

VIDC

Vancouver Island District Council

Agenda – Special Meeting for CUPE BC Convention business

March 06, 2021

Minutes

January 22 & 23, 2021 - Zoom

ZOOM MEETINGS

Executive Meeting: January 22, 2021 6:00PM (zoom opens at 5:30)

General Zoom Meeting: January 23, 2021 – 10:00AM (zoom opens at 9:30)

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

May 29, 2021 fundraiser is ***MARS Wildlife Rescue/Mid-Island Wildlife Recovery Centre*** – See **page 5** for more information.



Special Meeting

**March 06, 2021
AGENDA**

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.

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.

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

3. OBLIGATION OF NEW DELEGATES

4. NEW BUSINESS

- a. CUPE BC – Endorsements
- b. CUPE BC – Committees
- c. CUPE BC – Resolutions

5. GOOD AND WELFARE OF THE COUNCIL

6. ADJOURNMENT

NEXT MEETING – APRIL 10TH, 2021 – Zoom Meeting

Educational Opportunity



GENERAL MEETING AGENDA **May 29, 2021**

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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 MINUTES – September 26, 2020
5. MATTERS ARISING FROM MINUTES
6. TREASURER'S REPORT
7. COMMUNICATIONS AND CORRESPONDENCE
8. REPORT OF THE VIDC EXECUTIVE BOARD
9. CUPE BC REPORT
10. REPORTS OF THE COMMITTEES/WORKING GROUPS
11. AREA REPORTS
12. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
13. UNFINISHED BUSINESS
14. NEW BUSINESS
15. GOOD AND WELFARE OF THE COUNCIL
16. ADJOURNMENT

A graphic where the word "ENDORSEMENT" is written in large, white, bold, sans-serif capital letters. Each letter is contained within a separate, colorful rectangular block. The colors of the blocks are: E (green), N (purple), D (pink), O (green), R (blue), S (gold), E (pink), M (blue), E (purple), N (gold), T (green). The blocks are slightly offset and overlap, creating a 3D effect.

ENDORSEMENT

NOTICE OF MOTION:

Elections to be held on May 29th, 2021

Chair of All Committees:

- Anti-Poverty
- Anti-Privatization
- Communication
- Community Social Services
- Constitution
- Diversity
- Education
- Environment
- Hospitality
- International Solidarity
- Municipal
- OH & S
- Pensions
- Political Action
- Resolutions
- Skilled Trades
- Technology
- Women's
- Young Worker's

Vice-President (Sarah Fairbrass incumbent)

Treasurer (Steve Fielden incumbent)

Members At Large

South Region

Vacant

Dan MacBeth

Central Region

Stacy Watton

Tiffany McLaughlin

North Region

Derek Veenhoff

Martha Higgins

Trustee

Rob Zver

Vacant – 1 year





HELPING PAWS Nanaimo~ would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



Z

May 2021 Fundraiser



MARS Wildlife Rescue/Mid-Island Wildlife Recovery Centre

URGENT WISH LIST

We urgently need these items to continue caring for sick and injured wildlife. The pandemic has hit us hard and we can't easily purchase all of these much needed supplies:

- Nitrile or latex gloves
- Cleaning supplies (especially garbage bags, scrub brushes, paper towels)
- Kaytee Exact Handfeeding Formula for birds
- Esbilac Puppy Milk Replacer
- Kitten Milk Replacer (KMR) or Babycat Milk
- Freeze dried or frozen bloodworms, brine shrimp, daphnia, and krill
- Electric heating pads
- Heat lamp bulbs, 250 watt
- Full spectrum grow light bulbs
- Avian-Benebac or Probiotics (available at Featheredaddictions.com)
- Any chewable/edible toys for small mammals (available at Featheredaddictions.com)

Z

EVERYDAY WISH LIST

The small things really help, and we are always on the lookout for bits and pieces, odds and ends, such as:

- Linens (pillow cases, towels, blankets, wash cloths, etc.)
- Liquid unscented laundry detergent
- Bleach
- Paper towels, tissues, toilet paper
- Garbage bags (small kitchen bags and large black ones)
- Human vitamins or supplements (Vitamin B1, Vitamin D, Vitamin A, Cod Liver Oil with Vitamin A & D, calcium, etc)
- Pet medications (Metacam, Clindamycin/Antirobe, Clavaseptin, Clavamox, Baytril, etc.)
- Nitrile or latex exam gloves
- Food (berries, unseasoned meat/fish, etc)
- Canadian Tire money
- Large bird and critter cages

Cash Donations will also be accepted.

[MARS Wildlife Rescue Homepage - MARS Wildlife Rescue](#)



MARK YOUR CALENDARS!

2021 Meeting Dates

Date	CUPE BC Exec Dates	Meeting Type	Time	Details
January 22		Executive	6:00PM	
January 23		General	10:00 AM	
April 10		Optional meeting	4 hrs	Online only
May 29		Executive/AGM	Executive 9:00 AM AGM 1:00 PM	
Sept 24		Strategic Planning	9:00 AM – 5:00 PM	
Sept 25		Executive/General	Executive 9:00 AM General 1:00 PM	
Dec 4		Executive/General	Executive 9:00 AM General 1:00 PM	
Dec 4		Christmas Social	6:30pm'ish'	



2021 Fundraisers

Month	Organization	Donation Type
January (Sarah)	Helping Paws Nanaimo Community Animal Clinic	Financial, Pet accessories, beds, leashes, food etc. https://johnhowardbc.ca/nanaimo/services/helping-paws/
May (Heather/Kevin)	MARS Wildlife Rescue/Mid-Island Wildlife Recovery Centre	Cash Donations and please also see their extensive wish list at https://marswildliferescue.com/ways-to-give/wish-list/
September (Deborah)	Nanaimo Child Development Centre	Financial https://nanaimocdc.com/
December (Amber)	Union Protein Project	Peanut butter https://www.proteinproject.ca/

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:

