

VIDC

Vancouver Island District Council

Agenda

November 28, 2020

Minutes

September 26, 2020



ZOOM MEETING DURING COVID – 19 RECOVERY

Executive Meeting: November 28, 2020 9:00AM (zoom opens at 8:30)

General Zoom Meeting: November 28, 2020 – 1:00PM (zoom opens at 12:30)

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

November 28, 2020 fundraiser - Breakfast Club for Schools – contact – Stacy Watton @
cupe118@gmail.com



GENERAL MEETING AGENDA

November 28, 2020

1. ROLL CALL OF OFFICERS

a. 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.

b. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT

c. EQUALITY STATEMENT

d. GREEN STATEMENT

As our Union fosters awareness of Reducing, Reusing, and Recycling, CUPE members should be mindful of their choices, and endeavour to make decisions that support the best practices protecting the environment.

Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and commit to walk, bike, carpool or take public transportation when you can. In this way, we respect our environment, each other and future generations.

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE MINUTES – September 26, 2020
5. MATTERS ARISING FROM MINUTES
6. TREASURER'S REPORT
7. COMMUNICATIONS AND CORRESPONDENCE
8. REPORT OF THE VIDC EXECUTIVE BOARD
9. CUPE BC REPORT
10. REPORTS OF THE COMMITTEES/WORKING GROUPS AND DELEGATES
11. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
12. UNFINISHED BUSINESS
13. NEW BUSINESS
14. GOOD AND WELFARE OF THE COUNCIL
15. ADJOURNMENT



Nourish Cowichan would like to thank you, FOR YOUR GENEROUS CONTRIBUTIONS!!



November 2020 Fundraiser

Breakfast Club for Schools

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



**Don't let hunger
get in their way.**

Given the current crisis,
1 in 3 children will go to
school on an empty stomach.

[Learn More](#)



PERSONAL INFORMATION PROTECTION ACT

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

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

AREA REPORTS

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

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

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

VIDC EDUCATION

Send course registration and fees to:

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

Send education requests to:

Deborah Hopper
Email: Deborah.hopper@viu.ca



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

Send submissions to:

Sherrene Ross

C: 250 715-6734

vidcsecretary@gmail.com



Wayne Smiley

C: 250 732-3898

Wsmiley@pccomputerguy.ca



VANCOUVER ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President Amber Leonard C: 250 516 3371</p> <p>Cupe459officer@gmail.com Term: June 2020 – May 2022</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com Term: May 2019 – May 2021</p>	<p>Treasurer Steve Fielden C:250 668 4616</p> <p>fieldensteve@gmail.com Term: May 2019 – May 2021</p>	<p>Secretary Sherrene Ross C: 250 715 6734</p> <p>vidcsecretary@gmail.com Term: June 2020 – May 2022</p>	<p>Sgt. At Arms Christine Szaflik T: 250 203 8695</p> <p>cmszaflik@gmail.com Term: June 2020 – May 2022</p>
<p>Division-General Vice-President Michelle Waite T: 250 898 9166</p> <p>pres.cupe3479@nic.bc.ca Term: May 2019 – May 2021</p>	<p>Diversity Executive Member-at-Large Laurie Whyte T: 250 812-8485 W: 250 721 7623</p> <p>lwhyte@uvic.ca Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President/ Amber Leonard C: 250 516 3371</p> <p>M-at-L: 1, 2, 3 cupe459officer@gmail.com Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President Kirk Mercer T: 250 580 5804</p> <p>M-at-L: 4, 5, 6 sleestak@shaw.ca Term: May 2019 – May 2021</p>	<p>Division Regional Vice-President (Alt) Dan MacBeth T: 250 385 6023</p> <p>M-at-L: 7, 8, 9 dan_macbeth@hotmail.ca Term: May 2019 – May 2021</p>

