

# VIDC

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## Vancouver Island District Council

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**Agenda – December 04, 2021**

**Minutes**

**September 24, 25, 2021**

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### **MEETINGS**

**Executive Meeting:** December 03, 2021 6:00PM in person

**General Zoom Meeting:** December 04, 2021 – 10:00AM (zoom opens at 9:30AM)

Send reports in advance to:

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

**December 4, 2021** fundraiser is Cowichan Housing Association. See **page 5** for more information. Sherrene Ross contact: [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com)



## **GENERAL MEETING AGENDA** **December 04, 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 – December 4, 2021
5. APPROVAL OF THE MINUTES – September 25, 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

## December 2021 Fundraiser

### COWICHAN HOUSING SOCIETY



#### OUR MANDATE

At the Cowichan Housing Association (CHA), we believe that stable, secure, accessible and affordable housing is foundational to healthy individuals, families and communities. We work to increase affordable housing options and to reduce homelessness in the Cowichan Region through research, community development, homelessness prevention programming and facilitating affordable housing development.

#### HOMELESSNESS PREVENTION

In response to the pandemic, the Covid-19 Task Force for Vulnerable Populations was formed to shelter and support those precariously housed or experiencing homelessness. Temporary shelter includes a 36 room Duncan hotel and 36 sleeping cabins in 3 sites. Key partners include Our Cowichan Health Network, Cowichan Tribes, the City of Duncan, and the Cowichan leadership group.

***I am requesting donations of socks, underwear, boots and coats. Monetary donations always welcome. Thank you.***

VIDC Fundraiser Contact is: Sherrene Ross [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com) for more information.



## 2022 Tentative Meeting Dates

Feb 05 or <b>Feb 12, 2022</b>	Evening/Day meetings
<b>May 14</b> or May 28, 2022	Both meetings on the Saturday
<b>Oct 15</b> or Oct 22, 2022	Both meetings on the Saturday
Nov 26 or <b>Dec 03, 2022</b>	Evening/Day meetings

**Save  
the  
Date**

## 2021/2022 Fundraisers

Nov/Dec 2021 Sherrene Ross	Cowichan Housing Association	Footwear, Coats, socks, underwear <a href="http://cowichanhousing.com/contact-us/">http://cowichanhousing.com/contact-us/</a>
Jan/Feb 2022 Andrea Craddock Hailey Fielden	Caremongering Campbell River & Comox Valley Rise Bridge Project	Monetary Monetary
May 2022 Page DeWolfe	Trans Care	Monetary
Sept 2022 Sarah Fairbrass	ELDERDOG	Monetary <a href="http://www.elderdog.ca/">http://www.elderdog.ca/</a>
Nov/Dec 2022 Kevin McPhail	Habitat for Humanity	Distribution meeting <a href="https://www.habitatmvi.org/">https://www.habitatmvi.org/</a>

Year-long Initiative Deborah Hopper	Handbags for Hope	Distribution to be decided
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## **PERSONAL INFORMATION PROTECTION ACT**

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

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator. Submit agenda items, issues, guest speakers to the **President, Amber Leonard**  
[cupe459officer@gmail.com](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>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) <b>Locals: 50, 358, 382, 410, 441, 2011</b></p> <p><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) <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 <b>Locals: 1858, 3570, 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) <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> C: 250-204-3857 <a href="mailto:president@cupe723.ca">president@cupe723.ca</a></p> <p><b>NORTH REGION</b> (North of Deep Bay &amp; including Powell River) <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) <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> Cindy Gaboury C: 250 702-6925  <a href="mailto:Chief@cupe439.net">Chief@cupe439.net</a> <b>Term:</b> Sept 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 C: 778-678-4147 <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  <b>ZOOM</b></p>	



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LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox and Comox Valley Regional District
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
723	K-12	Campbell River – School District 72
727	K-12	Port Alberni – School District 70
788	K-12	Gulf Islands – School District 64
947	K-12	Greater Victoria School Board Inside
2769	K-12	Vancouver Island West – School District 84
3570	K-12	Qualicum – School District 69
5101	K-12	Cowichan Valley – School District 79
917	Post-Secondary	Victoria – UVIC Trades, Maintenance and Foods
951	Post-Secondary	Victoria – UVIC Office, Technical and Childcare
1858	Post-Secondary	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
5278	Post-Secondary	Vancouver Island University – Student Union
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot



358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services, Together Against Poverty Society, BC Healthy Communities
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
606	Multi-Sector	School District 68, School District 69 Family Resources Assoc., Community Social Services
798	Multi-Sector	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River
1978	Multi-Sector	Victoria Capital Regional District, Capital Health Region, Capital Region Housing Corporation, Victoria Senior Citizens Housing Society
1767	Tr/Ag/Boards	BC Assessment Authority
1004	Community Social Services	
<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  
September 25, 2021**

**Call to Order – 9:00AM**

Welcome to new Regional Director – Ann Lennarson

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

- **Social Distancing Comfort Levels**

**Roll Call of Officers – Sherrene Ross**

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

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*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**