Deborah Hopper
Email: dcs_hopper@yahoo.ca



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

President Amber Leonard C: 250 516 3371 Cupe459officer@gmail.com Term: June 2020 – May 2022	Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 – May 2021	Treasurer Steve Fielden C:250 668 4616 fieldensteve@gmail.com Term: May 2019 – May 2021	Secretary Sherrere Ross C: 250 715 6734 vidcsecretary@gmail.com Term: June 2020 – May 2022	Sgt. At Arms Christine Szaflik T: 250 203 8695 cmszaflik@gmail.com Term: June 2020 – May 2022	
Division-General Vice-President Michelle Waite T: 250 898 9166 pres.cupe3479@nic.bc.ca Term: May 2019 – May 2021	Diversity Executive Member-at-Large Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: May 2019 – May 2021	Division Regional Vice-President/ Amber Leonard C: 250 516 3371 M-at-L: 1, 2, 3 cupe459officer@gmail.com Term: May 2019 – May 2021	Division Regional Vice-President Kirk Mercer T: 250 580 5804 M-at-L: 4, 5, 6 sleestak@shaw.ca Term: May 2019 – May 2021	Division Regional Vice-President (Alt) Dan MacBeth T: 250 385 6023 M-at-L: 7, 8, 9 dan_macbeth@hotmail.ca Term: May 2019 – May 2021	
1) <u>Executive Member-at-Large</u> VACANT T: SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163 Term: May 2021 – May 2023		2) <u>Executive Member-at-Large</u> Kirk Mercer T: 250 580-5804 sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947 Term: May 2020 – May 2022		3) <u>Executive Member-at-Large</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 441, 2011 Term: May 2019 – May 2021	
4) <u>Executive Member-at-Large</u> Deborah Hopper C: 250 741 7942 dcs_hopper@yahoo.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 606, 788, 873, 1767 Term: May 2020 – May 2022		5) <u>Executive Member-at-Large</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals 118, 401, 727, 3403 Term: Sept 2019 – May 2021		6) <u>Executive Member-at-Large</u> Tiffany McLaughlin tiffany.mclaughlin@viu.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 1858, 3570, 3897, 5278 Term: May 2019 – May 2021	
7) <u>Executive Member-at-Large</u> Kevin McPhail T: 250 339 2707 Ksmcphail@shaw.ca NORTH REGION (North of Deep Bay & including Powell River) Locals: 2769, 3399, 3479 Term: May 2020 – May 2022		8) <u>Executive Member-at-Large</u> Derek Veenhof derekveenhof@telus.net NORTH REGION (North of Deep Bay & including Powell River) Locals: 439, 556, 723 Term: May 2019 – May 2021		9) <u>Executive Member-at-Large</u> Martha Higgins T: 604 344 0552 recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 476, 798 Term: May 2019 – May 2021	
TRUSTEES					
Rob Zver (2021) C: 250 619 7769 F: 250 729 0866 r_zver@hotmail.com		VACANT (2022) C: karengarrett@hotmail.com		Heather Richardson (2023) T: 250 941 7510 hiscar@gmail.com	



Vancouver Island District Council Committee Chairs

<p><u>Anti-Privatization</u> VACANT C: Term: May 2021-May 2023</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021</p>	<p><u>Communication</u> Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: May 2019 - May 2021</p>	<p><u>Community Social Services</u> Carla Bailey cupe3403prez@gmail.com Term: May 2019 -May 2021</p>
<p><u>Constitution</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Term: May 2019 - May 2021</p>	<p><u>Diversity</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: Sept 2019 - May 2021</p>	<p><u>Education</u> Deborah Hopper C: 250 741 7942 dcs_hopper@yahoo.ca Term: May 2019 - May 2021</p>	<p><u>Environment</u> VACANT Term: May 2021 -May 2023</p>
<p><u>Hospitality</u> VACANT C: Term: May 2021-May 2023</p>	<p><u>International Solidarity</u> Christine Szaflik C: 250 203 8695 cmszaflik@gmail.com Term: May 2019 - May 2021</p>	<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Term: May 2019 - May 2021</p>	<p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021</p>
<p><u>Pensions</u> Kevin McPhail T: 250 898 4170 Ksmcphail@shaw.ca Term: May 2019 - May 2021</p>	<p><u>Political Action</u> Jessica Orcutt jessica.sandy@viusu.ca Term: May 2019 - May 2021</p>	<p><u>Resolutions</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: May 2019-May 2021</p>	<p><u>Skilled Trades</u> Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Term: May 2019 - May 2021</p>
<p><u>Technology</u> Pat Shade pshade@uvic.ca Term: Nov 2020 - May 2021</p>		<p><u>Women's</u> Heather Richardson T: 250 941 7510 hjscar@gmail.com Term: May 2019 - May 2021</p>	
<p><u>Young Workers</u> Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Term: May 2019 - May 2021</p>		<p>CUPE BC Committees are an integral part of CUPE ZOOM</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
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
January 22, 2021**

Call to Order – 5:59pm

- **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*

Roll Call of Officers – Sherrene Ross

- **Health & Safety - Emergency Preparedness Plan** – Stay safe in your home and in your workplaces
- **Equality Statement** – Kirk Mercer
- **Green Statement** – Sherrene Ross

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Approval of the Agenda

MSC

Minutes of the Previous Meeting – November 28, 2020

Motion:

To accept the previous meeting minutes as presented

MSC

Matters Arising Out of the Minutes

MSC

- Misunderstanding of donation to schools - corrected

Treasurer’s Report – Steve Fielden

MSC

Correspondence Report – Sherrene Ross

INCOMING:

EMAIL

- BCSPCA request for donation
- Joseph Mairs thank you
- VIRW Committee thank you
- Information on a Cold Night event



CUPE BC

- Correspondence from CUPE BC with upcoming conference information
 - Feb 11 – The Pandemic at Work – COVID 19 Case Las Update
 - Jan 23 – Feb 28 Stratagem Black History Month Events/Black Queer Futures – a series of virtual talks
 - BCFED H & S Centre Prod opportunities
 - OH & S Committee Part 1 (Jan/Feb 2021)
 - Mental Health FA (March/April 2021)
- Save the Date - Virtual Convention Call CUPE BC – May 19-21, 2021
- Request for endorsement from Michelle Waite – GVP CUPE BC

CUPE NATIONAL

- CUPE TODAY

MSC

CUPE BC EXECUTIVE

Amber

- Convention Call is out – May 19-21, 2021 – one month later than usual
- Will affect Committees – no need for Sgt Arms Com, small group for Credentials and some needed for Resolutions
- February 4th is next CUPE BC meeting

Kirk

- Looking at new location for “home base’ for Convention Office
- Most will be working via zoom
- Same company being used as BCFED but with all the bells and whistles unlike the BCFED
- Business will be quite similar to regular convention
- Alternates will not be able to trade off during the same day of convention, must wait until the next day or given permission
- Alts have more of a guest status this year
- May 10th is cut-off for Convention registration – HARD STOP
- Trevor a new dad to Sophie this morning

CUPE NATIONAL COMMITTEES

Amber

- Women’s committee supporting the Human Right’s Conference

Pat

- Person’s with Disabilities Committee has meeting in March
- CUPE BC Com – supporting Human Right’s Conference



CUPE VIDC COMMITTEE REPORTS

Diversity Committee

Pat Shade - Chair

- Pat Shade will read at the next General meeting in May

OH & S Committee

Sarah Fairbrass - Chair

- Newsletter in the works!