<p>1) <u>Executive Member-at-Large</u> Wayne Smiley T: 250 732 3898</p> <p>Wsmiley@pccomputerguy.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163</p> <p>Term: Dec 2019 – May 2021</p>	<p>2) <u>Executive Member-at-Large</u> Kirk Mercer T: 250 580-5804</p> <p>sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947</p> <p>Term: May 2020 – May 2022</p>	<p>3) <u>Executive Member-at-Large</u> Dan MacBeth T: 250 385 6023</p> <p>dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 441, 2011</p> <p>Term: May 2019 – May 2021</p>
<p>4) <u>Executive Member-at-Large</u> Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca</p> <p>3CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 606, 788, 873, 1767 Term: May 2020 – May 2022</p>	<p>5) <u>Executive Member-at-Large</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals 118, 401, 727, 3403 Term: Sept 2019 – May 2021</p>	<p>6) <u>Executive Member-at-Large</u> Tiffany McLaughlin</p> <p>tiffany.mclaughlin@viu.ca</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals: 1858, 3570, 3897, 5278 Term: May 2019 – May 2021</p>
<p>7) <u>Executive Member-at-Large</u> Kevin McPhail T: 250 339 2707</p> <p>Ksmcphail@shaw.ca NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 2769, 3399, 3479 Term: May 2020 – May 2022</p>	<p>8) <u>Executive Member-at-Large</u> Derek Veenhof</p> <p>derekveenhof@telus.net NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 439, 556, 723 Term: May 2019 – May 2021</p>	<p>9) <u>Executive Member-at-Large</u> Martha Higgins T: 604 344 0552</p> <p>recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 476, 798 Term: May 2019 – May 2021</p>

TRUSTEES

<p>Rob Zver C: 250 619 7769 F: 250 729 0866 r_zver@hotmail.com (2021)</p>	<p>Karen Garrett C: 250 686 5345 karengarrett@hotmail.com (2022)</p>	<p>Heather Richardson T: 250 941 7510 hiscar@gmail.com (2023)</p>
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Vancouver Island District Council Committee Chairs

<p>Anti-Privatization Karen Garrett C: 250 686 5345 karengarrett@hotmail.com Term: May 2019 – May 2021</p>	<p>Communication & Technology Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: May 2019 - May 2021</p>	<p>Constitution Martha Higgins T: 604 344 0552 Recsec798@gmail.com Term: May 2019 - May 2021</p>	<p>Diversity Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: Sept 2019 - May 2021</p>
<p>Education Deborah Hopper C: 250 668 0522 Deborah.hopper@viu.ca Term: May 2019 - May 2021</p>	<p>Environment Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: May 2019 - May 2021</p>	<p>Hospitality Karen Garrett C: 250 686 5345 karengarrett@hotmail.com Term: May 2019 – May 2021</p>	<p>International Solidarity Christine Szaflik C: 250 203 8695 cmszaflik@gmail.com Term: May 2019 - May 2021</p>
<p>Municipal Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Term: May 2019 - May 2021</p>	<p>OH & S Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021</p>	<p>Pensions Kevin McPhail T: 250 898 4170 Ksmcphail@shaw.ca Term: May 2019 - May 2021</p>	<p>Political Action Jessica Orcutt jessica.sandy@viusu.ca Term: May 2019 - May 2021</p>
<p>Resolutions Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: May 2019 - May 2021</p>	<p>Women's Heather Richardson T: 250 941 7510 hjscar@gmail.com Term: May 2019 - May 2021</p>	<p>Young Workers Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Term: May 2019 - May 2021</p>	<p>Anti-Poverty Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2019 - May 2021</p>
<p>Community Social Services Carla Bailey cupe3403prez@gmail.com Term: May 2019 - May 2021</p>		<p>Skilled Trades Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Term: May 2019 - May 2021</p>	

CUPE BC COMMITTEES

Our committees are integral to how our members take action

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





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

358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services, Together Against Poverty Society
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
606	Multi-Sector	School District 68, School District 69 Family Resources Assoc., Community Social Services
798	Multi-Sector	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River
1978	Multi-Sector	Victoria Capital Regional District, Capital Health Region, Capital Region Housing Corporation, Victoria Senior Citizens Housing Society
1767	Tr/Ag/Boards	BC Assessment Authority
1004	Community Social Services	
NON-AFFILIATES		
441	K-12	Saanich – School District 73
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle





**VANCOUVER ISLAND DISTRICT COUNCIL
EXECUTIVE MEETING
September 26, 2020**

Call to Order – 9:17 am

Roll Call of Officers – Sherrene Ross

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

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Approval of the Agenda

MSC

Minutes of the Previous Meeting – September 26, 2020

MSC

Correct Heather Richardson

-pg 6 Local 4601 has merged with 798

-pg 9 4601 moved to 798

-pg 15 Women’s Committee – Cindy Gaboury missing

Motion:

To accept the previous meeting minutes as presented

MSC

Matters Arising Out of the Minutes

MSC

Unfinished Business/Old Business:

- Christmas Social/Meeting
 - Discussion on similar layout to September meetings
 - i. Executive in person (zoom option)
 - ii. General meeting via zoom



- Should Christmas Social take place
 - i. Too large of group for everyone to be invited
 - ii. Large room and just have dinner?
 - iii. What would cancellation policies be if we booked and then had to cancel
 - iv. Is it responsible to come together from across the island to socialize?
 - v. We already come together to meet and eat lunch – could be similar
 - vi. Should be an inclusive event if held
 - vii. Could be a “pay your own way event”
 - viii. Could go out to restaurant to eat as a group

Amber

- Suggestion that we forego the Christmas Social on Friday evening and after Saturday’s meeting
- Decorate for the meeting
- Christmas sweaters?
- Dress-up? Christmas Onsies?
- Executive in person, General on zoom with some fun!

2. Changes to VIDC Constitution re: electronic meetings

- a. Does National have language already created around implementation of electronic meetings? Would enable us to stay within guidelines
- b. Inquire about issues around delays in meetings due to Pandemic – written as a sunset clause

3. Changes to Recognition of Territories – Committee to Report

- a. Committee has created draft language after thorough research
- b. Two options to present to membership
 - i. **Option 1 – Member**
 - ii. Option 2 – Diversity Chair read VIDC portion with member to self acknowledge – rotating areas of the Island
- c. Once passed by Executive – we would like to send it to the Friendship Centres on the Island to ask for feedback
- d. Only Policy required in Constitution not the exact wording which enables changes more easily

Motion:

That VIDC change the title of Appendix 3 to Acknowledgement of Indigenous Territory

Moved Martha Deborah 2nd

MSC



4. Credentials discussion

- a. Use January as a standard renewal date suggested
- b. Council purchase Adobe Pro for all forms
- c. Wayne will make a fillable form for members
- d. Use our fiscal year to align – September
- e. Adobe fill n sign is a free App available

Decision to do whatever works best for the organizer of credentials

5. Community Fundraisers for 2021

- a. February 2021 – Helping PAWS Nanaimo – Sarah Fairbrass
- b. May 2021 – Mid Island Wildlife Recovery Centre – MARRS – Heather Richardson/Kevin McPhail
- c. September 2021 – Nanaimo Child Development Centre – Deborah Hopper
- d. December 2021 – Protein for People – Amber Leonard

New Business:

1. Creation of VIDC Online Resource Library

- a. CUPE National has online educationales available
- b. Information from Greg Burkitt – courses not avail yet
- c. What can we do as a Council to support our members?
 - i. Website
 - ii. Program
 - iii. Webinars
 - iv. Speakers
 - v. Letter to Locals asking what educational plans they have moving forward – VIDC could partner up
 - vi. Members sharing their Tips n Tricks they have learned over time
 - vii. Rodger shared email from Greg Burkitt
 1. Online facilitator training to begin in October
 2. Email from Regional Director to come out shortly re: Education
 - viii. Must be cautious not to do National's work
 - ix. Council must move forward with education – have made attempts to reach out to National – not successful – education needs to happen
 - x. Possibly Locals should be sending letters asking where education is
 - xi. Mark Hancock was made aware yesterday of lack of education available thru National