- Add Education Assistants of BC Conference

**Minutes of the Previous Meeting – May 28, 2021**

**Motion:**

To accept the previous meeting minutes as presented

**MSC**

**Matters Arising Out of the Minutes**

**MSC**

- Missed donations for the BCSPCA 5 x \$1000 to be issued this month



**Treasurer's Report – Steve Fielden**

**MSC**

**Trustee's Report – Amy Issel**

**MSC**

- Recommendation report given

**Correspondence Report – Sherrene Ross**

**INCOMING:**

**EMAIL**

- TAPS request for donation
- Social Distancing Comfort Article
- Information from Steven Beasley regarding the Federal Election
- Correspondence from Jessica Orcutt PA Chair re: election support & rallies
- Telus Offer
- Thank you cards from the following donation recipients
  - MARS Wildlife rescue Centre
  - Cowichan Women Against Violence
  - North Island Crisis and Counselling Centre
  - Haven Society
  - Comox Valley Transition House
  - Alberni Community and Women's Service Society
  - Ladysmith Resource Centre
  - Campbell River and North Island Transition House
  - CODEV
  - Sooke Transition House Society
  - North Island Wildlife Rescue
- Thank you from Pamela Vivian for VIDC's support with the bursary
- Thank you notes from Karen Ranaletta and Michelle Waite for CUPE BC election support
- Summer 2021 Our Place newsletter
- Information from Deborah Hopper regarding her leave from CUPE to support Lisa Marie Barron NDP Nanaimo Candidates

**CUPE NATIONAL**

- CUPE TODAY

**OUTGOING**

**EMAIL**

- Letter sent to Brother Charles Fluery requesting Cost Share for Strategic Planning
- Letter to the office of the Prime Minister regarding the Discovery of the remains of the 215 Stolen Children in Kamloops BC

**MSC**



## CUPE BC EXECUTIVE

### Trevor

- Executive board meeting next week
- OBCM will be virtual this round
- Different criteria to be a committee member this term
- In response to multiple calls for mental health support we have been in talks re: the Bottom Line Conference
- Not specific CUPE course but 40 spots available – filled up immediately
- Worked to make it as balanced as possible
- Unknown if will happen again – wait to see how beneficial it is
- CUPE National now will be held virtually also
- Will likely be very similar to CUPE BC's platform
- \$1000 Pandemic fund is still available through CUPE BC
- Will be continuing to contribute to the Wildfire Relief funds – remaining will be donated
- Karen Ranalletta will be joining later

### Motion:

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

**MSC**

## CUPE NATIONAL COMMITTEES

### Amber

- No reports until new members struck at National Convention
- Safe spaces survey out – complete if you get it or ask Amber
- CUPE.CA website has the information – closes September 28<sup>th</sup>

## CUPE VIDC COMMITTEE REPORTS

- Moved to General meeting

### Education

- Quarterly fundraiser this month is Nanaimo Development

## VIDC SECTORAL REPORTS

### CUPE BC REPORTS

**Kirk** – Universities – Currently in a Cost-Share for Ad Campaign – Post Secondary funding awareness – Public support/awareness of what CUPE does

**Michelle** – Fund BC's Future – viewed Pilot's – hope to reach 2.5 million viewers – video clips linked to roll out of expired Collective Agreements – Mid October?

Website: [www.fundbcfuture.ca](http://www.fundbcfuture.ca)



## Amber – K-12

- Council meeting on the 18<sup>th</sup> of Oct.
- Bargaining and updates to the Provincial Framework

## Unfinished Business/Old Business:

### 1. Food Bank Drive – distribution

- a. Will continue to encourage Locals to donate to their Local Food Banks
- b. Recommend if Locals prepared to do a food drive – Food Banks can purchase good, quality food, in bulk, with monetary donations
- c. Monthly donations would be encouraged for ongoing support
- d. Local 798 gives \$1 per member per month to the Powell River Food Bank

### 2. Recognition of Retirees & Long Service members to VIDC

- a. Need to solidify the name
- b. Need term for committee – suggest a 2-year term with a 2-year budget
- c. Andrea Craddock + 5 members
- d. Hotel rooms need to be included in budget
- e. Much work to be done – research on members, etc.

## Motion

That VIDC create an ADHOC Member Recognition Committee to run for 2 years with an annual budget of \$2500 totalling \$5000

**MSC**

### 3. UNITE 40 Rally at the Coast Bastion – Friday night

- a. Bus and car loads of Executive arrived at rally in support
- b. Much appreciation from Unite 40
- c. Good Roar from Trevor!

### 4. December General meeting location

- a. Steve sent inquiry email with December date to the Beach Club to check on availability
- b. Ballroom tentatively booked but smaller room is available (approx. 40 people)
- c. Dependent on latest dates of cancellation would be beneficial
- d. Discussion on Executive thoughts
- e. Unite 40 has ask us to Boycott the Coast

## Motion

That VIDC hold the December, 2021 meeting at the Beach Club Resort in Parksville BC

**MSC**



**New Business:**

**1. Committee Budgets**

<b>Anti Poverty</b> <b>Sarah Fairbrass</b>	<b>\$2000</b>	<b>MSC</b>
<b>Anti Privatization</b> <b>Amy Issel</b> Michael Rheault	<b>\$2000</b>	<b>MSC</b>
<b>Communication</b> <b>Sherrene Ross</b> Amber Sarah	<b>\$2000</b>	<b>MSC</b>
<b>Community Social Services</b> <b>Vacant</b>	<b>\$2000</b>	<b>MSC</b>
<b>Constitution</b> <b>Martha Higgins</b> Stacey Sarah	<b>\$2000</b>	<b>MSC</b>
<b>Diversity</b> <b>Laurie Whyte</b> Pat Faith Page	<b>\$2000</b>	<b>MSC</b>
<b>Education</b> <b>Deborah Hopper</b>	<b>\$2000</b>	<b>MSC</b>
<b>Environment</b> <b>Kevin McPhail</b> Andrea Cindy Gaboury	<b>\$2000</b>	<b>MSC</b>
<b>Hospitality</b> <b>Stacey</b> Tiffany	<b>\$2000</b>	<b>MSC</b>