Young Worker's Committee

Hailey Fielden - Chair

- The chair will attend the convention on behalf of the Council along with the President

Municipal Committee

Dan MacBeth - Chair

- Not sure if AVICC will hold their convention this year
- Awaiting information from Liz
- VIDC was reimbursed last year since didn't hold one due to COVID

Technology Committee

Pat Shade - Chair

- Been in touch with Wayne Smiley – he assured me that at the first face-to-face meeting we have, he will attend and assist us in setting up the new technology

VIDC WORKING GROUPS

N/A

VIDC SECTORAL REPORTS

N/A

Unfinished Business/Old Business:

1. Protein for People – start campaign in January

- a. Part of our Community Fundraisers – December 2021
- b. Needed now more than ever – Community kitchens hit hard
- c. Hoping to buy pallet of peanut butter and challenge others (Locals, Councils, etc.) to match
- d. Include the enticement of joining the team to deliver the cases

Motion

That VIDC buy a pallet of peanut butter, up to \$3000, for Protein for People

MSC



2. Food Bank drive – distribution of letter to locals and other Councils

- a. Letter drafted and shared at November mtg
- b. Now time to distribute to other Councils
- c. Amber has spoken to other Councils about joining together and having CUPE BC match the funds
- d. Large community need – time to support
- e. Will offer to sit in as a guest at future DC meetings
- f. Previous discussions around creating a new Facebook page (or group) for all Councils, etc. to share information and opportunities (this challenge included)

New Business:

1. Extra VIDC meeting date(s) pre-convention

- a. Resolutions & Endorsements
- b. Original calendar set but Convention one month later
- c. No time for discussions on elections until we knew when it was
- d. Per Art. 7 in Constitution – Special Meeting – can have for CUPE BC Convention business only
 - i. March 6th, 2021
 - ii. Resolutions
 - iii. Endorsements & speakers for positions/elections

Motion

That VIDC hold a special meeting on March 6, 2021 regarding CUPE BC Convention and send notice out to all Locals of our Region **MSC**

**Guests from non-affiliated Locals can attend during speakers looking for endorsement and then will leave mtg for rest of business

- e. Resolutions to Laurie Whyte no later than March 1st, 2021
- f. Attached Resolution Committee report has link to the CUPE BC Resolution Guide

Reminder to think about resolutions for upcoming year's CUPE National Convention

Discussion for the Council to think of and send any ideas to Laurie to build resolutions

IDEAS:

- a. Pay for 10-month members on STD & LTD during summer months
- b. Technology and the ability for all to participate



2. CUPE Virtual National Human Rights Convention – March 1-4, 2021 9am-1pm

Motion

That VIDC send 2 people, one being the Diversity Chair, to the Human Rights Conference on March 1-4, 2021

MSC

3. CUPE BC Convention May 19-21, 2021

- a. Executive members attending
 - i. The Council will send Amber Leonard - President and Hailey Fielden, Young Worker to the CUPE BC Convention 2021

Motion

That VIDC send Hailey Fielden – Young Worker to CUPE BC Convention May 19-21, 2021

MSC

- b. Exec at Large – ask Locals who is attending so we know who from VI is attending CUPE BC Convention
- c. Platform use for Caucus?
 - i. Sherrene & Pat will work with Amber on how we will work the Council Caucus' during convention
 - ii. How will we get the word out around what resolutions are coming up, etc.
- d. Resolutions

Motion

That VIDC put forth Laurie Whyte's name to the Resolution's Committee for CUPE BC Convention May 19-21, 2021

MSC

4. Supporting members with technology

Health & Safety tips of Zoomlag

- Turn backgrounds off as it's too much visual for the brain
- Turn screen off periodically
- Take breaks periodically
- Ensure your alternative workspace is ergonomic
- Look for Working Alone policies from the Employer. Some have already implemented

Discussion on home workplaces and the support given to various employee groups who are working from home. Some have provided work stations that are ergonomically correct.

5. Joseph Mairs Memorial – Hailey Fielden

- a. Cancelled this year due to COVID
- b. Donations still being accepted thru Eden Haythornthwaite
- c. May his legacy continue



Good of the Council:

- Keep everyone’s Mental health in mind when conversing. You never know how their day began
- A reminder to use 211
- Try to find the bright side, because there usually is one
- Moment of Silence for Gordie Larkin and a year member of Local 1858

Adjournment: 8:39 pm



**Vancouver Island District Council
General Meeting
February 23, 2021**

Call to Order: 10:00am

Acknowledgement of Territory: Sherrene Ross

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 # 7, 8 & 9

Roll Call of Officers: Sherrene Ross

Health & Safety, Emergency Preparedness Plan: Martha Higgins

Equality Statement: Hailey Fielden

Green Statement: Sherrene Ross

Welcome to guests, staff and presenters:

Sergeant at Arms Report: 30 delegates, 2 staff	MSC
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Presentation of Affiliates & Credentials: N/A	MSC
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Obligation of New Delegates: N/A	
Minutes of the Previous Meeting – November 28, 2020	MSC

Approval of Agenda	MSC
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Matters Arising Out of the Minutes:

Correction to donation to schools – should have been 3 not 1. Steve will send out cheques

Treasurers Report: Steve Fielden

MSC

Correspondence Report – Sherrene Ross

INCOMING:

- Cards of thanks for donations from:
- People for Healthy Communities
- Joseph Mairs Memorial
- Bread of Life Centre
- Van Isl Regional Women’s Committee
- BCSPCA request for donation

EMAIL

- Joseph Mairs thank you
- VIRW Committee thank you
- Information on a Cold Night event
- Request for endorsement for CUPE BC positions
 - Michelle Waite – GVP
 - Amber Leonard – RVP
 - Dan MacBeth – Alt RVP

CUPE BC

- Correspondence from CUPE BC with upcoming conference information
 - Feb 11 – The Pandemic at Work – COVID 19 Case Law Update
 - Jan 23 – Feb 28 Stratagem Black History Month Events/Black Queer Futures – a series of virtual talks
 - BCFED H & S Centre Prod opportunities
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 - Mental Health FA (March/April 2021)
- Save the Date - Virtual Convention Call CUPE BC – May 19-21, 2021
- Request for endorsement from Michelle Waite – GVP CUPE BC

CUPE NATIONAL

- CUPE TODAY

MSC

EXECUTIVE BOARD REPORT - January 22, 2021

That VIDC buy a pallet of peanut butter, up to \$3000, for Protein for People as part of the December fundraiser

MSC

That VIDC hold a special meeting on March 6, 2021 regarding CUPE BC Convention and send notice out to all Locals of our Region

MSC



That VIDC send 2 people, one being the VIDC Diversity Chair, to the Human Rights Conference on March 1-4, 2021 **MSC**

That VIDC send Hailey Fielden – Young Worker to CUPE BC Convention May 19-21, 2021 **MSC**

That VIDC put forth Laurie Whyte's name to the Resolution Committee for CUPE BC Convention May 19-21, 2021 **MSC**

CUPE BC Report:

Amber

- Convention call received last week
- Need Locals to understand dynamic of new format
- Similar to BCFED platform
- Organizers of Convention will be in one place but remainder will be zooming
- Change to Alternates – more of a guest roll – cannot change during same day of convention, must let Office know and would likely be the next day they could participate
- Cost will remain the same
- Abiding by the Constitution re fees per National
- Guests view only – not vote - as in past
- Let RVP's know of any concerns