Motion:

That VIDC write a letter to CUPE National – Mark Hancock regarding education opportunities or lack there of

Moved Martha Karen 2nd

MSC



2. Committee Budget increase

- a. Due to COVID-19 what will costs look like?
- b. Committees and Council need to be cognisant of costs occurring with the new model
- c. Be aware of your spending/donating

3. Request to CUPE National for online learning workshops – Anti Oppression, Diversity training

- a. Originally requested to National – where is the training?
- b. Were supposed to be available online
- c. Suggest we include these items in our letter **motioned** above

4. Cost share request to rebrand our CUPE in the Community campaign

- a. Time to refresh VIDC branding – new faces, new people
- b. New pamphlet needed
- c. 2020-2021 move forward with Cost Share to rebrand

5. Online Learning – Is there something the council can do to facilitate this?

- a. Covered above

6. Protein for People Project

- a. December 2021 fundraiser

7. Island-Wide Food Bank drive

- a. December meeting – make motions to support local Food Banks
- b. Have good contact information now
- c. 18 different Food Banks @ \$200 each (2019)
- d. Put a Challenge out to other District Councils and CUPE BC
- e. Challenge of support to Locals – Day of Action in your Food Banks
- f. Idea to push into Spring to cover need throughout the year

Motion

That VIDC Challenge all Locals within our Region including the other District Councils in BC, and CUPE BC, to support local food banks within 3 months, for communities and to send pictures back to the Council so we can amplify the love.

Moved Amber 2nd Dan

MSC

8. Virtual Tech Team

- a. Committee struck yesterday
- b. Happy to let the committee do the work



9. Change to document submission timelines

- a. Council needed to look at timelines as COVID-19 is causing things to slow down
- b. Get documents in to the Table Officers in plenty of time
- c. Could we consider a Drop Box for delegates? Would still need deadlines
- d. Tech Team to consider
- e. Website – member only access for secure forms?

Treasurer’s Report – Steve Fielden

MSC

Trustee’s Report – Karen Garrett

- Audit 2019-2020 completed
- Few minor errors
- 7 Outstanding cheques
- Copy of Motion Log to Trustees
- New binder for Trustee

MSC

Thank you to Rob Zver for his outstanding work over 22 years as a Trustee you will be truly missed upon retirement.

Motion:

That the International Solidarity Committee spend \$35 to purchase a ticket to the CODEV Gala

MSC

Moved: Christine 2nd:

Adjournment: 11:43am





**Vancouver Island District Council
General Meeting
September 26, 2020**

Call to Order: 1:00pm

Roll Call of Officers: Sherrene Ross

Acknowledgement of Territory: Laurie Whyte

Reconciliation - Call to Action #1, 2, 3, 4

Health & Safety, Emergency Preparedness Plan: Martha Higgins

Equality Statement: Shared

Green Statement: Sherrene Ross

Welcome to guests, staff and presenters:

- Zoe Magnus – Assistant Regional Director
- Paul Faoro – President CUPE BC
- Sheryl Burns – GVP CUPE BC
- Karen Ranaletta – GVP CUPE BC
- Trevor Davies – Sec/Treas CUPE BC
- Rodger Oakley – CUPE National Rep

Sergeant at Arms Report: 34 delegates, 5 guests

MSC

Presentation of Affiliates & Credentials: 1 new credential

MSC

Obligation of New Delegates: Not attendance

Minutes of the Previous Meeting – September 26, 2020

MSC

-pg. 25 Cindy Gaboury added to Women's Committee

Approval of Agenda

-Add Trustees Report

MSC

Matters Arising Out of the Minutes: N/A

Treasurers Report: Steve Fielden

MSC

Committee Budgets 2020-2021

That VIDC pass these Committee Budgets as follows:

