

# VIDC

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## Vancouver Island District Council

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**Agenda – September 25, 2021**

**Minutes**

**May 28 & 29, 2021 - Zoom**

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### **MEETINGS**

**Executive Meeting:** September 25, 2021 9:00AM in person

**General Zoom Meeting:** September 25, 2021 – 1:00PM (zoom opens at 12:45pm)

Send reports in advance to:

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

**September, 2021 fundraiser is Nanaimo Child Development Centre– See page 5 for more information.**



VIDC

## STRATEGIC PLANNING

**Date:** September 24, 2021

**Place:** Beach Club Resort  
181 Beachside Drive  
Parksville, BC V9P 2H5  
(250) 248-8999

**Time:** Check-In Thurs., Sept. 23, 2021

**Strategic Planning Session:** Fri., Sept 24<sup>th</sup> 9:00AM



## THIS INCLUDES:

- VIDC Table Officers
- Members At Large
- Committee Chairs



## **GENERAL MEETING AGENDA** **September 25, 2021**

### 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.*

### 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 – September 25, 2021
5. APPROVAL OF THE MINUTES – May 29, 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
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

## September 2021 Fundraiser

### Nanaimo Child Development Centre



The Nanaimo Child Development Centre (NCDC) is:

- A community-based, not-for-profit organization that has been an integral part of the community since 1967.
- Our mandate is to provide individualized services for children with developmental needs, from birth to age 19, and their families that promote optimum child development.
- Our aim is to assist children during their growth and development with their communication skills, motor skills and learning abilities, while recognizing and addressing the diverse needs of each child to ensure he/she reaches their full potential.

The NCDC provides support, assessment and therapeutic services to nearly 1,900 children and their families in Ladysmith, Nanaimo, Lantzville, Gabriola Island and Protection Island areas each year. The NCDC offers specialized assessments to children who live in the areas listed above as well as Duncan, Ucluelet, Tofino, Parksville and Qualicum Beach, who are thought to have Complex Developmental & Behavioural Conditions.

The programs/services at the NCDC include: Occupational Therapy, Physiotherapy, Speech Language Therapy, Infant Development Program, Supported Child Development Program, Child & Youth Development Program, Family Development Program, C.A.R.E. Program, Early Childhood Education (Preschool) and the Complex Developmental and Behavioural Conditions (CDBC) program.

Financial support will be appreciated.

<https://nanaimocdc.com/>



VIDC Fundraiser Contact is: Deborah Hopper [dcs\\_hopper@yahoo.ca](mailto:dcs_hopper@yahoo.ca)

# 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 28		Executive/AGM	Executive 9:00 AM	
May 29		Annual General	10:00 AM	
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. <a href="https://johnhowardbc.ca/nanaimo/services/helping-paws/">https://johnhowardbc.ca/nanaimo/services/helping-paws/</a>
May (Heather/Kevin)	MARS Wildlife Rescue/Mid-Island Wildlife Recovery Centre	Cash Donations and please also see their extensive wish list at <a href="https://marswildliferescue.com/ways-to-give/wish-list/">https://marswildliferescue.com/ways-to-give/wish-list/</a>
September (Deborah)	Nanaimo Child Development Centre	Financial <a href="https://nanaimocdc.com/">https://nanaimocdc.com/</a>
December (Amber)	Union Protein Project	Peanut butter <a href="https://www.proteinproject.ca/">https://www.proteinproject.ca/</a>

## **PERSONAL INFORMATION PROTECTION ACT**

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

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

## **AREA REPORTS**

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

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](mailto:vidcsecretary@gmail.com), and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

## **KEEPING OUR MEETINGS SCENT FREE**

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

## **DELEGATES LUNCH**

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

## **VIDC EDUCATION**

**Send course registration and fees to:**  
Shareen Witt, Registrar  
c/o CUPE Comox Valley Area Office  
#6 – 204 North Island Hwy

Courtenay, BC V9N3P1  
Phone: 250 331-0803 Fax: 250 331-0868  
Email: [switt@cupe.ca](mailto:switt@cupe.ca)

**Send education requests to:**  
Deborah Hopper  
Email: [dcs\\_hopper@yahoo.ca](mailto:dcs_hopper@yahoo.ca)

## VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<p><b>President</b> Amber Leonard C: 250 516 3371</p> <p><a href="mailto:Cupe459officer@gmail.com">Cupe459officer@gmail.com</a> <b>Term:</b> June 2020 – May 2022</p>	<p><b>Vice-President</b> Sarah Fairbrass T: 250 661 8417</p> <p><a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Treasurer</b> Steve Fielden C:250 668 4616</p> <p><a href="mailto:fieldensteve@gmail.com">fieldensteve@gmail.com</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Secretary</b> Sherrene Ross C: 250 715 6734</p> <p><a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a> <b>Term:</b> June 2020 – May 2022</p>	<p><b>Sgt. At Arms</b> Christine Szaflik T: 250 203 8695</p> <p><a href="mailto:cmszaflik@gmail.com">cmszaflik@gmail.com</a> <b>Term:</b> June 2020 – May 2022</p>
<p><b>Division-General Vice-President</b> Michelle Waite T: 250 898 9166</p> <p><a href="mailto:pres.cupe3479@nic.bc.ca">pres.cupe3479@nic.bc.ca</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Diversity Executive Member-at-Large</b> Laurie Whyte T: 250 812-8485 W: 250 721 7623</p> <p><a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Division Regional Vice-President/</b> Amber Leonard C: 250 516 3371</p> <p><b>M-at-L: 1, 2, 3</b> <a href="mailto:cupe459officer@gmail.com">cupe459officer@gmail.com</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Division Regional Vice-President</b> Kirk Mercer T: 250 580 5804</p> <p><b>M-at-L: 4, 5, 6</b> <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>Term:</b> May 2021 – May 2023</p>	<p><b>Division Regional Vice-President (Alt)</b> Dan MacBeth T: 250 385 6023</p> <p><b>M-at-L: 7, 8, 9</b> <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>Term:</b> May 2021 – May 2023</p>
<p>1)<u>Executive Member-at-Large</u> <b>Page DeWolfe</b> T: 250 661-6480</p> <p><a href="mailto:cdewolfe@uvic.ca">cdewolfe@uvic.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley) <b>Locals: 917, 951, 1978, 3886, 4163</b></p> <p><b>Term:</b> May 2021 – May 2023</p>	<p>2)<u>Executive Member-at-Large</u> <b>Kirk Mercer</b> T: 250 580-5804</p> <p><a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley) <b>Locals: 374, 459, 2081, 3136, 5101, 947</b></p> <p><b>Term:</b> May 2020 – May 2022</p>	<p>3)<u>Executive Member-at-Large</u> <b>Dan MacBeth</b> T: 250 385 6023</p> <p><a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>SOUTH REGION</b> (South Island up to and including Cowichan Valley)</p> <p><b>Locals: 50, 358, 382, 410, 441, 2011</b> <b>Term:</b> May 2021 – May 2023</p>		
<p>4)<u>Executive Member-at-Large</u> <b>Deborah Hopper</b> C: 250 741 7942 <a href="mailto:dcs_hopper@yahoo.ca">dcs_hopper@yahoo.ca</a></p> <p><b>CENTRAL REGION</b> (North of Cowichan Valley up to and including Deep Bay, Port Alberni &amp; the Gulf Islands)</p> <p><b>Locals: 606, 788, 873, 1767</b> <b>Term:</b> May 2020 – May 2022</p>	<p>5)<u>Executive Member-at-Large</u> <b>Stacy Watton</b> C: 250 720 5132 <a href="mailto:Cupe118@gmail.com">Cupe118@gmail.com</a></p> <p><b>CENTRAL REGION</b> (North of Cowichan Valley up to and including Deep Bay, Port Alberni &amp; the Gulf Islands) <b>Locals 118, 401, 727, 3403</b> <b>Term:</b> Sept 2021 – May 2023</p>	<p>6)<u>Executive Member-at-Large</u> <b>Tiffany McLaughlin</b></p> <p><a href="mailto:tiffany.mclaughlin@viu.ca">tiffany.mclaughlin@viu.ca</a></p> <p><b>CENTRAL REGION</b> (North of Cowichan Valley up to and including Deep Bay, Port Alberni &amp; the Gulf Islands)s</p> <p><b>Locals: 1858, 3570, 3897, 5278</b> <b>Term:</b> May 2021 – May 2023</p>		
<p>7)<u>Executive Member-at-Large</u> <b>Kevin McPhail</b> T: 250 339 2707 <a href="mailto:kevin_mcphail@yahoo.com">kevin_mcphail@yahoo.com</a></p> <p><b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 2769, 3399, 3479</b> <b>Term:</b> May 2020 – May 2022</p>	<p>8)<u>Executive Member-at-Large</u> <b>Andrea Craddock</b> T: <a href="mailto:andreacraddock1@gmail.com">andreacraddock1@gmail.com</a></p> <p><b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 439, 556, 723</b> <b>Term:</b> May 2021 – May 2023</p>	<p>9)<u>Executive Member-at-Large</u> <b>Martha Higgins</b> T: 604 344 0552 <a href="mailto:recsec798@gmail.com">recsec798@gmail.com</a></p> <p><b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River)</p> <p><b>Locals: 476, 798</b> <b>Term:</b> May 2021 – May 2023</p>		
<b>TRUSTEES</b>				
<p><b>Tara Knight</b> (2024) C: 250-883-9590</p> <p><a href="mailto:cupe947tara@gmail.com">cupe947tara@gmail.com</a></p>	<p><b>Amy Issel</b> (2022) C: 250 886-1256</p> <p><a href="mailto:amyrowe@uvic.ca">amyrowe@uvic.ca</a></p>	<p><b>Heather Richardson</b> (2023) T:</p> <p><a href="mailto:hiscar@gmail.com">hiscar@gmail.com</a></p>		



**Vancouver Island District Council Committee Chairs**

<p><b><u>Anti-Privatization</u></b> Amy Issel C: 250 886-1256  <a href="mailto:amyrowe@uvic.ca">amyrowe@uvic.ca</a> <b>Term:</b> May 2021-May 2023</p>	<p><b><u>Anti-Poverty</u></b> Sarah Fairbrass T: 250 661 8417  <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Communication</u></b> Sherrene Ross C: 250 715 6734  <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Community Social Services</u></b> VACANT  <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Constitution</u></b> Martha Higgins T: 604 344 0552  <a href="mailto:Recsec798@gmail.com">Recsec798@gmail.com</a> <b>Term:</b> May 2021-May 2023</p>	<p><b><u>Diversity</u></b> Laurie Whyte T: 250 812-8485 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Term:</b> Sept 2021- May 2023</p>	<p><b><u>Education</u></b> Deborah Hopper C: 250 741 7942  <a href="mailto:dcs_hopper@yahoo.ca">dcs_hopper@yahoo.ca</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Environment</u></b> Kevin McPhail T: 250 898 4170  <a href="mailto:kevin_mcphail@yahoo.com">kevin_mcphail@yahoo.com</a> <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Hospitality</u></b> Stacy Watton C: 250 720 5132  <a href="mailto:Cupe118@gmail.com">Cupe118@gmail.com</a> <b>Term:</b> May 2021-May 2023</p>	<p><b><u>International Solidarity</u></b> VACANT C:  <a href="mailto:cmszaflik@gmail.com">cmszaflik@gmail.com</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Municipal</u></b> Dan MacBeth T: 250 385 6023  <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>Term:</b> May 2021- May 2023</p>	<p><b><u>OH &amp; S</u></b> Sarah Fairbrass T: 250 661 8417  <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Pensions</u></b> Kevin McPhail T: 250 898 4170  <a href="mailto:kevin_mcphail@yahoo.com">kevin_mcphail@yahoo.com</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Political Action</u></b> Jessica Orcutt  <a href="mailto:jessica.sandy@viusu.ca">jessica.sandy@viusu.ca</a> <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Resolutions</u></b> Laurie Whyte T: 250 812-8485 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Term:</b> May 2021-May 2023</p>	<p><b><u>Skilled Trades</u></b> Kirk Mercer T: 250 580 5804  <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Technology</u></b> Pat Shade  <a href="mailto:pshade@uvic.ca">pshade@uvic.ca</a> <b>Term:</b> Nov 2021 - May 2023</p>		<p><b><u>Women's</u></b> Faith Liddie  <a href="mailto:faith_lids16@yahoo.ca">faith_lids16@yahoo.ca</a> <b>Term:</b> May 2021 - May 2023</p>	
<p><b><u>Young Workers</u></b> Hailey Fielden C: 250 668 8518 <a href="mailto:haileyfielden@gmail.com">haileyfielden@gmail.com</a> <b>Term:</b> May 2021 - May 2023</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, VIRC, 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	
<b>NON-AFFILIATES</b>		
441	K-12	Saanich – School District 73
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle





**VANCOUVER ISLAND DISTRICT COUNCIL  
EXECUTIVE MEETING  
May 28, 2021**

**Call to Order – 5:02 PM**

- **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** – 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.*

**Approval of the Agenda**

**MSC**

**Minutes of the Previous Meeting – January 22, 2021**

**Motion:**

To accept the previous meeting minutes as presented

**MSC**

**Matters Arising Out of the Minutes**

**MSC**

**Motion:**

To amend the donation of \$3000 to Protein for People to \$3254.40

**Treasurer’s Report – Steve Fielden**

**MSC**

**Correspondence Report – Sherrene Ross**

**INCOMING:**

- CODEV request for donations
- BCSPCA request for donations

**EMAIL**

- Letter from Local 951 listing endorsed members for Committee Chair positions



- Letter of interest from various delegates running for Chair positions
- Reports from most committee chairs
- Telus Offer

#### **CUPE BC**

- Communication regarding Convention 2021 – ongoing

#### **CUPE NATIONAL**

- CUPE TODAY

**MSC**

#### **OUTGOING**

##### **EMAIL**

- A Save the Date email was sent out to delegates regarding March 6<sup>th</sup> extra Convention meeting
- Information on the extra April 10<sup>th</sup> Educational was sent to delegates
- Information to delegates on the extra May 16<sup>th</sup>, 2021 meeting regarding convention and AGM
- Information regarding communication around the upcoming CUPE BC Convention was shared
- Letters to both Karen Ranalletta and Trevor Davies with appreciation for their many contributions to the VIDC

**MSC**

#### **CUPE BC EXECUTIVE**

##### **Kirk**

- CUPE BC Committees – Call is June 1<sup>st</sup>
  - VIDC Chairs will automatically go forward to CUPE BC Committees

#### **CUPE NATIONAL COMMITTEES**

##### **Amber**

- Women's Committee has drafted resolutions for Convention
- GVP positions will be coming forward with interest from CUPE BC

##### **Pat**

- Position for Diversity position on Executive will be debated once again
- As Chair of CUPE BC Committee, my name will automatically go forward to National Com.

#### **CUPE VIDC COMMITTEE REPORTS**

##### **Anti-Poverty Committee**

##### **Sarah Fairbrass - Chair**

- Report attached

**Diversity Committee**

**Laurie Whyte - Chair**

- Report attached

**Municipal Committee**

**Dan MacBeth – Chair**

- CUPE BC Co-Sponsored the AVICC virtual convention this year – good logo coverage

**OH & S Committee**

**Sarah Fairbrass - Chair**

- Report attached

**Pensions Committee**

**Kevin McPhail - Chair**

- Report attached

**Resolutions Committee**

**Laurie Whyte - Chair**

- Report attached

**Skilled Trades Committee**

**Kirk Mercer- Chair**

- Report attached

**Women’s Committee**

**Heather Richardson - Chair**

**Motion:**

To send \$100 to each of 10 Transition Houses on the Island, namely: Victoria, Ucluelet, Sooke, Duncan, Nanaimo, Port Alberni, Courtenay/Comox, Campbell River, Powell River, Port Hardy up to \$1000

**MSC**

**Young Worker’s Committee**

**Hailey Fielden - Chair**

- Report attached

**VIDC WORKING GROUPS**

N/A





## **VIDC SECTORAL REPORTS**

Amber – K-12

- Met prior to Convention – did not plan 2<sup>nd</sup> meeting originally, now planned on June 11th to finish the business

**Laurie – Libraries**

- Attended Conference first week of May – Diversity and Inclusion Theme – How Can Libraries Be A Part of the Solution?
- Thank you for the opportunity to attend the BCLA Conference

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

#### **1. Protein for People – start campaign in January (\$3254. 40 for a pallet)**

- a. Opportunity to make the order happen from Sept. to Dec. – dependent on when we want to roll out the donations (Also dependent on availability).
- b. Need people on board to make happen from start to finish. From Pallet to Plate.
- c. 60 case lots (12 per) – us to order 2 = 120
- d. If available by September Strategic Planning, we can distribute then or early in the New Year.

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

- a. Create the letter to Locals and Councils challenging them to the largest donation possible by them
- b. Different ideas talked about
- c. Create/use a good #hashtag
- d. Volunteer to work a shift at a Food Bank
- e. From 'Pallet to Plate'
- f. Send ideas to Sarah and Sherrene and they will write the letters to Locals and Councils

#### **3. Post-Convention debrief**

- a. Amber – thank you to everyone for participating thru Convention, Caucus and fb chat
  - i. Did a great job breaking new ground
  - ii. Appreciate your participation and support
- b. Hailey
  - i. Thanks and gratitude for participation within Convention
  - ii. Great speakers, positive conversations
  - iii. Always impressed with VIDC
- c. Sarah
  - i. Great experience
  - ii. Best platform yet
  - iii. Prefer to travelling
- d. Kirk
  - i. Platform worked better than any other we've used
  - ii. Could potentially work for National but time zone messes with schedule



- iii. Quite a few Techs were working from Ottawa
- iv. A big thank you to Laurie for working on the Resolutions Committee
- e. Pat
  - i. Thanks to those who attend PDVP Caucus
  - ii. Convention tech support worked very well – they replied immediately
  - iii. Pro & Con mics/rooms worked great too
  - iv. Appreciated all the technology and how good it worked
- f. Kevin
  - i. I felt rather busy using all the platforms to have conversations and information flowing during convention
- g. Steve
  - i. We rented large room as a Local during convention and used it as a Think Tank
  - ii. Very proud of VIDC family and especially Hailey

#### 4. May Fundraisers

##### **Motion:**

That VIDC donate \$500 to each the MARS Wildlife Rescue and North Island Wildlife Recovery Centre

**MSC**

#### 5. Miner's Memorial – June 19 – 21, 2021

- a. We have 6 camping spots all spoken for

##### **Motion:**

That VIDC purchase 6 campsites for the Miner's Memorial June 19-21, 2021

**MSC**

That VIDC cover the cost of a RV rental, to be brought in for Miner's Memorial, June 19-21, 2021

**MSC**

##### **New Business:**

#### 1. Recognition of Long Service & Retirees

- a. Amber – Sarah and I discussed what has gone by during these hard times and realize that there are a few people who need recognition
- b. We can do so virtually, inviting some from the past and honor current delegates retiring or moving on
- c. Can be driven through the Hospitality Committee
- d. Christmas Social is a good time to come together and invite guests
- e. Discussion around what would be appropriate – maybe broader discussion at Strategic Planning

- f. Support Unite 40 Strike and book the meeting at the Conference Centre for now – we can cancel

## 2. Craig Anderson Memorial; Sunshine Award

- a. Is this something the Council would like to create?
- b. Permission from Craig's family must first be granted
- c. Send any ideas to Amber and will be further discussed at Strategic Planning in Sept.

## 3. May Elections

- a. Many elections at General Meeting on Saturday
- b. Amber will run elections and Rodger will oversee
- c. Only certain number of polls available and many elections – may be a need to have a break to enable more to be added
- d. Move 'Elections' up to follow the Correspondence Report on the agenda

## 4. Bylaw online platform language

- a. Martha Higgins – shared new language around meetings held electronically
  - i. Refer to 7.7, 7.8, 7.9 & 7.10 of the CUPE National Constitution
  - ii. Discussion whether we need to add it into our Bylaws and open them
  - iii. Possible to use as needed for now

## 5. CUPE National Resolutions

- a. Laurie Whyte – 15 resolutions drafted to send to CUPE National

### Motion:

To approve 15 Resolutions as amended for CUPE National Convention 2021

**MSC**

### Good of the Council:

Greg Burkitt retirement

- o Give shout out to him during Good of Council tomorrow

Moment of Silence for the children found in Kamloops Residential School

**Adjournment: 9:02 PM**





**Vancouver Island District Council  
General Meeting  
May 29, 2021**

**1. Call to Order: 10:00am**

**Acknowledgement 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 # 10, 11 & 12**

**2. Roll Call of Officers:** Sherrene Ross

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

**3. Equality Statement:** Martha Higgins

**4. Green Statement:** Kevin McPhail

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

- o Karen Ranalletta

**6. Presentation of Affiliates & Credentials:**

**MSC**

**7. Obligation of New Delegates:** 12 credentials read

**MSC**

**Motion:**

To Move Nomination, Elections after the Correspondence Report

**MSC**

**8. Approval of Amended Agenda**

**MSC**

**9. Minutes of the Previous Meeting – January 23, 2021**

**MSC**

**10. Matters Arising Out of the Minutes:**

**MSC**

**Treasurers Report:** Steve Fielden

**MSC**

**Correspondence Report – Sherrene Ross**

**INCOMING:**

- CODEV request for donations



- BCSPCA request for donations

#### **EMAIL**

- Letter from Local 951 listing endorsed members for Committee Chair positions
- Letter of interest from various delegates running for Chair positions
- Reports from most committee chairs
- Telus Offer

#### **CUPE BC**

- Communication regarding Convention 2021 – ongoing

#### **CUPE NATIONAL**

- CUPE TODAY

#### **OUTGOING**

#### **EMAIL**

- A Save the Date email was sent out to delegates regarding March 6<sup>th</sup> extra Convention meeting
- Information on the extra April 10<sup>th</sup> Educational was sent to delegates
- Information to delegates on the extra May 16<sup>th</sup>, 2021 meeting regarding convention and AGM
- Information regarding communication around the upcoming CUPE BC Convention was shared
- Letters to both Karen Ranalletta and Trevor Davies with appreciation for their many contributions to the VIDC

**MSC**

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

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

#### **Vice-President**

Sarah Fairbrass incumbent

**Nominated:** Sarah Fairbrass Local 374 **acclaimed**

#### **Treasurer**

Steve Fielden incumbent

**Nominated:** Steve Fielden Local 606 **acclaimed**

#### **Diversity M-A-L**

**Nominated:** Laurie Whyte Local 951 **acclaimed**

#### **Trustee**

Vacant 3-yr

**Nominated:** Amy Issel Local 951 **acclaimed**

Rob Zver 1-yr (retiring)

**Nominated:** Tara Knight Local 947 **acclaimed**

#### **Members At Large**

##### **South Region**

Vacant

**Nominated:**

Tara Brooks (decline), **Faith Liddie L947**

**Page DeWolfe L951 - elected**



Dan MacBeth

**Nominated: Dan MacBeth – acclaimed**  
Faith Liddie (decline)

**Central Region**

Stacy Watton  
Tiffany McLaughlin

**Nominated: Stacy Watton - acclaimed**  
**Nominated: Tiffany McLaughlin - acclaimed**

**North Region**

Derek Veenhoff  
Martha Higgins

**Nominated: Andrea Craddock - elected**  
**Nominated: Martha Higgins - acclaimed**

**Chair of Committees:**

Anti-Poverty

**Nominated**  
Sarah Fairbrass

**Nominator**  
Hailey Fielden

Anti-Privatization

Amy Issel

Kirk Mercer

Communication

Sherrene Ross

Tara Brooks

Community Social Services

Constitution

Martha Higgins

Stacy Watton

Diversity

Laurie Whyte

acclaimed

Education

Deborah Hopper

Martha Higgins

Environment

**Elected -** Andrea Craddock  
**Kevin McPhail**

Bill Newman  
Sherrene Ross

Hospitality

**Elected -** Tiffany McLaughlin  
**Stacy Watton**

Deborah Hopper  
Dan MacBeth

International Solidarity

**Declined -** Christine Szaflik

Kirk Mercer

Municipal

Dan MacBeth

Kirk Mercer

OH & S

Sarah Fairbrass

Martha Higgins

Pensions

Kevin McPhail

Kirk Mercer

Political Action

**Declined** Jessica Orcutt  
Ted Godwin

acclaimed  
Pat Shade



Resolutions	Laurie Whyte	Kirk Mercer
Skilled Trades	Kirk Mercer	Laurie Whyte
Technology	Pat Shade	Hailey Fielden
Women's	Faith Liddie	Heather Richardson
	<b>Declined</b> Deborah Hopper	Laurie Whyte
Young Worker's	Hailey Fielden	Pat Shade

## EXECUTIVE BOARD REPORT – May 28, 2021

### Motions:

To amend the previous donation of \$3000 to Protein for People to \$3254.40	<b>MSC</b>
That VIDC send \$100 to each of 10 Transition Houses on the Island, up to \$1000. These are: Victoria, Ucluelet, Sooke, Duncan, Nanaimo, Port Alberni, Courtenay/Comox, Campbell River, Powell River and Port Hardy	<b>MSC</b>
That VIDC donate \$500 to each the MARS Wildlife Rescue and North Island Wildlife Recovery Centre	<b>MSC</b>
That VIDC purchase 6 campsites for the Miner's Memorial weekend June 19-21, 2021	<b>MSC</b>
That VIDC cover the cost of a RV rental, to be brought in for Miner's Memorial weekend, June 19-21, 2021	<b>MSC</b>
To approve 15 Resolutions as amended for CUPE National Convention 2021	<b>MSC</b>