****Email Amber by Friday, January 29th if you are interested in attending the Human Rights Conference. A lottery will be held on Saturday, January 30th**

Kirk Mercer - RVP

- Webinar series continuing
- CUPE BC has extra masks available

Dan MacBeth – Alt RVP

- Next meeting is February 4th

Michelle Waite – GVP

- Greetings from Paul Faoro
- Fraser Valley DC meeting today as well
- Trevor Davies new dad last night to baby Sophie
- Convention – virtual better than no convention like last year
- Great keynotes
- Cost of convention is remaining the same
- Only voting delegates will be allowed in the break out rooms
- The overall look will be quite different but will do as much business as we can



- Trying to 'make space' so the delegates have the most time to speak
- Reminder each voting member needs their own device to vote
- Thoughts from Delegates on Convention
- Difficult through zoom to know who is behind the camera
- Multiples can sit together but need own device to vote – all but one turn volume down
- Link to big screen to watch convention is an option

Strong Communities Report – N/A

VIDC COMMITTEE REPORTS

Anti-Privatization – no report

Anti-Poverty – no report

Environment – Vacant

Hospitality– no report

International Solidarity - attached

Municipal

- Waiting to hear if AVI Convention will happen this year

Diversity– attached

O H & S

- Newsletter will be attached to website

Pension – attached

Political Action – no report

Women's - attached

Community Social Services Committee – attached

Constitution – no report

Skilled Trades – no report

Communication

- Reminder to update credentials



Technology

- Has received all the items purchased and will be ready to go when we can get together in person
- Continuing to stay up on the technology
- Working on platform for Convention caucus'

Young Workers

- Thank you for supporting my participation in BC Winter School
- Look forward to being a good advocate for Young Workers across all platforms

Education – Greg Burkitt

- CUPE National hosting 14 online workshops
- Watch for a list coming out from National
- Working on March and April calendars – Jan/Feb are already full
- If workshop you want is full – check National calendar for Eastern workshops with openings
- Solidarity for Indigenous Workers coming out in near future

Motion:

To receive all Area Reports as provided

MSC

Resolutions

March 22nd – noon cut-off to CUPE BC

www.cupe.bc.ca/convention_2021 - Resolution form and guide is available there

Resolutions to Laurie Whyte no later than March 1st, 2021 (5 days prior to next VIDC meeting)

Area Reports:

459

- Have 1st COVID exposure same time remote workers being brought back into
- Had Worksafe in various times for unsafe work
- Learning curve – cannot call from home to claim – have to actually come in and see an unsafe work environment
- Media makes things worse
- Mental health referrals are up – thankful for EFAP benefits
- Break stigma that its bad to reach out
- Bring mental health to forefront

476 - attached

723

- Sad start to school-year – middle school suicide and a terminal member
- Clerical Working Group put together – many changes in staff
- Management trying to navigate who they want in positions, so CWG to look into
- In talks with Superintendent on EA practicums
- Pro d coming up in Feb geared to Truth & Reconciliation

5101

- COVID report

951

- Student parties anywhere and everywhere on Campus
- Large crowds constantly gathering



- Finding out thru local media rather than from Employer
- Group of approx. 30 still gathering
- Fines being given out
- Luck only reason for no outbreak at UVIC
- ~~~
- Issues with sick time even with note from Dr – cannot use bank if isolating only
- Not supporting accommodations remotely – member running out of medical EI
- Tech at Work Change provisions – integrated back into agreement and working fairly well
- ~~~
- Canada wide problem as member of Person's with Disabilities
- Will take to CUPE National