Anti-Poverty Committee budget in the amount of \$2000

MSC

Members: Sarah Fairbrass, Sherrene Ross

Anti-Privatization Committee budget in the amount of \$2000

MSC

Members: Karen Garrett, Pete Soos



Communication Committee budget in the amount of \$500 Members: Sherrene Ross, Sarah Fairbrass, Amber Leonard	MSC
Community Social Services Committee budget in the amount of \$2000 Members: Carla Bailey, Shauna Cairney	MSC
Constitution Committee budget in the amount of \$500 Members: Martha Higgins, Sarah Fairbrass, Stacy Watton	MSC
Diversity Committee budget in the amount of \$2000 Members: Laurie Whyte, Pat Shade, Deborah Hopper	MSC
Education Committee budget in the amount of \$2000 Members: Deborah Hopper, Christine Szaflik, Kirk Mercer, Martha Higgins	MSC
Environment Committee budget in the amount of \$2000 Chair: Sherrene Ross Members: Kevin McPhail	MSC
Hospitality Committee budget in the amount of \$2000 Chair: Karen Garrett Members: Christine Szaflik, Stacy Watton	MSC
International Solidarity Committee budget in the amount of \$2000 Chair: Christine Szaflik, Kirk Mercer, Tifanny McLaughlin, Deborah Hopper	MSC
Municipal Committee budget in the amount of \$2000 Chair: Dan MacBeth Members: Sarah Fairbrass, Martha Higgins	MSC
OH & S Committee budget in the amount of \$2000 Chair: Sarah Fairbrass Members: Wayne Smiley, Martha Higgins	MSC
Pensions Committee budget in the amount of \$2000 Chair: Kevin McPhail Members: Heather Richardson, Christine Szaflik, Stacy Watton	MSC



Political Action Committee budget in the amount of \$2000 **MSC**
Chair: Jessica Orcutt **Members:** Michelle Waite, Deborah Hopper

Resolutions Committee budget in the amount of \$500 **MSC**
Chair: Laurie Whyte **Members:** Amber Leonard

Skilled Trades Committee budget in the amount of \$2000 **MSC**
Chair: Kirk Mercer **Members:** Shannon Mckenzie, Steve Fielden

Women’s Committee budget in the amount of \$2000 **MSC**
Chair: Heather Richardson **Members:** Cathy Denham, Laurie Whyte, Cindy Gaboury

Young Workers Committee budget in the amount of \$2000 **MSC**
Chair: Hailey Fielden **Members:** Kelsey Scholz

Trustee’s Report: Karen Garrett

- Audit Report attached
- Audit for 2019-2020 complete
- Financial records in good order

A big thank you to Trustee Rob Zver for 22nd years of dedication to the Council. You will be missed upon retirement.

Correspondence Report – Sherrene Ross

INCOMING:

MAIL

- Our Place Society Newsletter entitled “Impact Report”

EMAIL

- Canadian Association of Labour Media updates

CUPE BC

- Reminder of Pandemic fund access

CUPE NATIONAL

- CUPE Today - Daily information updates
- 2019 Trustees Report and Extension of Bonding Insurance

MSC



EXECUTIVE BOARD REPORT

- That VIDC hold an *optional* extra meeting between the February and May meetings with and educational component **MSC**
- To spend the remainder of our CUPE BC pandemic fund to outfit ourselves technologically to support zoom, etc. **MSC**
- To strike a new Technology Committee with a budget in the amount \$2000 **MSC**
- That the chair elect of the new Technology Committee work under the existing Terms of Reference of the previous Com & Tech Committee with the expectation that both chairs work together to draft new Terms of References for the next Executive and General meetings **MSC**
- That VIDC write a letter to CUPE National – Mark Hancock regarding education opportunities or lack there of, copied to CUPE BC **MSC**
- That VIDC Challenge all Locals within our Region including the other District Councils in BC, and CUPE BC, to support local food banks within 3 months, for communities and to send pictures back to the Council so we can amplify the love. **MSC**
- That the International Solidarity Committee spend \$35 to purchase a ticket CODEV Gala **MSC**