<b>International Solidarity Vacant</b>	<b>\$2000</b>	<b>MSC</b>
<b>Municipality Dan MacBeth</b> Sarah Martha	<b>\$2000</b>	<b>MSC</b>
<b>OH &amp; S Sarah Fairbrass</b> Martha Andrew Schneider	<b>\$2000</b>	<b>MSC</b>
<b>Pensions Kevin McPhail</b> Stacey Watton Christine Szaflik	<b>\$2000</b>	<b>MSC</b>
<b>Political Action Jessica Orcutt</b> Kirk Mercer Michelle Waite Kevin McPhail	<b>\$2000</b>	<b>MSC</b>
<b>Resolutions Laurie Whyte</b> Amber Leonard	<b>\$500</b>	<b>MSC</b>
<b>Skilled Trades Kirk Mercer</b> Steve Fielden Shannon Mackenzie	<b>\$2000</b>	<b>MSC</b>
<b>Technology Pat Shade</b> Kirk Mercer Hailey Fielden	<b>\$2000</b>	<b>MSC</b>



**Women's** **\$2000** **MSC**  
**Faith Liddie**  
 Laurie Whyte  
 Cindy Gaboury  
 Deborah Hopper

**Young Worker's** **\$2000** **MSC**  
**Hailey Fielden**

**Recognition Committee** **\$2500** **MSC**  
**Andrea Craddock**  
 Faith Liddie  
 Deborah Hopper

**2. Elections at General meeting**

- a. There has been interest shown in both Committee chair positions that are up for election

**3. CUPE National Convention**

- a. VIDC has 1 delegate credential
- b. Consider Island Locals gathering in one place via VIDC – information to follow
- c. Shireen Clark is booking a hotel room for 374 – possibly connect with VIDC
- d. Does not appear to be a year of largely disputed elections

**Motion**

That VIDC send one person under the Diversity umbrella to CUPE National Convention 2021 **MSC**

That VIDC elect the one person under the Diversity umbrella to CUPE National Convention 2021 at the General meeting **MSC**

Nov/Dec 2021	Sherrene Ross	Cowichan Housing Association	Footwear, Coats, socks, underwear
Jan/Feb 2022	Andrea Craddock  Hailey Fielden	Caremongering Campbell River & Comox Valley  Together We Rise	Monetary  Monetary
May 2022	Page DeWolfe	Trans Care	Monetary
Sept 2022	Sarah Fairbrass	ELDERDOG	Monetary





Nov/Dec 2022	Kevin McPhail	Habitat for Humanity	Distribution meeting
Year-long initiative	Deborah Hopper	Handbags for Hope	Distribution to be decided

**Motion**

That VIDC support the Quarterly Fundraisers as presented **MSC**

That VIDC make a donation of \$250 to each quarterly fundraiser for the fiscal year **MSC**

**TENTATIVE DATES FOR 2022/2023**

Feb 05 or <b>Feb 12, 2022</b>	Evening/Day meetings
<b>May 14</b> or May 28, 2022	Both meetings on the Saturday
<b>Oct 15</b> or Oct 22, 2022	Both meetings on the Saturday
Nov 26 or <b>Dec 03, 2022</b>	Evening/Day meetings

**Motion**

That VIDC order 1450 VIDC stickers to apply to the Protein for People peanut butter prior to distribution **MSC**

**Peanut Butter Distribution Group**

**South Region**

- Amber Leonard

**Central Region**

- Jessica Orcutt

**North Region**

- Andrea Craddock

**4. Discussion on locations for 2022 meetings – 20 speakers**

- Create a list of unionized hotels available on the Island
- Feel too much effort for Steve to organize in multiple venues
- Some feel union first always
- Cost must be factored in
- Does a committee need to be struck?
- Must be large enough venue to host meeting
- Tiffany has offered to created a list of Unionized hotels via Hospitality com.
- There are not many Unionized hotels on the Island



- i. We may lose continuity with changing venues each time
- j. Unifor in many of our union hotels ~ best choice?
- k. Consider University facilities
- l. Consider accessibility
- m. Every Municipality has unionized meeting space available
- n. WE Travel is available for inquiries
- o. Due to timeline, Table Officers will do the leg work for now

## 5. Education Assistant's of BC Society Conference

- a. Not all CUPE members
- b. Struggling to be recognized as Para Professionals
- c. Discussion around standardization of hours
- d. October 22<sup>nd</sup> Conference – must become a member \$25 to attend (one-time payment)
- e. Conference is \$45 pp comes with t-shirt
- f. Alison Seal & Nature Therapy Coordinators as guest speakers

<https://educationassistantsbc.org/eabc-conference/>

### Good of the Council:

Apologies to Steve Fielden for the credit card fiasco 😊

**Adjournment: 12:16PM**

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## Vancouver Island District Council General Meeting September 25, 2021