### CUPE BC Report:

#### Karen Ranalletta

- Thank you to VIDC for your support
- Last week was a huge week – somewhat a blur
- A historic win as President for women



- CUPE BC is considering at changing Committees somewhat – questionnaire will be based on not only geographic area but what you bring to the table
- Spent 2 days in my Local office and 2 days transitioning with Paul Faoro
- Greetings come from Trevor Davies as well

#### **Amber**

- Convention platform was fantastic

#### **Michelle Waite – GVP**

- Thank VIDC for the endorsement and support of my re-election as GVP
- Becoming a tradition for our Council to hold a GVP seat it seems
- A survey has been sent out post convention of what worked and what didn't – please complete it – it will help us plan ahead

#### **Kirk Mercer - RVP**

- Thank you for your support at Convention.
- Respect your trust and am happy to work on your behalf
- Congrats to Karen, nice to see her hear at our meeting
- Call to CUPE BC Committees will come out June 1<sup>st</sup>

#### **Dan MacBeth – Alt RVP**

- Thank you once again for your support. I appreciate your trust
- Cadillac of conventions – much better than the AVICC platform

#### **Pat Shade – Diversity RVP**

- Thank you to those who attended the Person's With Disability Caucus and supported me
- Looking to my Alt. Laurie Whyte in collaborating ideas

#### **Laurie Whyte**

- Thank you to all who attended the PD Caucus and supporting me
- A reminder that not all disabilities are visible

#### **Hailey Fielden**

- Thank you to all who attended the Pink Triangle Caucus
- I am honored to be elected as the Co-chair

#### **Strong Communities Report – N/A**

### **VIDC COMMITTEE REPORTS**

**Anti-Privatization – no report**

**Anti-Poverty – no report**

**Community Social Services Committee – attached**

**Communication - attached**

**Constitution – attached**

**Diversity– attached**



**Education** – no report

**Environment** – no report

**Hospitality**– no report

**International Solidarity** - attached

**Municipal** – AVICC convention attended

**O H & S** - attached

**Pension** – attached

**Political Action** – attached

**Resolutions** - attached

**Skilled Trades** – attached

**Technology** – contact Pat with any questions you may have

**Women's** - attached

**Young Workers** - attached

**Motion**

To adopt all Committee Reports

**MSC**

**AREA REPORTS**

**556**

- Working toward filling Exec positions
- Mapping membership to stimulate interest
- Communication options

**439**

- Mental exhaustion going on – everyone's 'had it'
- Students as well as support staff
- Budgeting – no deficit for us this year

**459**

- Issues in SD around sanitization custodians
- 17 positions filled and worry around losing that # of people
- Need to know – your child's desk not being cleaned daily pre-COVID
- Regular sick leave greatly reduced with extra cleaning in schools

**723**

- Ready to sign an LOU for after school care
- In talks over a year now – very exciting



- Small deficit this year
- Clerical not being treated fairly – formed a Working Group
- Working on professional growth plan for support staff to carry on with them – will compile info including evaluations
- Gained 2- 4-hr custodial positions

**727**

- SD workers able to get their vaccinations
- Mediation meeting next week
- 2 members attended CUPE BC
- Updating Bylaws currently
- June very busy month in K-12 – a lot of anxiety
- Elections for Exec in June also
- Spoke at Convention about need continue day time custodial

**947**

- GVSD deficit of \$7 million – clerical and EA's cut deeply
- Protests and attending Board meetings as plan of Action
- Parents supporting CUPE
- Struggling with HR – past practices no longer in affect
- Filed 36 Grievances this year

**5101**

- Dealing with Grievance around EA's not working within jd

**917**

- Food services has seen over 130 lay-offs
- Hoping to see a full return to campus in September
- Classroom Ambassadors – ensure clean classrooms, pre/post class time

**951**

- Would like to see a mask mandate in the fall moving forward
- Management staff have been able to work remotely and will likely continue
- Remote work will remain but CUPE will likely have to attend part-time
- Need a letter to govern all these proposals

**1858**

- We have lost 3 members since last meeting
- Returning to Campus in the fall but not likely full force
- Will know more once enrollment is clear
- VIU has done a lot of work to prepare for return in the fall
- Distressed to see increase in B & Harassment from members
- Bargaining coming in fall
- Looking at our JJE review
- Deborah H will be representing the Local at Arbitration

**3479**

- One of only Post Sec institutions who had all staff back on site early
- Dr. Gustafson said that Covid would no longer be a medical reason for an accommodation
- Not that if you anxiety – but a medical condition

**50**

- Parkades are all now automated
- Bargained hard to get Parking Ambassadors
- Now Attendants will transition to Ambassadors, some are retiring



**118**

- Fighting a grievance on meal allowances for outside workers since 2019
- Many hours and have finally signed off with success! With huge cost to employer
- Hoping to be able to start negotiations in Tofino now

**374**

- Busy times – 7 muni & 2 Social Serv
- Special meeting in June for dues increase
- Sooke bringing in JE program – not CUPE one, looking at choices

**606**

- Budget went thru with 2 jobs lost due to Covid funding
- Commitment from Trustees to look at the surplus and daytime custodial for next year
- Social Services sector has day to day issues – keeping us quite busy
- 2 grievances going to Arbitration
- Rob's Zver's last meeting after 30 years.....

**798**

- 4 attended CUPE BC Convention – met in office together
- Bargaining in the fall
- Implementation of the JE program – Libraries
- New Director in the Muni
- Regional District has MOU for CUPE temp member

**1767**

- 6 delegates to CUPE BC Convention
- Majority of members working from home – doors still closed to public
- Bargaining year for us
- Employer struggling to replace our database system – deferred to another year
- Courtenay office being closed permanently

**Motion:**

To receive all Area Reports

**MSC**

**Unfinished Business/Old Business**

**1. NA**

**New Business**

**1. CODEV**

**Motion:**

That the International Solidarity Committee donate \$500 to CODEV annual renewal

**MSC**

**2. BCSPCA donation**

**Motion:**

That VIDC donate \$200 to the 5 BCSPCA's across the Island and Powell River

**MSC**

**3. Strategic Planning – September 24<sup>th</sup>, meetings on September 25<sup>th</sup>**

**Good of the Council:**

- Welcome to all new delegates and Executive members
- Watch for package coming out soon with Council information
- Contact the [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com) with your contact information, and newly elected position information
- June 21<sup>st</sup> Indigenous Day
- Monday, May 31 – wear orange shirt in solidarity
- Sending love to our retirees
- Check batteries in smoke detectors!
- **Pride month is coming up!** Spread your love!

**Adjournment: 2:15pm**

**MSC**



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## AREA REPORTS

### CUPE118 VIDC Report May 2021

**Tofino:** We have settled some outstanding grievances with the District before going to Arbitration all having to do with the outside workers. Fraser Works, Manager of Public works, believes that if he makes a mistake for OT then the member who was supposed to work and was passed over doesn't deserve pay for work not done. We fought for our member to be paid and they settled to bank the time. The CA allows them to take the pay at any time so they will be able to have the pay if they want it. We are hoping to head into negotiations soon now that some regulations are lifting. It has been a year since the contract expired.

**City of Port Alberni:** We had grievances going back to 2019 around meal tickets and meal breaks during OT. We worked with the Employer at a request from Mayor and Council, rewrote (clarified some language) and in the end our members were paid exactly how the language had been implemented for 20plus years. It cost the Employer so much for all the meetings that we are sure it exceeded what an arbitrator would have cost. The City is in hiring search for manager positions they can't fill. It looks bad when they have employment opportunities for 4 managers at the same time, 3 in public works.

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

**Alberni Clayoquot Regional District:** Finally expanding their staff to help with the work load. Especially building and planning departments.

Submitted by Stacy Watton  
President CUPE 118

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### CUPE Local 1767 Report May 2021

Greetings from our President Tina Dhimi who wasn't able to attend our virtual meeting but here is her report:

*Our local was able to send 6 delegates to CUPE BC's first virtual convention. Congratulations to Karen Ranalletta, our first female CUPE BC President in 26 years! Congratulations to Amber and Kirk on their re-elections. Although the virtual convention was organized very well and went smoothly, the general consensus amongst our delegates was that we missed the atmosphere of an in-person convention.*

*The majority of our members continue to work from home with our employer anticipating a full return to office in September. Our office doors remain closed to the public and we look forward to seeing how this will change our business in the future, post-pandemic.*

*This is a bargaining year for our local, not ideal given the current financial circumstances of our government with all the added expenditures over the last year and half. Our local falls under the Public Sector Employers' Council and therefore are restricted by the mandate that will be established later this year. With BC's Restart plan in action, we are very hopeful we will be able to come together for bargaining towards the end of the year, as a virtual platform seems less than ideal.*

Additional comments:

Our employer has been struggling to replace our database/valuation system which is costing multi-millions of dollars. It was supposed to go live last year but was deferred to 2021. This past week it was deferred for another year. One



of the greatest concerns beyond the hold-ups and costs is what appears to be a direct relationship with declining numbers of employees and rising stress levels.

The Courtenay office will be closed effective July 27<sup>th</sup> with affected employees being allowed to work primarily from home but with a requirement to report to Nanaimo two days a week. We will be concluding an FOI request shortly seeking the redacted information around the Courtenay closure – an office which we still own; one of only two in the province.

Author – Kevin McPhail, Local 1767 Grievance Officer

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**Tara Knight with local 947, representing the k-12 workers in Victoria. Here with me today are Faith Liddie and Angela Leong.**

We wish to recognize and acknowledge the Esquimalt and Songhees Nations, on whose traditional territories, we live, we learn, and we do our work.

OUR DISTRICT HAS A \$7m DEFICIT TO DEAL WITH. OF COURSE IT IS VERY EASY TO MAKES CUTS TO SUPPORT STAFF AND TO THAT END OUR CLERICAL STAFF HAVE SEEN A REDUCTION UNLIKE ANYTHING WE HAVE SEEN IN YEARS. AT THE HIGH SCHOOL LEVEL THE CUTS AVERAGED ABOUT 40 HOURS A WEEK - OR ABOUT A 20- 30% REDUCTION IN SUPPORT. EAs WERE ALSO CUT TO THE TUNE OF 700k BUT THEY "FOUND" \$400k TO INJECT BACK INTO THOSE POSITIONS.

THERE WERE ALSO CUTS TO OTHER PROGRAMS THAT SUPPORTS STUDENTS - ESPECIALLY LOUD WERE THE PARENTS OF MUSIC STUDENTS AND THE CUTS TO THOSE PROGRAMS. OUR LOCAL HAS PARTICIPATED IN BOARD MEETINGS, TWO ORGANIZED PROTESTS, AND WORKING WITH OUR PARTNER GROUPS TO FORM A UNITED FRONT.

OUR BOARD HAD ALSO MADE SOME ATROCIOUS COMMENTS AND ACTIONS AT RECENT MEETINGS WHICH HAS GREATLY AFFECTED OUR INDIGENOUS COMMUNITY AND OUR TWO NATIONS, ESQUIMALT AND SONGHEES. RESULTING IN REMOVING THEMSELVES FROM MEEETINGS AND COMMITTEES AND ERODING THE WORK THAT HAS BEEN DONE TO BUILD AND FOSTER THESE RELATIONSHIPS.

WE CONTINUE TO STRUGGLE WITH AN HR DEPARTMENT THAT HAS A DISREGARD FOR PAST PRACTICE. WE HAVE TWO ARBITRATIONS THIS YEAR AND HAVE FILED A 3RD. WE HAVE FILED 36 GRIEVANCES THIS SCHOOL YEAR - A FEW YEARS AGO, BEFORE THIS CURRENT MANAGEMENT TEAM, WE MIGHT HAVE HAD 5. VERY DISHEARTENING.

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## COMMITTEE REPORTS

**Committee Name: Occupational Health & Safety**

**Year: 2020**

**Committee Chair: Sarah Fairbrass**

**Committee Members: Martha Higgins, Sherrene Ross**

### Committee Accomplishments

- Donations made to quarterly fundraisers
- Newsletters with safety information and tips
- VIDC Safety Committee Facebook Page
- CUPE BC OH&S Committee participation.

### What Worked Well for Your Committee?

- Newsletter seems to always be well received.
- Safety information and Updates provided on the Committee Facebook page
- Having a committee member on the CUPE BC OH&S Committee keeps us updated with pertinent safety information which is shared to the council

### What strategic initiatives do you feel the Committee could focus on in coming years?

- More frequent updates to the Facebook page
- Develop new initiatives to engage delegates in OH&S related issues
- Many Workplace OH&S committees seem to be dysfunctional, with members unaware of WORKSAFE required processes. In 2021 I would suggest we focus on an educational campaign to help delegates understand their roles on these committees.