1858

- Not huge problems at this time with COVID – one exposure on Cowichan Campus
- Mediation to begin on Employer benefit
- Voted at special meeting on creation of hardship fund – was easily voted in
- Will run a gofund me campaign to build fund
- Creating a terms of reference
- Lost good member of Management – good man lost
- **Lost a 50 yrs of service member – had huge impact on many**
- ~~~
- Ratified agreement last summer – issues finalizing final print version
- On purpose, unsure – keep bouncing back to PSEA
- Unfortunate to need to create the next bargaining committee before the last CA was printed
- Disagreements with interpretations leading us to Arbitration in June

3479

**Trevor Davies is taking 1 month off and Karen Ranellatta is taking his place temporarily

- Likely Federal election in the Spring
- Our Local is at approx. 5% of layoffs
- At the point where Section 54 discussions need to happen
- Assistant Deputy Minister of College came to meeting and told us – to run a deficit – first you need approval from the Minister in Charge and also the Minister of Finance
- So – most employers are able, in some manner, to run a deficit (understanding we only received some of the important information)
- Percentage (10%) of NI College members are on an accommodation with no problems
- A Departmental Letter on file being negotiated
- **Question to all – what is the best method to tell someone they need to attend layoff meeting? (some replies – 24 hrs notice, gathered all in a group to notify, same day with general notice)**

5278 - no report

3403 - attached

50

- Pool/Rec Centre to open February 1st, 2021 – very happy – took opportunity to do renos while it was closed
- Part time staff will be back to work
- COVID – Employer picks and chooses who and how paid – by them or sick bank

118 – attached



374

- Quiet since holidays
- Ratified one year extension in 5 Municipalities

606

- Top up not received by Com Social Serv group – shame on Gov for not providing in timely manner
- Additional to up via JJEC soon as well
- SD – Budget times will be interesting – Million+ put in for cleaning, etc. due to COVID – will be interesting to see if funding continues
- Watch for these things in your next budgets – how to maintain this new funding that has been given – Rob will be retired by then 😊

798

- Many members still working from home
- Ever changing guidelines as new orders come down from PHO

1767 – attached

Motion

To adopt all Area Reports

MSC

Nominations, Elections and Installation of Officers:

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

Notice of Motion for May 29, 2021:

Chair of All Committees:

- Anti-Poverty
- Anti-Privatization
- Communication
- Community Social Services
- Constitution
- Diversity
- Education
- Environment
- Hospitality
- International Solidarity
- Municipal
- OH & S
- Pensions
- Political Action
- Resolutions
- Skilled Trades
- Technology
- Women’s
- Young Worker’s

Vice-President (Sarah Fairbrass incumbent)

Treasurer (Steve Fielden incumbent)

Members At Large

South Region

- Vacant
- Dan MacBeth

Central Region

- Stacy Watton
- Tiffany McLaughlin

North Region

- Derek Veenhoff
- Martha Higgins

Trustee

- Rob Zver, Vacant – 1 year



Unfinished Business/Old Business

1. Stacey delivered money to the schools from our quarterly fundraiser – very uplifting and they were very thankful
2. Helping PAWS Nanaimo is current fundraiser – please consider donating

Motion

That VIDC donate \$200 to the Helping PAWS Nanaimo quarterly fundraiser **MSC**

That VIDC donate \$200 to the Helping PAWS Nanaimo quarterly fundraiser from the Young Workers Committee **MSC**

New Business

1. Racism in the Community – Noting Cowichan
 - a. Should VIDC create a statement in support?

Motion

That VIDC create a statement in support of Stamping out Racism, of all kinds, in light of recent events within the Indigenous Communities on Vancouver Island **MSC**

2. Coast Bastion Nanaimo – Unite Local 40 layoffs
 - a. Should we send out a note of support to them? Unfortunate no longer in a group
 - b. Steve has been in touch with hotel before each quarterly mtg
 - c. Layoffs due to COVID and lack of need for workers
 - d. Maybe it is time to look at other Communities and other options
 - e. Staying silent may be equivalent to doing nothing for VIDC – time to move?
 - f. Should be done thru Council, CUPE BC, National and BCFED
 - g. Possibly RVP's can take forward to CUPE BC in Regional reports

Some form of Action will take place decided thru email

Good of the Council:

- Moment of Silence – Gordie Larkin, Local members lost
- Coldest Night of the Year event in February – virtual event – create your own walk
- Challenge to all Locals to put together a Team
- Thank you to Council for the wonderful gifts received by Pat Shade from Strategic Planning
- Thank you to all the Locals who donated to different causes throughout the Holiday Season. It does not go unnoticed!
- Thank you for spending the day with us at VIDC and for doing the amazing work you do at your Local level. Keep being the amazing activist that you are! Reminder of the extra March 6, 2021 meeting.
- Reminder to reach out to your loved ones – we all need a hug!

Adjournment: 1:49pm

MSC



AREA REPORTS

Local 1767

January 23, 2021

Our Local held our AGM in October 2020 and elected two new table officers, replacing our President and Vice-President.

I believe I was about 14 years old the last time our Local had a female president and let's just say that I'm somewhat older than that now. It was also in the '70's that we had our last female vice-president...and we have never had both a female president and vice-president serving at the same time. I'm very happy to announce that this has changed... in addition to the fact that we also now have our first worker of colour leading us into the future as president.

Tina Dhami from our Victoria office has been elected President, and Becky Olson from our Kelowna office assumed the role of Vice-President. It has been an honour to watch them rise through the ranks of our provincial local to become strong activists and advocates for our membership.

Jared Melvin, our Past President continues to mentor in that capacity and we thank him for his service in that and his other roles over the years. Harpinder Sandhu has been working with CUPE National for a number of months so he opted to step aside from his position in our Local...truly a situation of our loss being their gain. As a trustee for both the MPP and PSPP he is a wealth of knowledge on pension matters. Both he and Jared worked tirelessly with the BCGEU's Paul Finch to help educate and steer key government officials to a broader understanding of property use, speculation and taxation issues.

With regards to the impact of Covid, our members are grateful to be in a line of work that lends itself well to telework and almost 100% of our coworkers now telework full time. Our admin staff are still required to attend the offices on occasion and also workers who voluntarily chose to come in can do so, though our doors remain closed to the public.

With regards to your assessment, don't shoot the messenger! We're not paid on a percentage basis to keep them artificially high, so we have no vested interest in doing so. I encourage you to call us if you have any questions about your assessment and remind you that the deadline for filing an appeal is February 1st this year. Lots of useful information is available on the BC Assessment website.

Along the same line, if your local owns or occupies space that you pay property taxes on, feel free to reach out to me to discuss a little-known issue regarding classification of property. Most office space is classified as 'business' for taxation purposes, but Union offices that are used or even just set aside for meetings can be classified as 'non-profit' space for that area, attracting fully 1/3 of the property taxes.

I successfully inquired last year on behalf of the Courtenay/Comox BC NDP regarding their space in Courtenay and have started the same process this year for L439, also in the Comox Valley.

Take care of yourselves and I hope I can see you all in person, post-pandemic, soon!

Cheers,



Kevin McPhail
Grievance Officer

Here's the report for CUPE 723:

- Here today with VP, Bill Newman, Christine Szaflik, Tina Morrison
- Sad start to the year; a middle school student took their life last week. A memorial service was held outdoors yesterday and the district is looking at creating a bench and planting a tree in her name. She will be missed by so many.
- Our Leadhand Custodian has been diagnosed with terminal cancer. The local is looking at providing her with a meaningful gift to celebrate her life, however feels right for her. She has worked in the custodial department in our district for over 30 years.
- Created a Clerical Working Group to look at concerns in the dept due to attrition and the employer "cherry picking" employees. Will host a Clerical Department meeting to present potential recommendations which, if approved, will go to HR and the upper management team for consideration.
- In discussion with HR around the creation of a EA Mentor Position.