### 1. Call to Order: 1:06PM

#### 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

### 3. Health & Safety, Emergency Preparedness Plan: Martha Higgins



**4. Equality Statement:** Shared

**5. Green Statement:** Kevin McPhail

**6. Welcome to presenters:**

David Fleming – Childcare Presentation

- Will be reaching out to K-12 Local
- CUPE long been supported of Universal Childcare program
- In the details, it is stated to be integrated into education
- Many SD's contract out on-site childcare
- We will see rapid change in the year's ahead
- So, we have this window of time to educate our members
- Building huge cost share with National around this issue
- May ask the Council here and there to build a bigger Coalition and for lobbying efforts
- Call on Prov. Government on rolling out publicly funded before and after childcare
- Watch for Campaign videos, print, ads, public bus shelters
- Will put pressure on key figures around the province
- Efforts to write letters, share personal stories, experiences
- Reach out to local MLA's
- Watch for info from Jessica Orcutt on this subject
- Contact [dfleming@cupe.ca](mailto:dfleming@cupe.ca)

**7. Sergeant at Arms Report & Presentation of Affiliates & Credentials:**

- 40 delegates 4 staff

**8. Obligation of New Delegates**

**MSC**

**9. Approval of Agenda**

**MSC**

**10. Minutes of the Previous Meeting – May 28, 2021**

**MSC**

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

**MSC**

- Treasurer missed BCSPCA donations last meeting

**12. Treasurers Report:** Steve Fielden

**MSC**

- a. Term deposit #2 date to be updated
- b. Line item discrepancy now since corrected

**13. Trustee's Report: Amy Issel**

**MSC**

- a. Report attached

**14. Correspondence Report – Sherrene Ross**

**INCOMING:**

**EMAIL**

- TAPS request for donation
- Social Distancing Comfort Article



- Information from Steven Beasley regarding the Federal Election
- Correspondence from Jessica Orcutt PA Chair re: election support & rallies
- Telus Offer

## **CANADA POST**

- Thank you cards from the following donation recipients
  - MARS Wildlife rescue Centre
  - Cowichan Women Against Violence
  - North Island Crisis and Counselling Centre
  - Haven Society
  - Comox Valley Transition House
  - Alberni Community and Women's Service Society
  - Ladysmith Resource Centre
  - Campbell River and North Island Transition House
  - CODEV
  - Sooke Transition House Society
  - North Island Wildlife Rescue
- Thank you from Pamela Vivian for VIDC's support with the bursary
- Thank you notes from Karen Ranalletta and Michelle Waite for CUPE BC election support
- Summer 2021 Our Place newsletter
- Information from Deborah Hopper regarding her leave from CUPE to support Lisa Marie Barron NDP Nanaimo Candidates who has since been successful in her campaign

## **CUPE NATIONAL**

- CUPE TODAY

## **OUTGOING**

### **EMAIL**

- Letter sent to Brother Charles Fluery requesting Cost Share for Strategic
- Planning
- Letter to the office of the Prime Minister regarding the Discovery of the
- remains of the 215 Stolen Children in Kamloops BC

**MSC**

## **EXECUTIVE BOARD REPORT – September 25, 2021**

### **1. Committee Budgets**

**Anti Poverty  
Sarah Fairbrass**

**\$2000**

**MSC**



<b>Anti Privitization</b> <b>Amy Issel</b> Michael Rheault Sarah Fairbrass	<b>\$2000</b>	<b>MSC</b>
<b>Communication</b> <b>Sherrene Ross</b> Amber Leonard Sarah Fairbrass	<b>\$2000</b>	<b>MSC</b>
<b>Community Social Services</b> <b>Vacant</b>	<b>\$2000</b>	<b>MSC</b>
<b>Constitution</b> <b>Martha Higgins</b> Stacey Watton Sarah Fairbrass	<b>\$500</b>	<b>MSC</b>
<b>Diversity</b> <b>Laurie Whyte</b> Pat Shade Faith Liddie Page DeWolfe	<b>\$2000</b>	<b>MSC</b>
<b>Education</b> <b>Deborah Hopper</b> Martha Higgins Christine Szaflik Jessica Orcutt	<b>\$2000</b>	<b>MSC</b>
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<b>Hospitality</b> <b>Stacey Watton</b> Tiffany	<b>\$2000</b>	<b>MSC</b>
<b>International Solidarity</b> <b>Vacant</b>	<b>\$2000</b>	<b>MSC</b>



<b>Municipality</b> <b>Dan MacBeth</b> Sarah Fairbrass Martha Higgins	<b>\$2000</b>	<b>MSC</b>
<b>OH &amp; S</b> <b>Sarah Fairbrass</b> Martha Higgins Andrew Schneider	<b>\$2000</b>	<b>MSC</b>
<b>Pensions</b> <b>Kevin McPhail</b> Stacey Watton Christine Szaflik	<b>\$2000</b>	<b>MSC</b>
<b>Political Action</b> <b>Jessica Orcutt</b> Kirk Mercer Michelle Waite Kevin McPhail	<b>\$2000</b>	<b>MSC</b>
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<b>Technology</b> <b>Pat Shade</b> Kirk Mercer Hailey Fielden Amber Leonard	<b>\$2000</b>	<b>MSC</b>
<b>Women's</b> <b>Faith Liddie</b> Laurie Whyte Cindy Gaboury Deborah Hopper	<b>\$2000</b>	<b>MSC</b>



**Young Worker's Hailey Fielden** **\$2000** **MSC**

**Recognition Committee** **\$2500** **MSC**  
**Andrea Craddock**  
 Faith Liddie  
 Deborah Hopper

That VIDC send one person under the Diversity umbrella to CUPE National Convention 2021 **MSC**

That VIDC make a donation of \$250 to each quarterly fundraiser for the fiscal year **MSC**

That VIDC order 1450 VIDC stickers to apply to the Protein for People peanut butter prior to distribution **MSC**  
**\*\*Now known as Union for Protein project**