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## VIDC Community Social Services Committee 2020-2021

### Wow! What a year 2020 has been!

During this pandemic we have had many adjustments as in many other sectors, in managing our own anxieties and assisting others to manage theirs. Who even knew what “ZOOM” was before this or that “Zoom fatigue” was **REAL**. We were forced to adjust to rapid daily changes in order to keep ourselves safe.

**COVID:**



Many of our members were re-deployed while others who held second jobs in facilities deemed to be “health care” work sites, were informed that they could not continue working at both health care and Community Social Services work sites having to choose one over the other. Members were forced to make difficult decisions about where to work and wonder how they could afford to do so. A temporary one-time payment Pandemic Pay was offered to this sector from Mar-June, it was slow to rollout. Some members received payment and while others waited months not knowing if they would see it at all. Once we began to re-open our offices, new challenges with: limited office space and supporting persons served to learn new skills, disinfecting and social distancing requirements. Changes were made and new challenges arose that we had to carefully workout.

Some employers were slow to make changes as they waited for the funding providers guidelines first, which seemed to contradict the Provincial Health Authority which was extremely confusing. Our sector was lucky to have no loss of pay, they paid employees to stay home and ready to go where they were needed. Community Living BC was slow to implement change which was extremely frustrating when other community-based businesses and programs were closing around us we were told “business as usual”. Which was time consuming and slow to roll out. The PPE was limited or of poor quality due to this sector not being recognized as Health related. Staff are getting burnt out in a sector that has difficulty already with retention issues. A lot of our members are providing; care in group homes, outreach, drop-in programs, transporting in limited space and accessing the community which puts us directly into harm's way.

In addition, the opioid crisis with its unprecedented level of overdose deaths surfaced at alarming rates in our sector. This sector supports a vulnerable population with complex needs from staffing group homes to supporting people whom are homeless, to easing anxieties for people with mental illness, and out reach programs to provide meals, assist with filling out forms and applying for government funding. Many people were worried about the increased funds to people with additions issues as meals and other needs were supplied form a combination of services this left money that could be used for their addition.

Community Social Services has been one of the lowed paid sector in CUPE for many years with this new NDP government our Collective Agreements received Low Wage Redress from the last round of bargaining have resulted in Community Social Service members receiving wage increases of approximately 18% (compounded) over three years. The sector is moving towards achieving wage parity with the Community Health sector, in which workers perform similar work to that of our members. Low redress in this sector has continued to be an issue for retention. 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 it changed 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 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. With increasing complex client needs we have seen more clients with mental health and addictions issues were accessing our services. Funding cuts and low wages exacerbated recruitment and retention issues and staffing shortages. Staff are frequently required to work alone. Violence against our members has increased due to these staffing shortages, and the increasingly complex



needs. PPE is limited and the quality is poor since we do not fall into the Health sector. Mental Health issues are more relevant in this sector than ever before and membership needs education to keep up.