- Creating a EA Pro D Framework for the 2021/22 school year in consultation with the Superintendent
- Dealing with long-standing member to member concerns; one through mediation and the other, through a formal investigation.

Respectfully Submitted by
Andrea Craddock
President, CUPE 723

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**CUPE118 VIDC Report January 2021**

**Tofino** is going through a bi-election to replace Mayor Jose Osbourne who was elected in the provincial election. Two council members are running so they are down to 4 council members actively working for the District. We have multiple grievances outstanding with the District moving to Arbitration all having to do with the outside workers. We are in a disagreement with the Employer with why Utility workers should or should not work scheduled weekends.

**City of Port Alberni:** Aquatic center hours have been reduced once again so effective Jan 27 we will have 5 layoffs. These members were laid off until Oct and then again this time so emotions are running high. We have 3 members off on stress leave. We have a full complement of maintenance workers doing covid cleaning around the clock. We are still working on the 3 grievances that would be going to Arbitration if we can't come to an agreement with the Employer. The City has hired back Scott Smith who temporarily left to work for the Comox Valley Regional District. The Union is glad to have him back as a manager.

**Ucluelet:** Looking for a Bylaw Services Officer if anyone would like to move to the West Coast. Everyone is working hard and staying safe there

**Alberni Clayoquot Regional District:** Hiring a fulltime Emergency Social Services Director position.



Submitted by Stacy Watton

President CUPE 118



**CUPE VANCOUVER ISLAND DISTRICT COUNCIL**

## Affiliates Report Form

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Local Number and Name: 476 K-12 Powell River

Delegate Reporting: Aileen O'Keefe Date: Jan.18<sup>th</sup>, 2021

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.

CUPE476, an eK-12 local in Powell River.

Our overwhelming Ongoing issue is of course, lack of consistent communication across the SD and particular with the local. There are moments of true cooperation & partnership, but this is not the norm. The District has been without an HR Director since March of 2019. Since this is essentially a 1-person Department, the lack of a knowledgeable person has added. The District recently hired someone who, as it turns out has been a practicing commercial Lawyer from out of Province. So, we shall see. We have yet to finalize our 2019-2022 CA for Printing and Distribution. There has been a significant back and forth between the District, our Rep and BCPSEA over housekeeping and vocabulary etc. Since we Ratified end of June 2019 and the SBO Nov. 2019 it has made for an ongoing and at times painful process. With the Huge support of our National Representatives from the Comox Valley: Rob Hewitt as well as the Secretary Shareen Witt, who have taken the bulk of that weight these last months, we continue to plug along.

**COMMITTEE REPORTS**



## VIDC Pension Committee

January 23, 2021

Kevin McPhail (Chair)

Heather Richardson, Christine Szaflik, Stacy Watton (Members)

Since our last report there have been a number of pension-related issues in the eastern provinces to report on that serve as warning for us to always be vigilant:

- In Newfoundland and Labrador the provincial government was trying to pass increased CPP costs onto workers by cutting the PSPP as part of their contract offer which would have cancelled the CPP enhancement for 34,000 workers. Thankfully the unions presented their perspective to the Sponsor Board and it did not happen
- In Nova Scotia board members of the PSPPTI considered cuts to public service pension plan benefits which would cancel the CPP enhancements, as had been suggested in Newfoundland and Labrador. In Nova Scotia the trustee board has issued a call for submissions on the matter
- Quoting from CUPE with regards to a situation in Liverpool Nova Scotia: From 1992 until 2017, residential counsellors and vocational instructors working at QASL all received the same employer contribution (deferred wages) into the pension plan. In 2019, vocational instructors were moved into another plan, the Nova Scotia Public Service Superannuation Plan (PSSP) and the employer and the funder increased their contributions into the PSSP. The employer did not, however, increase their contributions into the pensions of residential counsellors. In December the members of this Local voted to take strike action.

In response to pushes for privatization of public infrastructure by pension fund during the pandemic, CUPE has created a toolkit to help locals: <https://cupe.ca/new-toolkit-helps-members-keep-pensions-out-privatization>

The toolkit is called “Keep our pensions out of privatization”. To quote from the CUPE website: “CUPE is strongly opposed to members’ pension funds investing in and profiting from privatization schemes like P3s. CUPE members don’t want their deferred wages invested in ways that hurt workers and community members, or that put the reputation or health of our pension plans at risk.”

### BC Municipal Pension Plan

The plan redesign of the MPP is intended to provide long-term sustainability of the plan and be equitable for its contributors. The plan partners conducted outreach in September and October 2020. The plan partners are considering feedback received and announced on December 31, 2020 that they came to an agreement regarding changes to the plan and that it was now being sent to the trustees for review in March 2021. Implementation of any changes will occur January 1, 2022. Gary Yee, a CUPE National Rep, is the Board Chair and Harpinder Sandhu, on leave from Local 1767, was appointed as a Trustee in 2019.



Due to the continued pandemic the Pension Corporation is offering webinars rather than in-person sessions to plan members.

### **Public Service Pension Plan**

This month the PSPP released its 2020 valuation results, indicating that it is fully funded with a funding ratio of 109.6% as of March 31, 2020 on assets of \$30.5 billion. The next valuation will occur in 2023.

This means that retired plan members should still receive inflation adjustments links to the Canadian consumer price index. In fact pensioners received a 1% inflation increase this month.

There is a fund surplus of \$2.7 billion and the plan partners will be meeting to discuss options for the surplus.

Harpinder Sandhu, a CUPE member currently on leave from Local 1767 and working for CUPE National was re-appointed as a trustee for a three year term from April 2021 to 2024. Additionally he was appointed as a director of pension corporation for one year starting this month and replacing David Vipond.

As of September 2020 the rates of return were:

- One year 8.5%
- Five year 8.5%
- Ten year 9.1%
- Fifteen year 7.6%

These returns show a track record of consistent performance. The next board meeting is March 2021.

If you have any pension related questions that we don't anticipate here...always feel free to reach out to us and ask!

Women's Committee Report

January 2021

Chair – Heather Richardson

Members – Laurie White, Cindy Gaboury (Cathy Denham has retired)

“Let's all choose to challenge”



As individuals we are all responsible every day, all day for our own thoughts and actions but we can choose to challenge and continue to call out all gender-based bias and inequities in our world. Depending on your comfort zone, you can start small with family, friends, neighbors, community. If you feel more confident, you may take on larger initiatives.

When you choose to challenge an individual, a group, a company, a government on any noticed gender-based bias and/or inequity, you are bringing to attention to others that this inequity exists. It may go unnoticed to those that are not experiencing it.

As we will not meet again before March, we would like to take this time to remind everyone that March 8 is International Women's Day. Around the world, we celebrate achievements of women in social, economic, cultural and political areas. We accelerate and promote women's equality.

This time is also when we traditionally recognize the end of the Bread and Roses Strike in America. Starting on January 11, 1912 at the Everett Mill in Lawrence Massachusetts, the cotton weaving looms fell silent as the workers discovered that a new law in Massachusetts which had reduced the workweek from 56 hours a week to 54 also brought about a reduction in their pay from the mill owners. The women stopped their machines and stood motionless initiating a strike.

By the end of the next day, following the actions of these striking women more than 10,000 workers joined in the massive strike. These numbers grew over the next nine weeks to thousands. After an investigation by congress, the mill owners realized the public was starting to turn in favor of the strikers. The mill owners drafted a deal agreeing to many of the striking workers demands. On March 14, 1912 the workers agreed to this historic offer that would not only benefit these initial women but 275,000 other textile workers in New England. Other industries soon followed suit.