That VIDC donate \$1000 to the CUPE BC Wildfire Fund **MSC**

That VIDC SUPPORT the following list as our quarterly fundraisers **MSC**

Nov/Dec 2021	Sherrene Ross	Cowichan Housing Association	Footwear, Coats, socks, underwear
Jan/Feb 2022	Andrea Craddock  Hailey Fielden	Caremongering Campbell River & Comox Valley  Together We Rise	Monetary  Monetary
May 2022	Page DeWolfe	Trans Care	Monetary
Sept 2022	Sarah Fairbrass	ELDERDOG	Monetary
Nov/Dec 2022	Kevin McPhail	Habitat for Humanity	Distribution meeting
Year-long initiative	Deborah Hopper	Handbags for Hope	Distribution to be decided

**That VIDC book the following meeting dates for 2022:**

Feb 05 or <b>Feb 12, 2022</b>	Evening/Day meetings
<b>May 14</b> or May 28, 2022	Both meetings on the Saturday
<b>Oct 15</b> or Oct 22, 2022	Both meetings on the Saturday
Nov 26 or <b>Dec 03, 2022</b>	Evening/Day meetings

**10 Books – 21 Things You Didn't Know About the Indian Act**

Vanessa Wolfe - Staff

Michael Rheault – Local

Bill Newman – Local 727

Hailey Fielden – Local 606

Sarah Fairbrass – Local 374

Rodger Oakley – National Rep

Cindy Gaboury – Local 439

Sandra Bowes – Local 459

Jenn MacPherson – Local 1858

Jessica Orcutt – Local 5278

**CUPE BC REPORT****Karen Ranalletta**

- Happy to see people
- Thanks to colleagues who have returned to K-12 and Universities
- Keep Reps informed if any issues are coming up
- Good work on the Federal Election – stepping up, supporting, organizing
- More targeting of areas via text rather than doing the phone calls
- Great job in the Nanaimo Region for bringing it back to the NDP!
- Your support for UNITE 40 at their Rally meant a lot to them – Thank you!
- President of CUPE Manitoba has been charged with Assault – please continue to complete the survey currently out – it closes on September 28<sup>th</sup>

**Trevor Davies**

- Phase II of Pandemic fund is still available for \$1000-consideration first for Locals who have not yet applied
- Thank you for the Wildfire Fund donation
- David Fleming's presentation on childcare is one of the biggest campaigns CUPE BC has run in a long time so watch for information to follow
- OBCM will be held virtually this time
- CUPE BC will hold a virtual caucus for National Convention
- Municipal Safe Worksite program still has some room
- New online per capita program at CUPE BC – letters informing Locals and looking for feedback -watch for
- Internal issue – new Admin Assistant has been hired – Pearly
- Working on Sept 30 Statement to be rolled out





### **Vanessa Wolfe - Education**

- Tina Meadows is the new National Education Rep replacing Greg Burkitt
- Have been busier than ever
- A few workshops:
  - Challenging Racism
  - Stewarding
  - H & S
  - Financial workshops – Trustees, Sec/Treas
  - Notetaking
  - Pensions
  - Three new workshops available
- Locals simply have to fill out the paperwork – same as before – but provided online
- Last year had monthly calendars posted (10 full days in advance in BC to give advantage)
- Oct 5-7<sup>th</sup> we will be hosting a virtual event – 3 streams will be available
  - Mental Health First Aid
  - Mobilizing for Bargaining in 21<sup>st</sup> Century
  - Strengthening Newly elected Executives and their Locals

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

### **CUPE BC K-12**

- New Executive elected
- Next meeting is October 13<sup>th</sup>, 2021

### **VIDC COMMITTEE REPORTS**

**Anti-Privatization** – no report

**Anti-Poverty** – no report

**Community Social Services Committee** – n/a

**Communication** – no report

**Constitution** – no report

**Diversity**– attached

**Education** – attached

**Environment** – no report

**Hospitality**– attached

**International Solidarity** – n/a



**Municipal** – no report

**O H & S** – attached newsletter

**Pension** – attached

**Political Action** – attached

**Resolutions** - attached

**Skilled Trades** – attached

**Technology**

- Thanks to Wayne Smiley for coming back and helping us get set up
- We have a lot of new Technology with a 360-view camera, sound, etc.

**Women's** - attached

**Young Workers** – attached

**Recognition Committee** - attached

**Motion**

To adopt all Committee Reports

**MSC**

## **AREA REPORTS**

**439**

- Good start-up
- Some unfortunate health issues
- Kept 7 daytime Custodians
- Some Contracting out challenges
- New VIHA roll-out for exposures will not allow for confidentiality
- Comox Valley Spirit Walk – Sept. 30

**459**

- Sooke SD has approx. 700 new students this year
- New middle and secondary school to open – already full to capacity
- Massive developments happening

**723**

- Made recommendation during budget process last year for EA Mentor position
- Closed on Sept 23 so will see who was successful – includes lead hand top-up
- Working on Admin Assistants now
- Busy start up – shortages everywhere
- HR working on hiring but still shortages
- Participating in Recruitment and Retainment Committee
- Solved a grievance re: mileage
- Electing Bargaining Committee soon



**727**

- Arbitration next month
- Busy start up
- No mid-day touch point cleaning this year
- Thank you to the VIDC for your endorsement to the k-12 CUPE BC committee

