rights— in every context:

- rape—used as a tool of war
- trafficking in persons
- slavery
- domestic abuse
- female genital mutilation/cutting
- child, early and forced marriage

It is an obstacle to [gender equality](#), development, prosperity, [peace and security](#).

Canada's international humanitarian assistance supports the prevention of and response to sexual and gender-based violence. Canada is the current lead of the Call to Action on Protection from Gender-Based Violence in Emergencies.

For more information

- [Canada's Feminist International Assistance Policy](#)
- [Women, peace and security](#)
- [Declaration on the Elimination of Violence against Women](#)
- [UN Special Rapporteur on Violence against Women, its Causes and Consequences](#)
- [Status of Women Canada](#)
- [United Nations Entity for Gender Equality and the Empowerment of Women](#)

[United Nations Secretary-General's Study on Violence against Women](#)



Women—Men—Transgender--Gender Fluid



The Purple Ribbon campaign begins on November 25, the International Day for the Elimination of Violence Against Women, runs through the National Day of Remembrance and Action on Violence Against Women on December 6, and ends on December 10, International Human Rights Day, encompassing the 16 Days of Activism Against Gender Violence.

You can help create awareness and demonstrate the unacceptability of male violence against women by wearing a purple ribbon lapel pin and placing purple ribbon magnets on vehicles, and by encouraging others to do the same. But it doesn't have to stop there – keep the campaign going and show your support by wearing a purple ribbon every day.

Everyone can wear a ribbon and everyone can help spread the message that violence of any kind is unacceptable. Men, women and children are all encouraged to support this campaign. Violence is rooted in inequality. Help us create equal ground to prevent it



Respectfully Submitted:

Laurie Whyte

Laurie Whyte, Chair, VIDC Diversity Committee &

Committee Members:

Page DeWolfe

Faith Liddie

Pat Shade

CUPE BC Skilled Trades Committee

Report to Vancouver Island District Council – DEC 2021

After reviewing the TRC Calls to Action 7, 10, 11, 62 & 92, we will develop a template for a 1–2-day introduction to the trades for diversity-seeking youth up to age 16, to be used across the province.

The committee will work at developing a bursary for equity-seeking groups to help with trades training costs

Work with the *Persons with Disabilities Committee* to raise awareness around recruitment and retention of folks with diverse abilities in the trades.

Promote Apprenticeships – encourage employers to participate in the multitude of student programs supported by the ITA and develop speaking points for locals to use.

Develop a Trades survey to be distributed at the 2022 convention.

Create a wage comparator document on common trades in CUPE locals

Respectfully submitted:

VIDC Skilled Trades Committee

Kirk Mercer - Chair

Shannon McKenzie

Steve Fielden



POLITICAL ACTION REPORT

The public childcare campaign has launched and is well under way. Very likely you have received an email or two from CUPE BC President Karen Ranaletta asking you to take the first step in supporting the campaign by adding your name to the action site (I will add the link again for anyone in the chat who has yet to do this).

<https://act.newmode.net/action/childcare>

A few school district locals have met with their MLAs, we heard from Amber and Andrea about this earlier. At these meetings locals are communicating their support for CUPE's plan for public childcare, and specifically for before and after school childcare delivered by schools. We want to get their support, and show them a path to rapid, cost-effective expansion of childcare for school-aged kids.

The reality is, campaigns only work when we all participate. At this time a big goal is increasing the reach of the campaign action site. The ask for each of you is pretty small and low barrier.

What we are looking for is:

1) For each local to personalize and send a letter to your membership. I have a link to a letter template you can even use. This is more effective though coming FROM you / your local though, not just forwarding an email you have received so please add your name to the bottom when you send out.

https://docs.google.com/document/d/1Yx6VhPhHUMHOTU5IRBVCm-3JI9wPBn5pPkwKy_nS_EU/edit?usp=sharing

2) After you send the letter out to your members, please also share on your social media.

In the new year, we will be looking for more locals to set up meetings with MLAs and do presentations to school boards. If you think your local might be willing to do this, please get in touch with me!

jessica.e.orcutt@gmail.com

FEEL FREE TO USE THIS TEMPLATE!

Subject: We need childcare in schools! – Take Action!

Hello,

I am writing to ask that you take action in support of public childcare.

BC has a childcare crisis, and CUPE BC has a plan to create thousands of desperately needed childcare spaces in BC's public schools.

You can make a difference by [taking action here!](#)

We've just launched the latest phase of our campaign—and we need your help.



CUPE members are vital to the success of this campaign, so please [take action on the campaign action](#) site and share it on your social media as soon as possible.

Over the last few years, the BC government has done good work creating childcare spaces and moving towards making childcare affordable. And recently, the Provincial and Federal governments came to a historic agreement regarding childcare for children under the age of five.

But there isn't a plan for before and after school care for children aged 5 to 12. We need the Province and School Districts to step up. We need public childcare!

Too many families struggle to find care for their children, and if they do find care they can afford, they are often running around and stretched to get their kids to care and keep their jobs.

But, there is an answer right in front of us: public schools.

Childcare in Public Schools is:

- **The most efficient and cost-effective way to get quality, accessible and universal school-aged childcare** up and running quickly.
- **The best way to fully use existing facilities.** We already have the schools—there's almost no need for capital expenditures or construction.
- **The quickest way to create more full-time secure jobs.** We have qualified Education Assistants already in place we don't need to recruit new staff.
- **The most efficient system for parents**—drop your kids at school in the morning and pick them up at the end of the day. No more running to multiple locations or juggling competing schedules.
- **The highest quality care for kids with more stability and fewer transitions** throughout their day – this is especially important for some children with special needs for whom these transitions can be very difficult.

Here's how you can help

we're asking you to amplify our vision of public childcare: [visit our action site](#) and **take 20 seconds** to send an email to your local School Trustees asking them to advocate for their district to get on board.

We also need you to **share this campaign on social media and with your friends and family**. Your connections to the community are vital to success.

We've already made significant progress toward building a public childcare system. Let's keep the momentum going, and together we can make public childcare for school-aged kids a reality in BC schools.

Thanks—your efforts will make a difference.

In solidarity,

(Your Name)



P.S. Check out this amazing [campaign video](#) and share it on social media!

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Hospitality Report Dec 4, 2021

We handed out stockings to the executive/committee chairs and guests at the executive meeting on Dec 3rd.

Today we have 18 draws for delegates at the general meeting.

Amphitrite Point Lighthouse taken by Russel Roper (bright edits)

Red dress earrings made by Patti Campbell (Ahousaht BC)

Macramé keychains by Sherrene Ross

Smoked Salmon Pate from Quadra Island

Canned Sturgeon from VIU

2 bags of Creekmore Coffee from Qualicum beach

2 face masks (designed by Roy Vickers and Francis dick)

3 vinyl stickers designed by Amanda Key (Nanaimo)

1 box of assorted teas

Pencil case, pen and red mittens

Thankyou to those who got into their holiday spirit.

Submitted by Stacy Watton
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RESOLUTIONS COMMITTEE

Resolutions Committee – just a brief report and I'll paste this into the chat in case you can't hear me. the very first resolution that made it to the floor of National convention for debate was one that VIDC and Local 951 submitted – asking CUPE to develop a mental health tool kit for activists – and it passed! I will have a full report for the February meeting. Reminder that resolutions for the CUPE BC 2022 Convention must be submitted to Amber and I by January 28th so we can have them ready for presentation to and approval by the delegates at our February meeting – please add Amber's email address and mine lwhyte@uvic.ca