Community Social Services committee

Carla Bailey

Shaunah Cairney

~~~~~

**Women’s Committee Report**

Heather Richardson – Chair

Committee members – Laurie Whyte, Cindy Gaboury

This will be my final report as chair of the Women’s Committee. I have very much enjoyed my time on this committee, and it has been a very educational piece of my life. As some of you may know, I will be retiring at the end of October of this year. My last VIDC meeting as a delegate, will be in September.

This past year has created large funding issues for the many organizations that assist disadvantaged women across our province, Canada, and the world. All fundraising activities and events have been curtailed as the pandemic has intensified. Donations are at an all time low, while unemployment is at an all-time high.

The year has created extreme stress in many households financially, emotionally, and created an atmosphere of abuse. Those abusers are using the pandemic as an excuse to isolate their victims from the much-needed awareness and help the victims need.

We request that each one of you, make a point of checking on family, friends, neighbors, even strangers to ensure that we are doing all we can to protect those most vulnerable at this time.

On a positive note, those that participated in the Comox Valley (Virtual Walk) for Coldest Night of the Year, raised over \$177,000 and surpassed its target of \$121,000 by 46%! Cindy Gaboury is a relentless advocate for her team in the valley!

Laurie Whyte juggled her many duties with work and CUPE that she is part of and participated in as many activities as she could to promote the health and wellbeing of our members.

I could not be more proud of our committee! We did what we could during these exceptional times.

Although, our locals and district council on the island has upped its normal donations to food banks and transition houses, the island is also struggling with job loss and reorganizations in our workplaces resulting in fewer members of our locals. The employers are using the pandemic as an excuse for these changes resulting in depletion of workers in our various work areas.

We hope in the very near future, our employers will work to reestablish, and/or recreate those lost jobs to build a healthy local and workforce in our area. We must be vigilant that this occurs and support all our members during this challenging time.



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## **VIDC Communication Committee**

This term the Communication & Technology Committee were divided into two committees to be more effective on their own. I have been working to improve the timing and receipt of credentials from Locals, which will keep the database of the VIDC current. We are able to reach out to all of our delegates easily and in a timely fashion.

We use the vidc website to communicate with delegates along with the more popular Facebook page! Thank you to all of you who post and keep it active. Remember to post when you have something to share and to send in any pictures to [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com) to be included in the minutes/newsletter.

If you or any of your members have an information change, please make sure to contact me at the address above in order to keep your information coming.

**CREDENTIALS:** are due in September from most Locals. If you did not submit NEW credentials earlier this year, they will be due in September.

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## **Diversity Committee Chair – Diversity Executive Member-At-Large – Laurie Whyte**

**Committee Members: Pat Shade**

The VIDC Diversity Committee presented reports at every VIDC meeting in 2020-2021. The committee aimed to educate VIDC delegates on relevant issues of equity, diversity, and inclusion. Copies of the report and supporting documents with detailed information about the topics were available to the delegates until we were forced to meet virtually due to COVID restrictions for gatherings. The materials were then made available electronically.

Some topics covered in our reports included:

- Orange Shirt Day – Every Child Matters – Orange Every Child Matters t-shirts were purchased for all the VIDC Executive. In addition a t-shirt was hand delivered by VIDC delegates to each of the Indigenous Friendship Centres on the Island
- Decriminalizing Drugs in Vancouver to help with the onslaught of dangerous drugs like Fentanyl on the streets contributing to the pandemic of drug overdoses
- Mental health concerns and resources during the pandemic
- A list of diverse religious holidays for November and December
- Quotes and definitions from the Stratagem 2020 conference
- Information about National Indigenous Peoples Day June 21<sup>st</sup>
- Information about the Truth & Reconciliation Commission’s 94 Calls to Action and initiating the practice of reading one or more of the Calls to Action at each VIDC general meeting
- Information about disabilities and how not all disabilities are visible
- Information about mask-wearing and how some people are not able to wear a mask for physical or mental health reasons.



At each VIDC meeting, the committee presented delegates with a Calendar of United Nations Dates and other important commemorative dates for the months between VIDC meetings. Dates for end of May-beginning of September are attached to this report.

Due to COVID restrictions we were not able to have the guest speakers and presentations we had hoped to put before the delegates.

I attended the Lancaster House National Virtual Human Rights & Accommodation Virtual Conference 2020. The conference ran half days for three Wednesdays. The first day featured a panel on 'Truth and Reconciliation at Work: A Practical Guide for Employers and Unions'. At the end of the session, the moderator, Diana Juricevic, Chair of the BC Human Rights Tribunal said the following in her closing (it's not a direct quote as I couldn't quite get down word-for-word):

*... Around the world, COVID-19 has made it hard to breathe. In BC the smoke from all the devastating wild fires in Washington, Oregon and California has made it hard to breathe. Across Canada, the systemic racism, colonialism, over-policing and discrimination have made it hard to breathe. I leave you with the final words of George Floyd: "I can't breathe"... May you all breathe easy and go in peace.*

As Diversity Executive Member-At-Large and Chair of the VIDC Diversity Committee, I was pleased to be able to attend the Stratagem 2020 Conference and the CUPE National Virtual Human Rights Conference 2021. I learned a lot about equity, diversity, and inclusion. Several ideas for resolutions came out of the CUPE National Virtual Human Rights Conference.

I participated in the Foundations of Decolonization Learning Series and the Decolonization Reading Circle hosted by the UVic Libraries. I attended several Challenging Racism workshops at UVic as well as several Anti-Racism workshops through CUPE BC, BC Fed, CLC, and CUPE National.

As Diversity Executive Member-At-Large, I had the pleasure of chairing the VIDC Ad Hoc Committee to Review the Territorial Acknowledgement. The committee worked hard researching and consulting and after many drafts came up with the Territorial Acknowledgement that VIDC now uses to acknowledge the Indigenous lands where we hold our meetings, in-person and virtually and where our delegates from Vancouver Island, the Gulf Islands, and Powell River join us from.

We hope that delegates have learned from our committee's presentations and we look forward to continuing to supply information and presentations on issues of equity, diversity, and inclusion to the VIDC delegates. With only two members on the committee, we welcome anyone who might like to join us on the committee.

Submitted in Solidary

Laurie Whyte, Chair VIDC Diversity Committee

Pat Shade, Member, VIDC Diversity



## Dates to Note:

May 26<sup>th</sup> – Vesak: commemorating the birth, enlightenment, and death of Buddha and celebrated at the Day of the Full Moon in the Indian month of Vaisakha (April-May)

May 26<sup>th</sup> – National Paper Airplane Day

May 26<sup>th</sup> – National Senior Health and Fitness Day

May 26<sup>th</sup> – National Sorry Day

May 27<sup>th</sup> – National Cellophane Tape Day

May 27<sup>th</sup> – National Grape Popsicle Day

May 27<sup>th</sup> – National Hairstylist Mental Health Awareness Day

May 28<sup>th</sup> – National Road Trip Day

May 28<sup>th</sup> – National Sunscreen Day

May 29<sup>th</sup> – International Day of United Nations Peacekeepers

May 29<sup>th</sup> – Learn About Composting Day

May 29<sup>th</sup> – National Paperclip Day

May 30<sup>th</sup> – National Creativity Day

May 30<sup>th</sup> – National Hole in My Bucket Day

May 30<sup>th</sup> – National Mint Julep Day

May 30<sup>th</sup> – National Water a Flower Day

May 30<sup>th</sup> – World Multiple Sclerosis Day

May 31<sup>st</sup> – World No-Tobacco Day

May 31<sup>st</sup> – Autonomous Vehicle Day

May 31<sup>st</sup> – National Save Your Hearing Day

May 31<sup>st</sup> – National Smile Day

May 31<sup>st</sup> – Necrotizing Fasciitis Awareness Day

June 1<sup>st</sup> – Global Day of Parents

June 1<sup>st</sup> – Dare Day

June 1<sup>st</sup> – Flip a Coin Day

June 1<sup>st</sup> – National Go Barefoot Day

June 1<sup>st</sup> – National Heimlich Maneuver Day

June 1<sup>st</sup> – National Say Something Nice Day

June 1<sup>st</sup> – Oscar the Grouch Day



June 1<sup>st</sup> – Pen Pal Day

June 1<sup>st</sup> – Stand For Children Day

June 1<sup>st</sup> – World Milk Day

June 2<sup>nd</sup> – Global Running Day

June 2<sup>nd</sup> – National Leave the Office Early Day – check with your Supervisor first!

June 3<sup>rd</sup> – World Bicycle Day

June 3<sup>rd</sup> – National Egg Day

June 3<sup>rd</sup> – National Moonshine Day

June 3<sup>rd</sup> – World Cider Day

June 4<sup>th</sup> – International Day of Innocent Children Victims of Aggression

June 4<sup>th</sup> – National Hug Your Cat Day

June 4<sup>th</sup> – National Cheese Day

June 4<sup>th</sup> – National Donut Day

June 5<sup>th</sup> – World Environment Day

June 5<sup>th</sup> – International Day for the Fight Against Illegal, Unreported, and Unregulated Fishing

June 5<sup>th</sup> – National Prairie Day

June 6<sup>th</sup> – The anniversary of D-Day – Let us never forget the horrors of war

June 6<sup>th</sup> – National Cancer Survivors Day

June 6<sup>th</sup> – National Eyewear Day

June 6<sup>th</sup> – National Gardening Day

June 6<sup>th</sup> – National Yo-Yo Day

June 7<sup>th</sup> – World Food Safety Day

June 8<sup>th</sup> – World Oceans Day

June 8<sup>th</sup> – National Best Friends Day

June 9<sup>th</sup> – National Donald Duck Day

June 11<sup>th</sup> – King Kamehameha Day

June 11<sup>th</sup> – National Corn on the Cob Day

June 12<sup>th</sup> – World Day Against Child Labour

June 12<sup>th</sup> – National Loving Day

June 12<sup>th</sup> – National Rosé Day

June 12<sup>th</sup> – Philippines Independence Day



- June 13<sup>th</sup> – International Albinism Awareness Day
- June 14<sup>th</sup> – World Blood Donor Day
- June 14<sup>th</sup> – National Bourbon Day
- June 15<sup>th</sup> – World Elder Abuse Awareness Day
- June 15<sup>th</sup> – Nature Photography Day
- June 16<sup>th</sup> – International Day of the African Child
- June 17<sup>th</sup> – World Day to Combat Desertification and Drought
- June 17<sup>th</sup> – National Eat Your Vegetables Day
- June 18<sup>th</sup> – International Panic Day
- June 18<sup>th</sup> – International Picnic Day
- June 18<sup>th</sup> – International Sushi Day
- June 18<sup>th</sup> – National Go Fishing Day
- June 19<sup>th</sup> – International Day for the Elimination of Sexual Violence in Conflict
- June 19<sup>th</sup> – National Garfield the Cat Day
- June 19<sup>th</sup> – National Martini Day
- June 20<sup>th</sup> – World Refugee Day
- June 20<sup>th</sup> – Ugliest Dog Day
- June 20<sup>th</sup> – Father’s Day
- June 21<sup>st</sup> – International Day of Yoga
- June 21<sup>st</sup> – International Day of the Celebration of the Solstice
- June 21<sup>st</sup> – National Indigenous Peoples’ Day (Canada)**
- June 21<sup>st</sup> – National Take Your Cat to Work Day
- June 21<sup>st</sup> – National Selfie Day
- June 21<sup>st</sup> – World Day of Music
- June 22<sup>nd</sup> – National Kissing Day
- June 23<sup>rd</sup> – United Nations Public Service Day
- June 23<sup>rd</sup> – International Widows’ Day
- June 23<sup>rd</sup> – National Hydration Day
- June 24<sup>th</sup> – Midsummer
- June 24<sup>th</sup> – National Work From Home Day
- June 25<sup>th</sup> – Day of the Seafarer



- June 25<sup>th</sup> – National Take Your Dog to Work Day
- June 25<sup>th</sup> – Global Beatles Day
- June 26<sup>th</sup> – International Day against Drug Abuse and Illicit Trafficking
- June 26<sup>th</sup> – United Nations International Day in Support of Victims of Torture
- June 27<sup>th</sup> – Helen Keller Day
- June 27<sup>th</sup> – National Bingo Day
- June 27<sup>th</sup> – National Post Traumatic Stress Day (PTSD) Awareness Day
- June 27<sup>th</sup> – National Sunglasses Day
- June 29<sup>th</sup> – Hug Holiday
- June 29<sup>th</sup> – National Camera Day
- June 30<sup>th</sup> – International Asteroid Day
- June 30<sup>th</sup> – Social Media Day
- July 1<sup>st</sup> – Canada (Turtle Island) Day
- July 1<sup>st</sup> – International Joke Day
- July 2<sup>nd</sup> – World UFO Day
- July 3<sup>rd</sup> – International Plastic Bag Free Day
- July 3<sup>rd</sup> – National Stay Out of the Sun Day
- July 5<sup>th</sup> – National Bikini Day
- July 5<sup>th</sup> – National Workaholics Day
- July 7<sup>th</sup> – Tell the Truth Day
- July 7<sup>th</sup> – World Chocolate Day
- July 8<sup>th</sup> – National Video Game Day
- July 9<sup>th</sup> – Nunavut Day
- July 10<sup>th</sup> – National Kitten Day
- July 10<sup>th</sup> – National Pina Colada Day
- July 11<sup>th</sup> – Cheer Up the Lonely Day
- July 11<sup>th</sup> – National Mojito Day
- July 11<sup>th</sup> – World Population Day
- July 12<sup>th</sup> – National Pecan Pie Day
- July 12<sup>th</sup> – National Simplicity Day
- July 13<sup>th</sup> – Cow Appreciation Day



July 13<sup>th</sup> – Embrace Your Geekiness Day

July 14<sup>th</sup> – Bastille Day

July 14<sup>th</sup> – National Nude Day

July 14 – Pandemonium Day

July 15<sup>th</sup> – National Give Something Away Day

July 15<sup>th</sup> – National Gummi Worm Day

July 15<sup>th</sup> – National Pet Fire Safety Day

July 17<sup>th</sup> – National Lottery Day

July 17<sup>th</sup> – National Tattoo Day

July 17<sup>th</sup> – World Emoji Day

July 17<sup>th</sup> – Yellow Pig Day

July 18<sup>th</sup> – National Ice Cream Day

July 18<sup>th</sup> – Nelson Mandela International Day

July 18<sup>th</sup> – World Listening Day

July 19<sup>th</sup> – National Daiquiri Day

July 20<sup>th</sup> – National Lollipop Day

July 20<sup>th</sup> – National Moon Day

July 21<sup>st</sup> – National Junk Food Day

July 22<sup>nd</sup> – National Hammock Day

July 23<sup>rd</sup> – National Gorgeous Grandma Day

July 24<sup>th</sup> National Amelia Earhart Day

July 24<sup>th</sup> – National Cousins Day

July 24<sup>th</sup> – National Day of the Cowboy

July 24<sup>th</sup> – National Drive-Thru Day

July 24<sup>th</sup> – National Tequila Day

July 25<sup>th</sup> – National Parents’ Day

July 25<sup>th</sup> – National Wine and Cheese Day

July 26<sup>th</sup> – National Aunt and Uncle Day

July 28<sup>th</sup> – National Milk Chocolate Day

July 28<sup>th</sup> – World Hepatitis

July 29<sup>th</sup> – National Lipstick Day



July 30<sup>th</sup> – International Day of Friendship  
July 30<sup>th</sup> – National Cheesecake Day  
July 30<sup>th</sup> – National Father-in-Law Day  
July 31<sup>st</sup> – Harry Potter’s Day  
July 31<sup>st</sup> – National Mutt Day  
July 31<sup>st</sup> – World Ranger Day  
August 1<sup>st</sup> – Universal Birthday for Shelter Dogs  
August 1<sup>st</sup> – National Friendship Day  
August 1<sup>st</sup> – National Girlfriend Day  
August 1<sup>st</sup> – National Sisters Day  
August 1<sup>st</sup> – Spider-Man Day  
August 2<sup>nd</sup> – BC Day  
August 2<sup>nd</sup> – Heritage Day in Alberta  
August 2<sup>nd</sup> – National Colouring Book Day  
August 2<sup>nd</sup> – New Brunswick Day  
August 2<sup>nd</sup> – Northern Territory Picnic Day  
August 2<sup>nd</sup> – Terry Fox Day  
August 3<sup>rd</sup> – Grab Some Nuts Day (the food)  
August 3<sup>rd</sup> – National White Wine Day  
August 4<sup>th</sup> – Barack Obama’s Birthday  
August 5<sup>th</sup> – National Underwear Day  
August 6<sup>th</sup> – Cycle to Work Day  
August 6<sup>th</sup> – International Beer Day  
August 7<sup>th</sup> – National Lighthouse Day  
August 7<sup>th</sup> – Purple Heart Day  
August 8<sup>th</sup> – Dying to Know Day  
August 8<sup>th</sup> – Happiness Happens Day  
August 8<sup>th</sup> – International Cat Day  
August 8<sup>th</sup> – National Sneak Some Zucchini onto Your Neighbor’s Porch Day  
August 9<sup>th</sup> – Islamic New Year  
August 9<sup>th</sup> – National Book Lover’s Day



August 10<sup>th</sup> – National Lazy Day  
August 10<sup>th</sup> – National Spoil Your Dog Day  
August 11<sup>th</sup> – Mountain Day  
August 11<sup>th</sup> – National Son and Daughter Day  
August 11<sup>th</sup> – Canadian Royal National Agricultural Show Day  