**947**

- Year started with new interim Superintendent
- Worried about uptick in COVID cases
- No CUPE members have been told to isolate yet
- Preparing for first Arbitration in years – EA's administering insulin no longer need increase in pay
- EA shortages already a concern – 25 unreplaced everyday
- Clerical shortages in middle and high schools

**951**

- Employer implemented a rapid test program
- Majority of membership has been working remotely but now changing to part-time only
- Will be re-assessed after 3 months

**1858**

- Waiting for PSA to sign off on our last CA
- VIU has gone back to campus – unsure how many still working from home
- Revised schedule still provides for some time to work from home
- Self-declaration of vaccination program is coming
- A lot of apprehension in September around returning to Campus, but it has settled down and not hearing as much
- Last meeting for Jenn MacPherson

**3479**

- Universities and Colleges had different protocols when calling all back
- Starting to prepare for bargaining
- Last meeting for Heather Richardson
- Thank you for all of your years of Service on the Council

**5278**

- We believe all the same rules apply to us but the University is ignoring us so we are just floating along

**118**

- Still have 8 Aquatic staff laid off
- Struggling with getting staff back at the arena
- Negotiating Tofino's CA in November

**374**

- Finished bargaining in Sooke
- 7 other agreements going to table in November – won't be easy
- Gathered data on what the average dues rate was = 2.0001%
- Change did not pass at our Local

**606**

- Elections in June – new Executive
- Steve had an opportunity to move on to a new job so stepped away as GVP



- Local has a lot going on right now

**798**

- Recent elections – some new faces on Executive
- Supervisor at Rec complex is being sued due to mask mandate
- Sending 3 people to National
- Donation to wildlife fund

**1767**

- The Courtenay location of BC Assessment is officially closed
- Workers having a reasonable transition to new office
- Contract expires Oct. 31<sup>st</sup>
- Property values are rising immensely – don't shoot the messengers!
- Reduction in the staff doing assessments

**Motion**

To accept all of the Area Reports

**MSC**

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

<u>Chair of Committees:</u>		<u>Nominated</u>	<u>Nominator</u>
Community Social Services		No nominees	
International Solidarity	<b>acclaimed</b>	Cindy Gaboury	Steve Fielden
Equity Seat CUPE National Convention	<b>acclaimed</b>	Hailey Fielden	Laurie Whyte

**Unfinished Business**

1. N/A

**New Business**

1. **Motion**

That VIDC send 2 delegates to the CLC Winter School in Jan/Feb 2022

**MSC**

2. **A recommendation that the Executive consider adding a Standing Committee to the Sectoral reporting**

**Good and Welfare of the Council**

More draws from the Hospitality Committee

Thank you from Heather Richardson

Hello's from Karen Garrett and Michele Favarger

Watch for **CLIMB UP** Initiative!

**Adjourn: 4:49PM**



## **Trustees Report** (Tara Knight, Amy Issel, Heather Richardson)

- The audit was completed September 23, 2021.
- A receipt in the amount of \$9.66 was reimbursed twice. The claimant will deduct this from a future expense and make a note on the Expense Voucher (Paid September 13, 2021 by cheque number 2174).
- Trustees are recommending the following for the Treasurer:
  1. Speak with the bank regarding the account status & fees.  
This has been done; cannot waive the e-transfer fees at this time and to follow up at a later date.
  2. Treasurer stop payment on a cheque that had been reissued.
    - This has been done, with no fee associated.
  3. Treasure to double check that the receipts are attached to the expense vouchers.
  4. Treasure to write “deposit only for VIDC” on the backs of the cheques for e-deposit. Once e-deposited write the date on the back of the cheque and keep with monthly documentation.
- After a discussion with the Treasurer, the Trustees are recommending the Executive look into obtaining a credit card for VIDC to cover large deposits/expenses such as accommodation.
- Thank you to Treasurer, Steve Fielden, for all of his work.

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## **AREA REPORTS**

Here is my submission from local 727 to be included in the minutes for the VIDC meeting we had on Sept 25.

- Busy start to school start up. Lots of new students at all the schools. Also more students needing EA support.
- No touch point cleaners this year. As the government is not mandating it or providing any extra funding for it. So the employer is not having these positions.
- Custodians are being replaced at full time hours again this year.
- Arbitration in Oct for benefits we bargained in the last contract.
- 3 sites that don't have students (Maintenance, Transportation, Board Office), don't have to wear a mask if you are double vaccinated. The message needs to be delivered in a different format as it is singling out members and staff. (If you are wearing a mask you must not be vaccinated). As the employer can't ask if you have been vaccinated either.



-Child Care for 81 spaces to open Jan 2022 has been awarded to a third party. The school district does not want to run the program as it will cost too much. The union is frustrated with this. The employer had told us they wanted to hire Cupe employees in these positions, but with a third party, there is no guarantee they will hire Cupe employees.

-Lastly I want to thank VIDC for their endorsement, as I have been chosen to sit on the K-12 committee for Cupe BC.

Thanks

Andrew Schneider  
VP/Chief Shop Steward  
CUPE 727

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## Local 1767

Report by Kevin McPhail - grievance officer

Greetings and regrets from President Tina Dhami who couldn't join us today.

It's official - the Courtenay office of BC Assessment has officially closed. While we feel it was unnecessary and a disservice to our customers in the north island and Powell River, the remaining employees have a reasonable transition thanks to the work of our President Tina and Vice-President Becky Olson. Through the pandemic we proved that we could meet customer service standards and complete our work via 100% telework so we can continue to do so and will only be expected to show up in the Nanaimo office twice per month.