United workers are a united power!

We met November 2, 2020, via Zoom

First guest speaker: Maria Louisa Regalado, Honduras CODEMUH. She spoke of gender violence and labour violations in Honduras, both being due to the high levels of organized crime and the narcotics trade during COVID. CODEMUH is also in the process of starting a "Jobs With Dignity" social media campaign to stop the illegal termination of women during the pandemic. Maria said unions and Canadians can demand, through political solidarity, that the Honduran government respect workers' rights.

Second guest speaker: Sandra Ramus, MEC Movement of Employed and Unemployed Women in Nicaragua. Central America faces worker exploitation due to foreign capital. For example, in 2016, a group of unionized workers protested against the Korean transnationals over poor working conditions. Over 12 union leaders ended up in prison. The Nicaraguan government is trying to reform social security and to reduce medicare to retirees. The pandemic has become hard on the



women in particular here as well. MEC is organizing a "Clean Clothing" campaign in Europe to draw attention to the mistreatment of workers. The government is also passing many new laws, as well as amended an article in the constitution so now "Hate Crimes" can result in life imprisonment- that being anyone who speaks against the government. There is the **Foreign Agents Law** around agencies receiving money ("funding") and **The Cumbersome Law** calls for the imprisonment of people who express opposition to government actions. The government would like to see MEC shut down, as they are affiliated with groups such as CUPE. She thanked CODEV profusely for their support.

Committee Meeting:

A reminder regarding the Don't Buy HP Campaign!!

We discussed how we can promote our activities and campaigns via social media.

We need to write a piece/pamphlet about CoDev.

We discussed our Convention 2021 Convention report. Discussed re-submitting our three old resolutions from 2020, and possible new resolutions around global labour rights. That brought up discussions around anti-Asian discrimination due to COVID and perhaps working with CUPE's Workers of Color committee. Also more discussion about partnerships with other organizations due to COVID and arising needs.

A reminder of the CUPE Global Justice Committee's campaign supporting CUPE member, Cihan Erdal, imprisoned in Turkey for being in a protest questioning the government.

Respectfully Submitted

Christine Szaflik

Chair, VIDC International Solidarity Committee

Community Social Services Committee Report

Jan 23, 2021

Committee members: Carla Bailey, Shaunah Cairney

New ICBC rules in 2020 regarding when a class 4 license is required: this has been a difficult decision since every inquiry with ICBC had a different opinion or interpretation of the language. The bargaining unit has been in consultation with lawyers and trying to see when a class 4 is required and when class 5 is adequate. With the class 4 there are large wait times for doing road tests & cost has been a big factor for retention.

Pandemic top up was to be paid for the period of Mar-July in 2020 for supporting persons served as an essential service and many are still waiting for this pay. Low redress in this sector has continued to be an issue for retention. There is an increase in wages coming in April. Also there will be changes to our benefits; at this point we have received \$10 for every extended health services like chiropractor, physiotherapy for the first 12 visits and this will be changing in April to cover costs for the first 12. This is very encouraging



to be proactive and address issues at an early stage before it becomes a bigger issue. This sector is starting to be contacted to gather numbers to be vaccinated which is extremely exciting as the people served have a choice to wear a mask or not while receiving support which is rather concerning. Membership in this sector continues to educate the people we support with current safety measures expressed by the provincial health officer and have been difficult for everyone to understand.

This sector has been experiencing increased violence and near misses situations which are not being reported. Membership needs to be encouraged to report these to have a safer worksite and be proactive before things escalate. PPE is limited and the quality is poor since we do not fall into the Health sector.

As we continue to support persons with disabilities this sector is showing some exhaustion with increased disinfecting, lack of physical distancing and heightened anxiety. Our members support people to access their community and the community is limited with COVID safety plans including registration which has been a struggle. Membership has been redeployed to outreach services to increase our reach to persons in need.

Mental Health issues are more relevant in this sector than ever before and membership needs education to keep up.

Stay Safe

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I attended the virtual Vancouver Island Library Staff Conference (VILSC) 2021 today. VIDC helped sponsor this event for ALL Library staff (not just Librarians).

It was a very interesting conference with: a blessing by Elder Skip Dick; opening remarks by Ry Moran, Associate University Librarian (AUL) - Reconciliation; a choice of five workshops; a 1/2 hour lunch break; a choice of another five workshops; and closing remarks by one of the conference Co-chairs, Jessica Mussell. I'd be happy to share a copy of the program if anyone is interested.

As part of the closing remarks, Jessica shared a screen shot of all the sponsors (including VIDC). She personally thanked all the sponsors and read out their names. She started with the institutional sponsors like UVic, VIU, Camosun College, Greater Victoria Public Library, [all CUPE locals], etc. She then said she wanted to thank the union sponsors and read all their names, including VIDC.

Here's a screen shot of what was shared on the screen as Jessica was giving the closing remarks:

So thanks to VIDC for helping to sponsor the Vancouver Island Library Staff Conference 2021!



I'm sure an official thank-you from the Conference Co-Chairs will be on it's way, if you haven't already received it!

I just wanted to show VIDC how our sponsorship of this event was displayed at the event.

TAKE CARE, STAY SAFE, HEALTHY AND STRONG.

IN SOLIDARITY

LAURIE WHYTE (SHE/HER)

I'd like to share some quotes from the Strategem 2020 Virtual Conference that VIDC sponsored me to attend last year.

GENDER AND SEXUALITY

Sexism is the oppression of people based on their sex or gender.

Transphobia: is the oppression of people who identify as transgender, non-binary or Two-Spirit.

Homophobia: is the oppression of people within the LGBTQ2S+ community.

Sex: defines the anatomy of an individual's reproductive system and secondary sex characteristics, e.g. chromosomes, hormones and genitals.

Gender Identity: is how someone chooses to name their gender based on how they feel about themselves. For most of us, this is chosen at birth by doctors who say: 'it's a girl' or 'it's a boy'. But we have the autonomy to change it whenever we like if that doesn't fit.

Gender Expression: is how someone chooses to show the world what their gender is or completely defy societal expectations of gender with their expression. We usually express our gender with clothing, hairstyles, make-up, mannerisms and by conforming or not conforming to gender stereotypes.

Sexual Orientation: is our sexual desire, attraction or interest in a particular gender(s). We typically use this term to include romantic and emotional attraction too, but for some they could be different.

Lesbian: a self-identified woman who is attracted to other women.

Bisexual: a person who is attracted to two or more genders

Queer: typically used as an umbrella term for the LGBT+ community or non-straight

Non-Binary: somebody who does not identify within the gender binary; neither a man nor a woman.

Pansexual: somebody who experiences attraction to others regardless of their gender

Asexual: somebody who does not experience sexual attraction; typically on a spectrum.

Gay: typically a self-identified man who is attracted to another man, but the term is also used for people of any gender attracted to someone of the same gender.



Transgender: a person whose gender identity is different from the biological sex they were assigned at birth.

Two Spirit: a term coined at the 1990 Intertribal Native American/First Nations Gay and Lesbian Conference in Winnipeg to describe those who harness a masculine and feminine spirit.

Intersex People: are individuals born with any of several variations in sex characteristics including chromosomes, gonads, sex hormones or genitals

“The key to good decision making is not knowledge. It is understanding. We are swimming in the former. We are desperately lacking in the latter.” — Malcolm Gladwell (Blink: the Power of Thinking Without Thinking)