August 12<sup>th</sup> – International Youth Day  
August 12<sup>th</sup> – National Middle Child Day  
August 12<sup>th</sup> – National Vinyl Record Day  
August 12<sup>th</sup> – World Elephant Day  
August 13<sup>th</sup> – International Lefthanders Day  
August 13<sup>th</sup> – National Blame Someone Else Day  
August 14<sup>th</sup> – National Bowling Day  
August 14<sup>th</sup> – National Financial Awareness Day  
August 14<sup>th</sup> – Pakistan Independence Day  
August 15<sup>th</sup> – Chant at the Moon Day  
August 15<sup>th</sup> – Feast of the Assumption  
August 15<sup>th</sup> – Indian Independence Day  
August 15<sup>th</sup> – Liberation Day  
August 15<sup>th</sup> – National Back To School Prep Day  
August 15<sup>th</sup> – National Relaxation Day  
August 16<sup>th</sup> – Discovery Day  
August 16<sup>th</sup> – National Rum Day  
August 16<sup>th</sup> – National Roller Coaster Day  
August 17<sup>th</sup> – National Black Cat Appreciation Day  
August 17<sup>th</sup> – National Thrift Shop Day  
August 18<sup>th</sup> – National Couple's Day  
August 19<sup>th</sup> – National Aviation Day  
August 19<sup>th</sup> – National Potato Day  
August 19<sup>th</sup> – World Humanitarian Day  
August 19<sup>th</sup> – World Photo Day  
August 20<sup>th</sup> – National Lemonade Day



August 20<sup>th</sup> – National Radio Day  
August 20<sup>th</sup> – St. Stephen’s Day  
August 21<sup>st</sup> – International Homeless Animals Day  
August 21<sup>st</sup> – National Senior Citizens Day  
August 22<sup>nd</sup> – National Black Women’s Equal Pay Day  
August 22<sup>nd</sup> – National Take Your Cat to the Vet Day  
August 22<sup>nd</sup> – National Tooth Fairy Day  
August 23<sup>rd</sup> – National Heroes’ Day  
August 24<sup>th</sup> – National Waffle Day  
August 24<sup>th</sup> – Pluto Demoted Day (the planet)  
August 25<sup>th</sup> – National Secondhand Wardrobe Day  
August 26<sup>th</sup> – National Dog Day  
August 27<sup>th</sup> – International Lottery Day  
August 27<sup>th</sup> – National Just Because Day  
August 28<sup>th</sup> – National Bow Tie Day  
August 28<sup>th</sup> – National Red Wine Day  
August 28<sup>th</sup> – Rainbow Bridge Remembrance Day  
August 30<sup>th</sup> – Frankenstein Day  
August 30<sup>th</sup> – National Beach Day  
August 30<sup>th</sup> – Nation Grief Awareness Day  
August 30<sup>th</sup> – National Holistic Pet Day  
August 31<sup>st</sup> – Eat Outside Day  
August 31<sup>st</sup> – Malaysia Independence Day  
August 31<sup>st</sup> – World Distance Learning Day  
September 2<sup>nd</sup> – VJ Day  
September 3<sup>rd</sup> – National Lazy Mom’s Day  
September 4<sup>th</sup> – National Wildlife Day  
September 5<sup>th</sup> – International Day of Charity  
September 6<sup>th</sup> – Labour Day  
September 6<sup>th</sup> – National Read a Book Day  
September 6<sup>th</sup> – Rosh Hashanah



September 7<sup>th</sup> – Brazil Independence Day  
September 7<sup>th</sup> – International Day of Clean Air  
September 7<sup>th</sup> – National Beer Lovers Day  
September 8<sup>th</sup> – International Literacy Day  
September 8<sup>th</sup> – Pardon Day  
September 9<sup>th</sup> – International Sudoku Day  
September 10<sup>th</sup> – Ganesh Chaturthi  
September 10<sup>th</sup> World Suicide Prevention Day  
September 11<sup>th</sup> – National Make Your Bed Day  
September 12<sup>th</sup> – Grandparents Day  
September 12<sup>th</sup> – National Video Games Day  
September 13<sup>th</sup> – European Heritage Day  
September 13<sup>th</sup> – National Celiac Disease Awareness Day  
September 13<sup>th</sup> – National Pet Memorial Day  
September 14<sup>th</sup> – National Colouring Day  
September 15<sup>th</sup> – International Day of Democracy  
September 15<sup>th</sup> – National Online Learning Day  
September 15<sup>th</sup> – National School Backpack Awareness Day  
September 15<sup>th</sup> – Yom Kippur  
September 16<sup>th</sup> – Collect Rocks Day  
September 16<sup>th</sup> – Get Ready Day  
September 16<sup>th</sup> – Malaysia Day  
September 16<sup>th</sup> – Mexican Independence Day  
September 17<sup>th</sup> – International Country Music Day  
September 17<sup>th</sup> – International Patient Safety Day  
September 17<sup>th</sup> – National Pet Bird Day  
September 18<sup>th</sup> – Batman Day  
September 18<sup>th</sup> – National Dance Day  
September 18<sup>th</sup> – National First Love Day  
September 18<sup>th</sup> – National HIV/AIDS and Aging Awareness Day  
September 19<sup>th</sup> – National Cleanup Day



September 19<sup>th</sup> – National Gymnastics Day  
September 19<sup>th</sup> – National Talk Like a Pirate Day  
September 19<sup>th</sup> – Wife Appreciation Day  
September 20<sup>th</sup> – Respect for the Aged Day  
September 20<sup>th</sup> – Sukkot  
September 21<sup>st</sup> – Harvest Moon Festival  
September 21<sup>st</sup> – International Day of Peace  
September 21<sup>st</sup> – Mid-Autumn Festival  
September 21<sup>st</sup> – Miniature Golf Day  
September 21<sup>st</sup> – National IT Professionals Day  
September 22<sup>nd</sup> – Fall Equinox  
September 22<sup>nd</sup> – Falls Prevention Awareness Day  
September 22<sup>nd</sup> – Hobbit Day  
September 22<sup>nd</sup> – National Ice Cream Cone Day  
September 22<sup>nd</sup> – National Singles Day  
September 22<sup>nd</sup> – National White Chocolate Day  
September 23<sup>rd</sup> – National Dogs in Politics Day  
September 23<sup>rd</sup> – Redhead Appreciation Day  
September 24<sup>th</sup> – Heritage Day  
September 24<sup>th</sup> – National Punctuation Day  
September 24<sup>th</sup> – World Bollywood Day  
September 25<sup>th</sup> – National Bunny Day  
September 25<sup>th</sup> – National Comic Book Day  
September 25<sup>th</sup> – National Cooking Day  
September 25<sup>th</sup> – National Daughters Day  
September 25<sup>th</sup> – National Public Lands Day  
September 26<sup>th</sup> – Better Breakfast Day  
September 26<sup>th</sup> – Family Health & Fitness Day  
September 26<sup>th</sup> – Gold Star Mothers & Family Day  
September 26<sup>th</sup> – Hoshana Rabbah  
September 26<sup>th</sup> – Johnny Appleseed Day



- September 26<sup>th</sup> – National Mesothelioma Awareness Day
- September 26<sup>th</sup> – National Pancake Day
- September 26<sup>th</sup> – World Heart Day
- September 27<sup>th</sup> – National No Excuses Day
- September 27<sup>th</sup> – World Tourism Day
- September 28<sup>th</sup> – Ask a Stupid Question Day
- September 28<sup>th</sup> – National Drink Beer Day
- September 28<sup>th</sup> – National Neighbor Day
- September 28<sup>th</sup> – World Rabies Day
- September 29<sup>th</sup> – National Coffee Day
- September 29<sup>th</sup> – National Starbucks Day
- September 30<sup>th</sup> – International Podcast Day
- September 30<sup>th</sup> – National Love People 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/> ; <https://nationaltoday.com/animal-holidays/> ;  
and <https://nationaltoday.com/june-holidays/> and click on the day you would like to know more about.

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## VIDC Pension Committee

May 26, 2021

Kevin McPhail (Chair)

Heather Richardson, Christine Szaflik, Stacy Watton (Members)

In April 2021 CUPE National sounded the alarms regarding the Canadian government investing in a major water privatization scheme in Brazil. To quote the article:

“The Canada Pension Plan Investment Board is taking part in a massive selloff of public infrastructure being led by far-right President Jair Bolsonaro while the country is being ravaged by COVID-19. The affected workers are calling for solidarity and support from Canadian workers to help defend public water services.”

The CPPIB bought a 45 per cent stake in Iguá Saneamento, a Brazilian sanitation company. Iguá Saneamento will use the CPPIB’s \$270 million to buy a public water system being auctioned off in the state of Rio de Janeiro.



Despite public outcry, the CPPIB is moving ahead even though economically and politically the deal is risky and against workers and residents rights in that country:

“The auction went ahead in defiance of a state legislature vote to suspend the sale, and is the target of multiple ongoing legal challenges. Presidential elections in 2022 open the door to the sale of CEDAE being overturned, putting the sale on even shakier ground.

Earlier this month, CUPE [called on the Canada Pension Plan Investment Board](#) to withdraw from the auction and sell off their stake in Iguá Saneamento. The scheme reinforces CUPE’s ongoing work to [keep our pensions out of privatization](#).

CUPE stands in solidarity with the water workers and residents of Brazil who are fighting to protect CEDAE and all public water systems in the country.”

## BC Municipal Pension Plan

Since the announced plan redesign of the MPP things have been eerily quiet...we haven’t heard any concerns expressed. Are members satisfied? Are they unclear about the changes?

The plan trustees approved recommended changes in March 2021 though implementation of any changes will occur January 1, 2022.

Most of our CUPE members are in group 1 (all except police and firefighters) and there are no changes to service earned up to December 31<sup>st</sup> of this year. If the changes are anything like the PSPP changes two years ago the strongest concerns will come from higher income earners and those who would have been in a position to retire at 55 with no penalty before the new pension rules took effect. The following changes are quoted directly from the MPP website:

Move to a flat lifetime pension accrual rate

Pension benefits on future years of service (starting January 1, 2022) will have the flat lifetime benefit accrual rate of 1.9 per cent of your highest annual salary (HAS). This improves equity among members, regardless of income.

Previously, for every year of service, group 1 members earned a lifetime pension equal to

- 1.3 per cent of their five-year HAS up to the year’s maximum pensionable earnings (YMPE), and
- 2.0 per cent of HAS above YMPE.

The YMPE is the maximum salary amount set by the Government of Canada on which you contribute to the Canada Pension Plan.

Moving to a flat lifetime benefit accrual rate (of 1.9 per cent of HAS) means the vast majority of group 1 members will receive a higher lifetime pension. Only the very high income earning members will have a reduced benefit, but they will also have a reduced contribution rate.



If you're retiring with service before and after the effective date, your benefit will be calculated based on the 1.3 per cent/2.0 per cent benefit accrual being applied on all service up to December 31, 2021, and the 1.9 per cent benefit accrual being applied on all service after that date.

A new, single contribution rate

There is now a single contribution rate of 8.61 per cent. This includes a contribution to the inflation adjustment account. Previously, members contributed at two different rates on the portions of their earnings that were above and below the YMPE.

Individual members may see an increase or decrease in their yearly contributions.

- Members with lower earnings may have an increase in their contributions over the course of a year. This is because the previous contribution rate of 8.5 per cent on salary below YMPE is lower than the flat contribution rate of 8.61 per cent. With this increase comes an improved lifetime pension.
- Members with higher earnings may have a decrease in their contributions over the course of a year. This is because the previous contribution rate of 10 per cent on salary above YMPE exceeds the flat contribution rate of 8.61 per cent. With a decrease in contribution rates, members with higher earnings can expect to see lower deductions on their take-home pay.

Changes to early retirement rules

*Removing the bridge benefit on future service*

The biggest change for group 1 members is a higher lifetime pension. This is balanced by changes to early retirement rules, including the removal of the bridge benefit on service as of January 1, 2022.

The bridge benefit is paid to those who choose to retire before age 65. All members contributed to this benefit, but not all members took advantage of it.

*The bridge benefit will still be available for all service earned before January 1, 2022.*

Group 1 members who retire before age 65 with service earned before January 1, 2022, will receive a bridge benefit for that service.

[Note – check the video online that reviews the bridge benefit: <https://youtu.be/5dKqu1131mE> ]

Changes to early retirement reductions

Increasing the reduction factor for early retirement before age 60 improves equity because the cost is not paid by members who cannot afford to retire early, or don't want to. The savings from this helps fund the improvement to the lifetime benefit for the majority of members.

Early retirement reductions for service earned on or after January 1, 2022, are as follows:

- If you retire before age 60, your reduction is 6.2 per cent per year before age 60



- If you have less than two years of contributory service and retire before age 60, your reduction is 5.2 per cent per year before age 65
- There is no rule of 90 on new service

If you retire partway through a year, early retirement reductions are pro-rated for that year.

Your retirement is unreduced if:

- You retire at age 60 or older with at least two years of contributory service
- You retire at age 65 with any amount of service

### *Improved lifetime pension*

The changes will result in an improved lifetime pension for the majority of members. The benefit improvement is partially funded by reducing early retirement subsidies and eliminating the temporary bridge benefit (for group 1 only) on service earned on or after January 1, 2022.

## **Public Service Pension Plan**

In the Fall of 2020, the Public Service Pension Board of Trustees invited members to participate in an online survey on retirement group health benefits regarding potential changes to the prescription drug plan. Currently they're reviewing the responses as well as analyzing claim data, comparing similar plans and reviewing administrative expenses and premiums.

This Spring some members were reminded that changes to their pension resulted in them receiving a T215 statement (Past Service Pension Adjustment) which resulting adjustments to their available RRSP contribution room. While this seemed negative by not being able to contribute to reduce current year income tax, it is of course a positive in the fact that effective contributions were made retroactively to their pensions which will result in healthier income in retirement.

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

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## **VIDC Political Action Committee Annual Report**

May 25, 2021

The highlight of the Political Action Committee for the past year was the Provincial Election that occurred in October, 2020. The election was not only the first provincial election to occur under election reforms that restricted how unions and union members could support candidates, but it also took place in the middle of a global pandemic.

Membership lists, get out the vote activities, and member to member outreach became crucial to how our unions were able to get political for this election, and the committee encouraged members to ensure the call from CUPE to



update membership lists was answered. We also shared details clarifying what was allowed and not allowed under the new rules. Highlights of these include that locals were no longer permitted to use bookoff time for partisan campaigning, however non-partisan get out the vote activities were permitted on paid time. It was also still possible to use membership lists and volunteer time to share information about union endorsed candidates and members of the committee participated in such actions to support candidates in key island ridings.

In terms of how COVID-19 affected the election, we encouraged members to vote in the advanced polls, take advantage of mail in ballots, and volunteer in local campaigns in a distanced capacity (door drops of election materials rather than knocking and face to face conversations, sign up for phone calling, sharing more information than ever on social media, and participating in virtual events).

Finally, the committee encourages all members to renew their membership in the NDP and participate in local candidate selection processes that are taking place in preparation for the federal election expected to be called late this summer (a benefit of membership is having a voice in choosing your local candidates), volunteer for local campaigns (and bring a union friend), and get involved however you are able.

Respectfully submitted,

Jessica Orcutt  
Committee Chair

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**Committee Name: Anti - Poverty**

**Year: 2020**

**Committee Chair: Sarah Fairbrass**

**Committee Members: Sherrene**

**Committee Accomplishments**

- **Donations made to quarterly fundraisers**

**What Worked Well for Your Committee?**

- Our committee has not been very active this year apart from donations made to our quarterly fundraisers



**What strategic initiatives do you feel the Committee could focus on in coming years?**

- Providing information to VIDC regarding community initiatives around poverty, specifically related to Vancouver Island