Interestingly that same 'deal' has been extended to BC Assessment employees still residing in Vernon and Penticton - two offices which were closed in favour of Kelowna years ago.

All other BCA employees are currently expected to be in their office once a week, expanding to twice a week in October with growing concerns with the rise of COVID 19 cases.

Our contract expires December 31st so our October AGM will be focused on bargaining resolutions. We continue to be hamstrung by the Public Sector Employer Counsel mandates and anticipate that will continue to restrict free collective bargaining.

Unless you haven't been paying attention, property values are rising rapidly so we're currently reviewing sales and preparing assessments for 2022, unfortunately at the same time that the employer is decreasing our appraisal staff and pushing ahead with an approach of valuation called modelling. Modelling may work in homogenous markets with lots of sales but is problematic in smaller market areas with more diverse housing stock and fewer sales.

Cheers,

Kevin

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## COMMITTEE REPORTS

### The VIDC Diversity Committee Report

The VIDC Diversity Committee is pleased to welcome new members: Page DeWolfe and Faith Liddie joining Pat Shade and myself, as the Chair. We're looking forward to having an exciting, active and more diverse committee this year.

I was elected the CUPE BC Alternate Diversity Vice-President Persons With Disabilities and as such I am the Co-Chair of the CUPE BC Persons With Disabilities committee. Pat Shade is the CUPE BC Diversity Vice-President Persons With Disabilities and Chair of the committee. We are learning and preparing for the first meeting of our committee at the CUPE BC One Big Committee Webinar on October 19, 2021. We hope to be able to provide regular reports back to the Council through the Diversity Committee reports.

### **Call to Action | Spirit Bear Plan | End Inequalities in Public Services for First Nations Children, Youth & Families**

The [First Nations Child and Family Caring Society's Spirit Bear Plan](#) highlights the long-standing funding gap between public services for children and families living on reserve, and those received by others in Canada. It calls on the federal government to immediately cease its discriminatory funding of First Nations child and family services and to address discrepancies in the federal provision of services like education, health, water, and child welfare. Please click [here](#) to view copy of the Spirit Bear Plan's Calls to Action and ways to show your support.

### **Support for CUPE BC Wildfire Fund**

There was a CUPE Info message sent out earlier this month asking locals and District Councils to support the CUPE BC Wildfire Fund, which was created to assist CUPE members negatively impacted by the terrible wildfires in BC this past summer. VIDC passed a motion to donate \$1,000 to the CUPE BC Wildfire fund.

### **Missing & Murdered Indigenous Women & Girls & 2Spirited Event | Red Dress Gathering | Oct 3**

A Red Dress Gathering will be held in Surrey's Bear Creek Park on Sunday, October 3 in honour of the thousands of missing and murdered Indigenous Women, Girls, and 2-Spirit People in Canada. Please mark the event in your calendars, and additional information will be provided closer to the gathering date.

**Date:** Sunday, October 3, 2021



**Time:** 12:00-4:00 p.m.

**Location:** Bear Creek Park, 13750 88 Ave Surrey

### **NWAC | Sisters in Spirit Virtual Vigil | Oct 4**

The Native Women's Association of Canada (NWAC) will hold a Virtual Vigil on October 4 in honour of missing and murdered Indigenous women, girls and gender diverse people and their families. The webcast will be streamed from the [NWAC Facebook](#) page.

**Date:** Monday, October 4, 2021

**Time:** 11:00am-12:30 pm (Pacific)

**Event Site:** Click [here](#)

If you are hosting your own community vigil/event, you can register your event to receive an NWAC Vigil Kit (Balloons, flags and pins). To register your event, please send an email to [workshops@nwac.ca](mailto:workshops@nwac.ca) with the name of your organization/community/group and your mailing address.

**Please go to the website:** [sisters in spirit vigils 2021 vancouver island - Bing](#) for more information about the Sisters in Spirit vigils and what else you can do to support them

### **September 30<sup>th</sup> – National Truth and Reconciliation Day – Federal Statutory Holiday**

A bill creating a national holiday to commemorate the tragic history and lasting effects of Canada's residential school system, and to honour Indigenous survivors and their families and communities, received royal assent June 3 after passing unanimously in the Senate. Unfortunately BC didn't have enough time to get it passed into legislation - but many Post-Secondary Institutions and municipalities have voluntarily opted to acknowledge the day and accept it as a holiday.

The National Day for Truth and Reconciliation, a new statutory holiday for employees in federally regulated workplaces, will be observed September 30.

This date coincides with Orange Shirt Day, which began in 2013 and involves wearing orange shirts to honour Indigenous children forced to leave their families to attend residential schools.

The orange shirt came to symbolize the experiences and abuse suffered by children at residential schools after Phyllis Webstad, a member of the Stswecem'c Xgat'tem First Nation, shared her story of her first day going to school on the Dog Creek reserve in British Columbia.