There is no such thing as a ‘**positive stereotype**’ because the moment we attribute one characteristic to an entire group of people, we are dismissing the uniqueness of each individual and also the challenges that community faces.

Most of the time, **stereotypes** are not our own original ideas. We are fed stereotypes about others from the media, school textbooks, peers and even our own family. It’s our job to unpack these harmful narratives we’ve been sold.

Prejudice: is a pre-conceived, negative idea about another person or community, based on a stereotype that we hold about them.

Discrimination: is when we act on prejudiced views. Discrimination requires a conscious effort to act on our negative views of other people and treat them differently or harm them. This could include leaving someone out, not inviting someone to play as kids, calling someone a slur, physically harming them, and denying them a job or promotion.

Oppression: is when we see all of these things happening on a societal and institutional level. Oppression requires power to function. Oppression is discrimination backed by powerful people, structures and ideologies. Oppression is how we see disproportionate percentages of certain communities experiencing high rates of unemployment, homelessness, poverty and so on.

Oppression cannot be reversed because it is based on centuries of marginalization, disenfranchisement and violence. Those who do not have societal power and privilege cannot oppress those who do. Discrimination can happen on interpersonal levels between people of all backgrounds but oppression is emboldened by power.

Race is a social construct, but a real experience.

White Supremacy Characteristics:

Perfectionism: tendency to identify what is wrong; little ability to identify, name and appreciate what is right;

Either/Or Thinking: things are either/or, good/bad, right/wrong, with us/against us; no sense that things can be both/and; closely linked to perfectionism in making it difficult to learn from mistakes or accommodate conflict;

Fear of Open Conflict: people in power are scared of conflict and try to ignore it or run from it when someone raises an issue that causes discomfort, the response is to blame the person for raising the naming issue rather than the issue itself, equating the raising of difficult issues with being impolite, rude, or out of line;

“Words should not seek to please, to hide the wounds in our bodies, or the shameful moments in our lives. They may hurt, give us pain, but they can also provoke us to question what we have accepted for thousands of years.” —Nawal El Saadawi (Walking Through Fire: A Life of Nawal El Saadawi)



Colonial Narratives

Decolonizing how we see, think and act includes asking “why do I believe what I believe?”

An even deeper analysis asks about our hidden beliefs, our biases and where they come from AND who or what systems they serve. For example, colonial narratives frame Indigenous peoples as less deserving, less intelligent, less wealthy, naturally impoverished and less able. If we do not surface biases, they will continue to impact and impede all of us. If we do not link colonial narratives to justifying the comfort of some over the discomfort of others, we continue to normalize less-than hierarchy.

Try wearing a de-colonial lens to see hidden narratives, to see what is made to seem less valuable and what is made to seem more valuable.

Pick a topic or topics and try to think with a colonial lens and a de-colonial lens. Practice comparing and contrasting ways of seeing and being, how does it look from a dominant culture lens (what is "normal") and from a non-dominant cultural lens (others' ways)? Try contrasting land, medicine, Elders, wealth, ownership? Or, harder topics like access to clean water?

For Example – Education:

Colonial lens: education curriculum designed by age, decided by distant governing body, delivery varies depending on class, outcomes can relate to prestige and career.

De-colonial lens: education designed to fit the learner’s gifts, decided by people who know the learner and family, delivered in community, outcomes related to how the learner can serve their community.

I’d like to thank VIDC for enabling me to participate in this eye-opening and sometimes overwhelming conference.

Respectfully Submitted

Laurie Whyte, VIDC Diversity Committee Chair

Pat Shade, VIDC Diversity Committee Member

The 2021 CUPE BC Convention will be held virtually (online), May 19-21, 2021 from 9-4 p.m. PST.

The deadline for submitting resolutions to CUPE BC is noon, March 22, 2021.

The convention kit sent to locals and available here: https://www.cupe.bc.ca/convention_2021 includes the *Resolutions Guide*, *Resolution Checklist* and *Resolution Submission Form*. I recommend you read each of these documents before sitting down to write your resolution(s) and definitely before you submit your resolution(s).

You can submit a resolution through your local or through VIDC. The CUPE BC Committees will be submitting resolutions, however VIDC will not be re-submitting those same committee resolutions as it is no longer necessary to do so.

If you would like to submit a resolution through VIDC, please email your resolution to me (lwhyte@uvic.ca) no later than 4 days prior to the next VIDC meeting [insert date] so that the VIDC Resolutions Committee can review your



resolution and prepare it for presentation to the VIDC delegates for approval prior to the March 22, 2021 CUPE BC deadline.

If you would like help writing a resolution, please email Amber (cupe459officer@gmail.com) or myself (lwhyte@uvic.ca) and we'd be glad to help you. If you have ideas for resolutions and would like us to write the resolution, please email us with an outline of what you'd like CUPE BC to do and why. Include some facts about the issue for us to include in the 'Because' part of the resolution.

Your local is welcome to submit any VIDC resolutions providing they understand any revisions or additions to the resolution will create a new resolution.

Please feel free to email Amber or myself with any questions you have regarding submitting a resolution to the 2021 CUPE BC Convention.

Respectively submitted

Laurie Whyte, Chair,

Amber Leonard, committee member



JANUARY

January 4th - World Braille Day

January 15th - Martin Luther King Day and the FIRST Black Shirt Day

January 24th - International Day of Education

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

FEBRUARY

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 15th - Family Day (BC)

February 20th - World Day of Social Justice

February 21st - International Mother Language Day

February 26th - Heritage Day (Yukon)

MARCH

March 1st - Zero Discrimination Day

March 1st-4th - CUPE National Human Rights Conference (virtual)

March 3rd - World Wildlife Day

March 8th - International Women's Day

March 14th - Daylight Savings Time Starts

March 20th International Day of Happiness

March 21st - International Day for the Elimination of Racial Discrimination

March 21st - World Poetry Day

March 21st - World Down Syndrome Day



March 21st - International Day of Forests

March 22nd - World Water Day

March 23rd - World Meteorological Day

March 24th - World Tuberculosis Day

March 24th - International Day for the Right to the Truth concerning Gross Human Rights Violations

March 25th - International Day of Remembrance of the Victims of Slavery Transatlantic Slave Trade

March 25th - International Day of Solidarity with Detained and Missing Staff Members

APRIL

April 2nd - World Autism Day

April 4th - International Day for Mine Awareness & Assistance in Mine Action

April 6th - International Day of Sport for Development and Peace

April 7th - International Day of Reflection on the 1994 Genocide against the Tutsi in Rwanda

April 7th - World Health Day

April 14th - World Chagas Disease Day

April 21st - World Creativity & Innovation Day

April 22nd - International Mother Earth Day

April 23rd - World Book & Copyright Day

April 24th - International Day of Multilateralism & Diplomacy for Peace

April 25th - International Delegate's Day

April 25th World Malaria Day

April 26th - International Chernobyl Disaster Remembrance Day

April 26th - St. George's Day (Newfoundland & Labrador)

April 28th - World Day for Safety & Health at Work

April 30th - International Jazz Day

MAY



May 1st - May Day

May 1st - World Tuna Day

May 3rd - World Press Freedom Day

May 8th-9th - Time of Remembrance and Reconciliation for Those Who Lost Their Lives During the Second World War

May 15th - Anniversary of the 1919 Winnipeg General Strike

May 15th - International Day of Families

May 16th - International Day of Living Together in Peace

May 16th - International Day of Light

May 19th-21st - CUPE BC Convention (virtual)

May 20th - World Bee Day

May 21st - International Tea Day

May 22nd - International Day for Biological Diversity

May 23rd - International Day to End Obstetric Fistula

May 24th - Victoria Day

May 24th - National Patriot's Day (Quebec)

May 26th - "Versak", the Day of the Full Moon

May 29th - International Day of UN Peacekeepers

May 31st - World No-Tobacco Day

For more information about the meaning and significance of each of these days please go to:

<https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.