**Recommendations**

- Finding a VIDC delegate to join the committee who has a passion for the social issues surrounding poverty in our communities

**Committee Chair Signature:** \_\_\_\_\_

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***CUPE BC Skilled Trades Committee***

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**Report to Vancouver Island District Council – May 2021**

As we move forward into 2021, we will continue our focus on reconciliation and supporting women in the trades.

The committee was looking to do a field trip/visit in October of 2020 to the Squamish Nation Training and Trades Center. Due to Covid-19 we pivoted and invited Buddy Cardinal from ACCESS Futures to help us understand the supports for indigenous persons in the lower mainland who are looking to apprentice in skilled trades.

Below are some statistics from 2020 that show the percentage of women, Indigenous, and youth participation in apprenticeships:

- 10% of apprentices are women
- 5% of apprentices are women in underrepresented trades



- 7% of apprentices are Indigenous
- Between 2017 and 2019 there was an 23% increase of youth apprentices
- 24% of youth apprentices are female
- 11% of youth apprentices are Indigenous

We will be following up on a resolution from last year's convention to bring "Be More Than A Bystander" workshops to CUPE Locals. Two of our committee members have taken the facilitator training through the BC Centre for Women in Trades training program and look forward to providing this workshop where we have the capacity to do so.

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

Some success after our presentation "Public Sector Apprenticeships: How to Change the Culture to make Apprenticeship work for Unions and Employers" in June 2018 in Montreal at the Canadian Apprenticeship Forum Conference. And a quote from last year "The CUPE BC Skilled Trades Committee resolves to help build a relationship between employers and locals to change the culture to make apprenticeships benefit CUPE workplaces. The Committee has the opportunity to make a difference in how public sector apprentices are perceived by demonstrating the true value of apprenticeships led to interest from the Industry Training Authority to seek out our input into joint presentations to employers. This has led to locals developing presentations made to employers to stem off the pitfalls created by attrition and take advantage of the long serving members who can pass on vital institutional knowledge to the next generation. Please contact the committee if you are interested in using local 116's presentation as a template.

Leah Murray and Shannon McKenzie have shown great leadership within the committee by attending the two CAF Conferences on Supporting Women in Trades.

In 2019, CAF-FCA assembled and led a task force of more than 60 skilled trades stakeholders to guide and inform a strategy to create measurable change for women's representation in skilled trades careers in Canada. The strategy and related activities are intended to generate awareness, trigger policy change,



recognize best practices that create skilled trade workplace environments where women's representation increases.

If you hire or train women apprentices and journeypersons, find out how YOU can join the growing list of **CHAMPIONS4CHANGE!**

<https://switcanada.caf-fca.org/>

Leah has brought her expertise and insight to the roll of Co-Chair of the Skilled Trades Committee. We welcome many diverse persons in the trades to help expand and strengthen our understanding of how best to support all.

**BCCWITT Women Build BC conference** started on international women's day March 8, 2021 and will continue with workshops in April which is construction month in BC.

Women in British Columbia represent only about 4.5% of the skilled trades and that number has barely moved in decades. With the impending construction boom and labour shortage, now is the time to escalate our collective efforts to increase the number of women, and other under-represented groups, finding success in the trades.

The BC Centre for Women in the Trades' (BCCWITT) **Women Build BC 2021**

**Conference** brings together women from the trades, industry leaders and others working to support them, to network and build relationships that will lead to the increased attraction, retention and advancement of women in the trades.

Just a few things that participants will learn:

- Best practices for building a diverse, inclusive and equitable workplace
- Proven strategies to remove barriers to attract and retain women in the trades
- Supports available for women in the trades

More information at [https://whova.com/web/women12\\_202103/](https://whova.com/web/women12_202103/)

Last convention we passed a resolution to support Community Benefits Agreements (CBA's).

Community Benefits Agreements are good for B.C. workers and the provincial economy.

Community Savings Credit Union commissioned a report on the socioeconomic impacts of B.C.'s Community Benefits Agreement program. The report found that the NDP government's CBA program is an opportunity to future-proof the sector by upskilling existing workers and bringing on new talent. Already, priority hires (women, Indigenous workers, apprentices and local residents)



accounted for 46 per cent of employment on the Highway 1 widening between Kamloops and the Alberta border. Additional CBA projects include the Pattullo Bridge replacement project, the Broadway SkyTrain and Cowichan Hospital. We will continue to lobby the BC government to include projects under CBA's.

### **Canadian Apprenticeship Forum (CAF) Conference 2021**

Kirk and Leah attended the CAF virtual conference in February 2021 and gained valuable resources including information regarding a program developed in eastern Canada that is working to support apprentices with learning disabilities, language barriers and essential skills gaps to successfully complete their apprenticeships.

Please contact the committee for more information on this highly successful program.

The following is an overview of the **Virtual Learning Strategist Program** developed in New Brunswick which is expanding to other provinces:

Highly skilled tradespersons come from many backgrounds, and learning disabilities, essential skills gaps, or language barriers can prevent top talent from entering or remaining in the skilled trades workforce. To address these obstacles, New Brunswick has become a leader in innovative solutions to meet training needs. Customized learning plans for trade apprentices with learning disabilities or essential skills gaps, have enabled many talented individuals to remain in, or transition to, the workforce. The success of the model has led to federal funding to provide services *virtually* in New Brunswick and five other jurisdictions across Canada.

New Brunswick boasts having one of the most thorough learning support models for apprentices. Apprentices with learning disabilities or essential skills gaps may be highly skilled in their chosen trade yet struggle to complete training because of difficulties with classroom-oriented components and written examinations, resulting in marginalization and poor outcomes. By developing customized learning plans and implementing accommodations and interventions tailored to each individual's circumstances, New Brunswick's learning strategist model assist at-risk skilled trade apprentices with successfully navigating training, testing, and the transition to the workforce.

This chart demonstrates the programs impact on apprenticeship completion rates:



| <b>IP Pass Rate</b> | <b>National</b> | <b>New Brunswick</b> |
|---------------------|-----------------|----------------------|
| 2020                | 54%             | 83%                  |
| 2019                | 61%             | 84%                  |
| 2018                | 61%             | 81%                  |
| 2017                | 55%             | 84%                  |

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

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

Respectfully submitted:

VIDC Skilled Trades Committee

Kirk Mercer - Chair

Shannon McKenzie

**Steve Fielden**

**VIDC Resolutions Committee Chair – Laurie Whyte**

Resolutions Committee Members – Amber Leonard

The VIDC Resolutions Committee wrote/revised/prepared nine resolutions for VIDC delegates to approve for submission to the CUPE BC 2020 Convention. The committee, upon agreement from the delegates had decided not to re-submit any resolutions from CUPE BC Committees. Instead the committee only considered original resolutions written and submitted by VIDC affiliated locals and original resolutions written by the Resolutions Committee. All the resolutions were approved by the delegates and submitted to CUPE 951 ahead of the deadline.



Unfortunately the CUPE BC 2020 Convention was cancelled due to the COVID-19 pandemic. The resolutions we submitted were put on hold for us to re-submit the following year (2021) if still relevant.

As all other conventions had also been cancelled or postponed, the VIDC Resolutions Committee was inactive for the remainder of 2020. The next CUPE National Convention would normally be held in 2021 and given that the convention is usually held in October, there was hope that it would be able to go ahead and we would be able to submit resolutions.

The committee did not submit any resolutions to the BC Federation of Labour virtual convention in 2020 as we are not entitled to do so.

The committee wrote/revised/prepared thirteen resolutions for VIDC delegates to approve for submission to the CUPE BC 2021 virtual convention.

Four of those resolutions were submitted by local 723. Of the remaining nine, four resolutions were re-submitted from 2020 and four were newly written by the committee. Again the committee decided not to re-submit any resolutions from CUPE BC committees and only consider original resolutions written and submitted by VIDC affiliated locals and original resolutions written by the Resolutions Committee. This is now the Resolutions Committee policy for all future conventions. All the resolutions presented were approved by the delegates and submitted to CUPE BC ahead of the deadline. Local 951 re-submitted seven of the VIDC resolutions.

The committee encourages locals to re-submit the original resolutions written by VIDC affiliated locals and the Resolutions Committee, provided they realize if they change the resolution in any way, it will become a new resolution.

As Chair of the VIDC Resolutions committee, the Council put my name forward to sit on the CUPE BC 2021 virtual convention Resolutions Committee and I was selected by CUPE BC to sit on the committee. It was a unique experience as all the work was done virtually, through Zoom meetings and emails. The committee's work was conducted much differently than in previous years due to the virtual nature forced upon us by the restrictions necessitated by the COVID pandemic. The original intent was to only consider resolutions submitted by the CUPE BC Executive Board and CUPE BC Committees. I do not believe this was communicated to Locals and District Councils who spent a considerable amount of time and energy preparing resolutions for the convention. Some District Councils simply re-submitted resolutions from CUPE BC Committees and so of course, their resolutions were considered. After much discussion, the committee finally agreed to schedule a couple of VIDC/Local 951 resolutions into the tight resolution schedule of the virtual convention. The Order of the Day was determined ahead of time by the committee and any revisions to it were made by the Committee Chair, Co-Chair, and staff. It was not always possible to consult with the entire committee about changes as they had to happen very quickly. Only the Chair of the committee was present on the virtual stage to read out each resolution.



There were three blocks of time for resolutions – each block occurred immediately after the applicable committees: Equity (Person With Disabilities, Indigenous, Pink Triangle and Racialized Workers Committees); Sectoral (Colleges, K-12, Universities, Libraries, Municipal, Transportation, and Community Social Services Committees); and Standing (Young Workers, Women’s, Anti-Privatization, Education, Environment, International Solidarity, OH&S, Pension, Political Action and Skilled Trades Committees). Each day there was also a block for ‘General’ resolutions, reserved for any committee priority resolutions that didn’t make it to the floor and Executive Board resolutions.

A total of ninety-seven resolutions were submitted to CUPE BC for the 2021 virtual convention. In addition five ‘Late’ resolutions were received after the deadline. Late resolutions are not dealt with until all other resolutions have been dealt with, so no Late resolutions made it to the convention floor. Five of the resolutions submitted were considered Constitutional and were passed on to the Constitutional Committee to deal with. One Late resolution was also considered a Constitutional resolution. There were also two Emergency resolutions, which are resolutions on a topic that has arisen after the deadline for submission of resolutions. Two of the resolutions were merged to create one Composite resolution.

Out of the ninety-seven resolutions submitted, twenty-eight resolutions (including the five Constitutional resolutions) made it to the virtual convention floor to be discussed and debated by delegates. Twenty-two of the resolutions were approved by delegates and one resolution was defeated. All five of the Constitutional resolutions were approved by a 2/3 majority of delegates.

The second resolution (#26) presented on the first day (May 19, 2021) was submitted by the Person With Disabilities Committee and originally written for the 2020 convention by the VIDC Resolutions Committee:

*Lobby the BC provincial government to:*

- *Put a permanent solution in place for accessible public transit in the Northern and remote regions of British Columbia to alleviate the crisis created by Greyhound’s cancellation of bus service in these communities and regions; and*
- *Ensure there is cell phone service available in all communities and regions of British Columbia, regardless of how remote they may be, with free access to calling 911 in emergencies*

The resolution was approved by convention delegates.

In the afternoon of the first day, the third resolution (#33) presented to delegates was an original resolution written by the VIDC Resolutions committee:

*Request CUPE National call on the Federal government to:*

*End Canada’s discriminatory blood donation policies as soon as possible to allow all Canadians the opportunity to partake in the time-honoured tradition of blood donation, with screening provisions based on science rather than prejudice; and Participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies: <https://allbloodisequal.ca> ; and*



*Encourage CUPE locals in British Columbia to also participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies: <https://allbloodisequal.ca>*

The resolution was approved by convention delegates

Another one of our VIDC/951 resolutions was scheduled for the afternoon of the first day of convention, but it never made it to the floor as we ran out of time.

On the third and final day of convention (May 21, 2021), another resolution (#5) originally written by the VIDC Resolutions Committee and adopted by the Persons With Disabilities committee made it to the floor and was approved by the convention delegates:

*Lobby the BC provincial government to:*

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

The following resolutions were passed by convention delegates: #27, 26 (covers 29, 94), 52, 88, 74, 60, 33, 28, 69, 37, 4, 40, 78, 3, 92, 54, 62, C-1, C-2, C-3, C-4, C-5, E-1, 5, 49, 71, and 76.

Resolution #80 was defeated by convention delegates.

A total of twenty-two resolutions and five constitutional resolutions were approved by convention delegates. One resolution was defeated. That was twenty-eight resolutions out of ninety-seven resolutions plus one Emergency resolution submitted that were dealt with at convention. All remaining resolutions that did not make it to the virtual convention floor for debate and voting on by the convention delegates are not dealt with and if still relevant it will be up to their submitters to re-submit to a future convention.

The VIDC Resolutions committee has adapted four resolutions from those we submitted to the CUPE BC 2021 Convention for VIDC delegates to approve to submit to the CUPE National 2021 Convention.

We also have eight resolutions adapted from those submitted to the CUPE National 2019 convention that never made it to the floor for VIDC delegates to approve to re-submit to the CUPE National 2021 Convention.

Finally, the VIDC resolutions committee is working with the CUPE National Women's Committee on four potential resolutions for the CUPE National 2021 convention.

At this point there are a total of twelve resolutions for VIDC Delegates to approve for submission to the 2021 CUPE National Convention.

**This concludes the annual VIDC Resolutions Committee report for 2020-2021.**



**Submitted in Solidarity**

**Laurie Whyte, Chair, VIDC Resolutions Committee**

**Amber Leonard, Member, VIDC Resolutions Committee**

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**CUPE NATIONAL RESOLUTIONS**