### **United Nations International Dates to Note for September**

**September 5 – International Day of Charity**





- September 8 – International Literacy Day**
- September 10 – World Suicide Prevention Day**
- September 15 – International Day of Democracy**
- September 16 – International Day for the Preservation of the Ozone Layer**
- September 21 – International Day of Peace**
- September 23 – International Day of Sign Language**
- September 26 – International Day for the Total Elimination of Nuclear Weapons**
- September 27 – World Tourism Day**
- September 28 – International Day for Universal Access to Information**
- September 28 – World Rabies Day**
- September 30 – World Translation Day**
- September 30 – Orange Shirt Day/National Truth & Reconciliation Day**
- October 1 – International Day of Older Persons**
- October 2 – International Day of Non-Violence**
- October 5 – World Teachers’ Day**

Respectfully submitted

Laurie Whyte, CUPE VIDC Diversity Committee Chair

Members: Page DeWolfe, Faith Liddie, Pat Shade

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VIDC Resolutions Committee – September 25, 2021

VIDC submitted 15 resolutions to the 2021 CUPE National Convention. Many thanks to Amber Leonard for sharing resolutions from the Women’s Committee that we could support. The resolutions were approved at the May VIDC meeting and were submitted ON TIME by the August deadline. Many thanks also to Sherrene Ross and Amber Leonard for getting the finalized resolutions signed and submitted, not an easy feat during these virtual times.

Now, it’s time to start thinking about resolutions for the 2022 CUPE BC convention. So, please start thinking about ideas for issues that need to be addressed. I’m happy to help anyone with the writing of resolutions, if you provide the background information. The deadline for submitting your resolutions to me to tweak and present to the January/February VIDC meeting will be approximately one-week before our meeting. This will enable us to have the resolutions ready to present to the VIDC delegates for approval and submission by the CUPE BC deadline.

Respectfully submitted,

Laurie Whyte, Chair VIDC Resolutions Committee



Committee members: Amber Leonard

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### **Hospitality Report Sept. 25 2021**

We handed out feel good gift bags to the executive/committee chairs and guests at the strategic planning day on sept 24/21 and offered refreshments in the evening.

Today we have 27 draws for all delegates at the general meeting.

2 every child matters t-shirts, wild pacific coast picture calendar for 2022(Dave Hutchison & Helen B. Watt), hardcover note book, wishing star( Loris Dawn Nygaard – Comox Valley), 3 Ed’s soup mix (cowichan valley), VIDC notebook, 5 CUPE BC bandana face masks, CUPE BC hoodie, Kicking Horse Coffee, 10 books – 21 things, and a print by artist Jason Henry Hunt (North Island)

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### **Environment Sept 2021**

The committee has a budget of \$2,000 for the fiscal year and would love to put that as much as possible towards worthy causes throughout Vancouver Island and Powell River.

You are our eyes and ears in your communities - please let this committee know if there is a great cause you would like to champion for a donation!

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### **Pension Sept 2021**

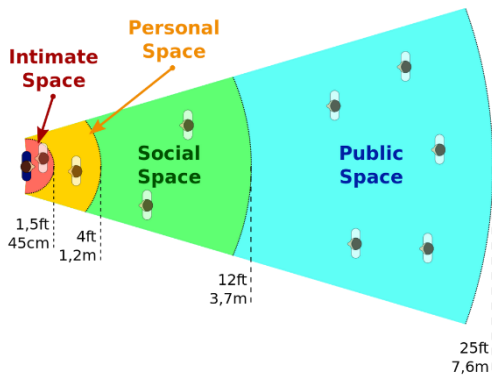
The municipal pension plan AGM is coming up quickly on October 14th and will be online between 10am to noon. Plan members can register and attend. There are plan changes taking effect on January 1, 2022 that include:

1. Move to a flat lifetime accrual rate
2. Single contribution rate
3. Changes to early retirement rules
4. Changes to early retirement reductions

I urge members of those plan to familiarize themselves with these changes.

These are very similar changes that occurred two years ago to the Public Sector Pension Plan. While they made contributions and pensions more equitable between members, they negatively impacted members who previously may have been eligible to retire with a full pension at 55 provided they had enough years of service.

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We have different personalities, different tolerances for risk and different situations that alter our chances of spreading or contracting the virus and determine how seriously it might affect us.

So how can we respect our different stances on socializing safely without causing rifts? The techniques experts share here can help with tricky pandemic situations — and with building healthy relationships in general. (Jenna Jonaitis – Washington Post)

### Understand Where The Stress Is Coming from

Anything that disrupts the harmony between friends and/or family, such as disagreements on socializing, can cause stress and anxiety.

Sometimes, simply anticipating that people will be upset with us creates anxiety.

### Create, Then Communicate Your Boundaries

Decide what kind of socializing you are comfortable with. “Everybody has to do their own risk assessment. “ You have the right to set your own level of tolerance for risk.”

Identify your own rules, such as that you’ll gather with family outside but not share a meals and accept that these may change with over time and with different circumstances.” Says Gary Brown, a Los Angeles Marriage and family therapist.

Lindsay Volpe-Bertram, section chief of Psychology at Spectrum Health in Michigan advises that although setting boundaries can be difficult, but it is important to communicate your rules clearly to let others know where you stand.

### Ask About the Other Person’s Guidelines

Besides communicating your own boundaries, inquire about what makes the other person comfortable. Manly suggested asking questions such as: “Could you tell me what makes you feel safe with social distancing? What are you practicing?” By asking and listening, you show that you want to honor their boundaries

### Get Comfortable With Saying No

“Realize you have a right to your own opinion,” Brown said, especially when it comes to health and safety. “It’s more than [it] simply being okay for you to disagree. It’s a basic right, and you don’t really have any need to apologize for it.”

Read the entire article here: [https://www.washingtonpost.com/lifestyle/wellness/family-friends-disagree-social-distancing-coronavirus/2020/06/06/ec4b034a-a769-11ea-b473-04905b1af82b\\_story.html](https://www.washingtonpost.com/lifestyle/wellness/family-friends-disagree-social-distancing-coronavirus/2020/06/06/ec4b034a-a769-11ea-b473-04905b1af82b_story.html)