**#1. CUPE NATIONAL WILL:**

- consultation is a legislated right of Indigenous people in BC under UNDRIP regarding land use on unceded territories
  - Lobby the federal government to
    - Regulate the level of Royal Canadian Mounted Police (RCMP) deployed to peaceful demonstrations/blockades/rallies
    - Review the behavior of Royal Canadian Mounted Police (RCMP) towards all people involved in peaceful demonstrations/blockades/rallies and specifically the RCMP's actions towards Indigenous people as they are disproportionately targeted

**Because:**

as trade unionists, we would never tolerate this level of force on a picket line during a strike

- it is our democratic right to demonstrate peacefully in public spaces prior, informed consent and
- forced confrontations only continue the legacy of colonialism we are collectively working to change

**#2. CUPE NATIONAL WILL:**

- Call on the Federal government to end Canada's discriminatory blood donation policies as soon as possible to allow all Canadians the opportunity to partake in the time-honoured tradition of blood donation, with screening provisions based on science rather than prejudice; and
- Participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies ([https://allbloodisequal.ca/?utm\\_source=email&utm\\_campaign=All%20Blood%20is%20Equal&utm\\_medium=email&utm\\_term=CAS&utm\\_content=LaunchEmail](https://allbloodisequal.ca/?utm_source=email&utm_campaign=All%20Blood%20is%20Equal&utm_medium=email&utm_term=CAS&utm_content=LaunchEmail)); and
- Encourage all CUPE locals to also participate in the All Blood Is Equal Coalition Campaign to end discriminatory practices by blood services agencies ([https://allbloodisequal.ca/?utm\\_source=email&utm\\_campaign=All%20Blood%20is%20Equal&utm\\_medium=email&utm\\_term=CAS&utm\\_content=LaunchEmail](https://allbloodisequal.ca/?utm_source=email&utm_campaign=All%20Blood%20is%20Equal&utm_medium=email&utm_term=CAS&utm_content=LaunchEmail)).

**BECAUSE:**



- Denying your identity shouldn't be a requirement to save someone's life, yet every year, thousands of willing blood donors are turned away simply because of their identity;
- In Canada, men who have sex with men and trans women cannot donate blood unless they have been abstinent for three months;
- For years now, Canada has faced a critical shortage of donated blood, with our national blood inventory far below optimal levels;
- With the COVID-19 crisis, the need for blood products had never been greater
- Blood transfusions and plasma donations have the potential to save thousands of lives
- But rather than screening potential donors through a scientific lens and on a case-by-case basis, Canadian Blood Services and Héma-Quebec continue to use outdated, prejudiced policies which target two-spirit, gay, bisexual and queer men, Trans women, and men who have sex with men;

### #3. CUPE NATIONAL WILL:

- Urge all CUPE locals to bargain gender identity protections in their collective agreements

#### Because:

- All people, regardless of their gender identity must have the right to full and meaningful participation in the workplace with no impediments to that participation;
- And there should be no fear of reprisals or consequences because of one's gender identity; and
- We must strive to eliminate persistent patterns of inequality associated with discrimination based on any of the prohibited grounds in the Canadian Human Rights Act and any of the provincial Human Rights Codes; and
- Whereas the Canadian Human Rights Act and the provincial Human Rights Codes prevail over collective agreement language and the Supreme Court of Canada decision in Parry Sound (District) Social Services Administration Board v OPSEU, Local 324 had the effect of automatically incorporating human rights legislation into every collective agreement between unions and employers, it is still a good idea to have the language in our collective agreements in case any of the Human Rights Act or provincial Human Rights Codes sections are repealed by future unfriendly governments

### #4. CUPE NATIONAL WILL:

- Join the Migrant Rights Network – Vaccines for All campaign: [Vaccines for All! \(migrantrights.ca\)](https://migrantrights.ca)
- Call on [the](#) federal governments to:
  - Ensure full access to the COVID-19 vaccine to all migrants regardless of immigration status;
  - Make certain that the vaccine provisions must:
    - Be free of charge
    - Not require a health card or health card number



- Be accessible;
- Not collect any ID or addresses, or information about immigration status, and develop alternative mechanisms for tracking vaccine doses;
- Health authorities must guarantee that any personal information that is collected will not be shared with immigration enforcement or police; and
- Not be coercive or mandatory; and
- Establish a comprehensive multi-lingual public education and outreach strategy, as well as ensuring training for healthcare providers, is created; and
- Ensure that relevant authorities coordinate with, and take leadership from, migrant-led organizations to ensure migrants can receive the COVID-19 vaccine and testing in a safe, accessible and dignified manner, no matter where they work or live and without fear of punitive consequences

**Because:**

- Migrant and undocumented people are at the forefront of the COVID-19 crisis;
- They are often working in essential jobs that sustain our communities but have been excluded from services and protections;
- Some of the highest rates of COVID-19 infections are for migrants in congregate living and working conditions, like farms, factories, and warehouses, and those who are homeless or incarcerated;
- At the same time, many migrants in Canada don't have a health card or health coverage;
- Those who are undocumented are afraid of accessing healthcare in case their personal information is shared with federal immigration enforcement; and
- In some cases employers have already started to threaten migrants with job loss and deportation if they aren't vaccinated

**#5. CUPE NATIONAL WILL:**

1. Establish a policy and process to address complaints and incidents of sexual harassment and violence within the union, including independent third-party investigations; and
2. Involve specialists on intersectional gender-based violence who have established similar systems in other organizations; and
3. Determine appropriate remedies in cases of sexual harassment and assault, ensuring safety within CUPE; and



4. Prioritize human rights competencies in the recruitment, hiring and training of staff, and make human rights harassment and violence a core component of the rep trainee program and annual training for all staff; and

Provide information on gender-based violence crisis lines and community services at all CUPE events.

**BECAUSE:**

- Despite the code of conduct, equality education and other measures, CUPE women and women-identified members experience high rates of sexual harassment and violence within the union; and
- Lack of safety means women (68% of our membership) cannot fully participate, weakening CUPE; and
- The ombudsperson program has neither the role nor scope to play this role, and the trial procedure is not appropriate for addressing sexual harassment and violence; and
- Sexual harassment and violence violate human rights law and may also be criminal violations; and
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence

**#6. CUPE NATIONAL WILL:**

Amend Article 11.6 of the Constitution to read:

11.6 Oath of Nomination and Office

(b) A candidate who is elected to office must come forward to the podium and clearly and audibly take this oath:

“I, \_\_\_\_\_, promise to perform the duties of my office, as set out in the Constitution and laws of the Canadian Union of Public Employees, faithfully and to the best of my ability for my term of office. As an Officer of the Union, I will always promote the harmony and dignity of its sessions by counsel and example. **As an Officer, I will follow anti-racism and anti-oppression principles and attend an anti-racism, anti-oppression training with the entire Executive Board which will be organized within four months or shortly thereafter.** I also promise to turn over all property of the Union to my successor at the end of my term.”

Because:

- CUPE women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the code of conduct, equality education and other measures.
- Lack of safety means women (68 per cent of the membership) cannot fully participate, weakening the union.
- Elected leaders set the tone of our Union, demonstrating appropriate behavior to other members; this training program would demonstrate leadership and model behavior that keeps our members safe.



- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

**#7. CUPE NATIONAL WILL:**

- Expand the Steward Learning Series to include sections on equity, diversity and inclusion within our Union, Sexual Harassment and Violence, and Ally training based on the “How to be More Than a Bystander” training.

**Because:**

- CUPE women and those who identify as women members experience sexual harassment and violence within the union, in high numbers, despite the code of conduct, equality education and other measures; and
- When women and those who identify as women, who make up 68 per cent of the membership, do not feel safe in the union, they cannot fully participate. This weakens the union; and
- Allies are an important part of being able to move forward as a union to provide increased safety for women and those who identify as women; and
- Inclusion strengthens our union by creating an environment in which everyone is able to participate; and
- Women (and those who identify as women) with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

**#8. CUPE NATIONAL WILL:**

- Encourage locals to educate their members on the value of having a good defined benefit pension plan, encourage members to enroll in their plans when available to them, and educate employers on the value of defined benefit pension plans if they don't have one.

**BECAUSE:**

We need to ensure retirement income security for all members; and

- Defined benefit pension plans are under attack; and
- In some plans and some locals enrolment is optional for some members, which weakens the plans and threatens the retirement income security of those workers; and
- Stable retirement incomes are good for local economies

**#9. CUPE NATIONAL WILL:**

- Educate and encourage locals to negotiate collective agreement language to eliminate pension enrolment barriers for part time and precarious workers.



**BECAUSE:**

- There is an increase in part time, casual and other precarious employees in the workplace and these employees deserve future security by having a pension; and
- Many pension plans have an enrolment eligibility threshold based on income level; and
- The current threshold based on 35% of the Yearly Maximum Pensionable Earnings (YMPE) in two consecutive calendar years is unattainable for many workers who are forced by the marketplace to hold two or more jobs to survive. The 2019 YMPE is \$57,400.00 and 35% of that is \$20,090.00.

**#10. CUPE NATIONAL WILL:**

- Develop a Green Statement to be read out at all CUPE meetings, conferences, conventions, and events and encourage locals to use the Green Statement at all their events.

**BECAUSE:**

- CUPE's environmental responsibility is to challenge economic and political forces that contribute to the environmental crisis we all face, as well as to educate and encourage its members to be better environmental citizens; and
- The Environment must be in the forefront of everyone's work, for without a healthy environment, our efforts at labour relations are for naught.

**#11. CUPE NATIONAL WILL:**

- Create a Mental Health self-care tool kit for CUPE Activists that will include a plan for pursuing healthy coping strategies.

**BECAUSE:**

- If mental health problems are recognized early and proper treatment is obtained, most people can quickly return to their normal performance at work and much unhappiness and suffering can be avoided; and
- Activists often reject the need to take care of themselves because they feel they need to care for others first; and
- To be the most effective Activist, you need to be strong, optimistic and confident in yourself; and
- Without self-care, Activists can feel burnout, secondary traumatic stress, and/or compassion fatigue; and
- Self-care is anything physical, emotional, social or spiritual that contributes to managing everyday life.

**#12. CUPE NATIONAL WILL:**

- Continue to encourage and support women to be elected into leadership roles and continue a relationship of support with them afterward.

**BECAUSE:**



- Once women are elected into a leadership role, the battle is far from being over, it continues to be a fight to remain in the leadership role and to be respected in that role; and
- Women tend to focus on the struggle for success in their leadership role rather than caring for themselves; and
- It is important that leaders and activists care for themselves to ensure they remain strong and healthy to carry on the fight.

**#13.** CUPE National WILL:

- Deliver 16-hour anti-racism and anti-oppression training, including strong content on sexual harassment/violence, to CUPE local executives and the National Executive Board;
- Enshrine agreement to take this training in the Oath of Office;
- Elected leaders will complete the training within four months of getting elected, starting immediately for the NEB and rolled out to CUPE locals immediately
- The training will be developed by Union Education in close collaboration with national human rights committees and will address overlapping human rights harassment and violence; and

BECAUSE:

- CUPE Women and women-identified members experience sexual harassment and violence within the union, in high numbers, despite the Code of Conduct, equality education and other measures;
- Lack of safety means women (68% of the membership identify as women) cannot fully participate, weakening the union;
- Elected leaders set the tone of our Union, demonstrating appropriate behavior to other members; this training program would demonstrate leadership and model behavior that keeps our members safe; and
- Women with disabilities, and LGBTQ2+, racialized and Indigenous women face additional harassment and violence.

## **Constitutional Resolutions**

**#14.** CUPE NATIONAL WILL:

Add three additional Diversity Vice-President positions to the National Executive Board by amending the National Constitution as follows:

Amend 7.2 (a)

a. The members of the National Executive Board are elected by majority vote at Convention. The members of the Board are: the National President, the National Secretary-Treasurer, five General Vice-Presidents; fourteen Regional Vice-Presidents and ~~two~~ **five** Diversity Vice-Presidents.

Add new 7.2 (d)

**d. The Diversity Vice-Presidents represent the following members:**

**Indigenous Workers 1**

**LGBTQ2 Workers 1**



- Racialized Workers 1**
- Women 1**
- Workers with Disabilities 1**

**Add new 11.1 (d)**

- d. Only members who self-identify as part of the represented community, and who fulfill the requirements of Article 6.8, are eligible for election to the office of Diversity Vice-President. A Diversity Vice-President who ceases to meet these requirements cannot continue in office.**

**Amend 11.9 (c)**

**11.9 Vacancy on National Executive Board**

- c. Two Five alternate Diversity Vice-Presidents are elected at Convention. If an office of Diversity Vice-President becomes permanently vacant, the alternate Diversity Vice-President will fill the office for the rest of the term.**

**BECAUSE:**

- CUPE’s leadership should reflect the diversity of our membership; and
- We will be a stronger and more effective union when we include the perspective of equity-seeking groups in decision-making at the highest level of our union; and
- Under the current structure, there are voices and views missing around the table; and
- CUPE’s commitment to diversity and equality must be evident in its structures

**#15. CUPE NATIONAL WILL:**

**Amend the Constitution to adapt the Code of Conduct to local unions and make it mandatory in local bylaws**

**BECAUSE:**

- There needs to be a way to embed the code of conduct into functions or meetings outside of CUPE National such as at the local or Division level
- Enshrining the language will create the dialogue of how to behave while representing members and our locals



**CUPE BC Library Committee: Laurie Whyte**

*I had the pleasure of participating on the CUPE BC Library Committee. As a member of the Committee, CUPE BC sponsored me to attend the BC Library Association 5-day Virtual Conference the first week of May. It was very intense and full of lots of information. There was definitely an equity, diversity and inclusion theme with the majority of speakers addressing those issues as they pertain to Libraries and how libraries can be part of the solution. Several authors read from their latest books, which was awesome. I’d never attended an author reading before. It humanized the ‘name’ we see on books as the author, but never get to meet. There was a virtual vendor’s area and an intriguing virtual scavenger hunt. I’d like to thank CUPE BC for the opportunity to attend the BCLA Conference – after working in the McPherson Library for 45 years, this was the first time I was able to attend a BCLA Conference! And I was sponsored by my union, not my employer.*