NOTICE OF MOTIONS:

- That VIDC update the Constitution Section 9, as follows: item 1. Acknowledgement of Indigenous Territories, item 3. Reading of Equality Statement, striking out Recognition of territories and Equality Statement, and, item 20. Change Good and Welfare of Council to Good of the Council, and to renumber accordingly
- That VIDC update Constitution Section 11.2 - Committees as follows, to Change the Title of Communications and Technology Committee to The Communications Committee and add a new Technology Committee
- That VIDC change the title of Appendix 3 from *Recognition of the Territory* to *Acknowledgement of Indigenous Territory*

CUPE BC Report:

Michelle Waite

- Reminder to Presidents – All Presidents' mtg Tuesday, September 29th
- CUPE BC Political Action Committee mtg held
- Make sure to spend your CUPE BC Pandemic fund available to all Locals

Kirk Mercer

- Executive Board has been meeting regularly
- Reporting structure has changes slightly



- DVP's are now reporting as well

Dan MacBeth

- Speaking alternates between DVPs' and RVPs'

Trevor Davies

- Make sure you go to the MPP link and ensure you are aware of the changes coming our way
- Voice your opinion to the changes

Zoe Magnus

- Happy to be attending VIDC meeting as new Assistant Regional District
- Commend the Council on some of today's motions
- We will all put our best feet forward working for the election

Strong Communities Report

- No report

CUPE National Committees

Sylvia Siouli – National Education

- Running workshops online
- Not able to start face-to-face
- Initially decided to cancel all courses
- Looking at timeline for face-to-face
- No magic button to put 100+ online
- Hoping for the Fall/Winter
- Have been running all kinds of workshops online
- Staff adapting material online
- Currently available
 - Intro Steward part 1 – 3 hrs
 - Steward learning series
 - Bargaining Committee Team work
 - Bargaining Roll Play
 - Trustee/Treasurer training
 - Conflict Ready Exec
 - Lead Bylaws

Pensions Committee

Chair: Kevin McPhail (Heather Richardson,
Christine Szaflik, Stacy Watton)

- Will provide links to the MPP redesign
- Changes will occur January 2022
- Full report attached



Political Action Committee

Chair: Jessica Orcutt (Michelle Waite, Deborah Hopper)

- Election October 24, 2020
- Recommend to vote early
- Today last day to register to vote by mail

Women's Committee

Heather Richardson (Cathy Denham, Laurie Whyte, Cindy Gaboury)

- Watch for women online who are living unsafely
- Palm, thumb, fist – if you see this, call 911

Diversity Committee

- Orange shirt event

Nominations, Elections and Installation of Officers:

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

- No elections
Notice of Motion for Chair of the Technology Committee

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

Colleges

- No report

K-12

- No report

Libraries – Laurie Whyte

- No report

Universities

- No report

Child Care

- No report

Unfinished Business/Old Business

1. NA

New Business

1. NA

Good of the Union:

- Please forward Area Reports to Sherrene in a timely fashion so they can also be shared with the RVP's to take to the upcoming CUPE BC Executive Board Meeting
- National Sector Conference online – register online
- Need a mechanism for Area Reports
- Thank you to the Tech team behind today's meetings
- Consider making an online donation to United Way for their broader reach
- Black Press – re: Post-Secondary

- Again, thank you again to the volunteers delivering the orange t-shirts to the 6 Friendship Centres

Motion:

That VIDC donate \$500 to Nourish Cowichan Society Community Fundraiser

MSC

Adjournment: 3:40pm

MSC

****AREA REPORT Discussion**

Suggestions

- No area reports worked well – get to Sherrene asap
- Area reports is time consuming during the meeting
- Ask for feedback from Zoomers to see how lengthy the meeting felt





VIDC Think Tank September 25, 2020

Welcome to all Executive members for coming to the Think Tank

1. Icebreakers

- Introductions
 - Name, position
 - What are you grateful for?
 - What positive or unexpected change happened?

2. Guest Speaker

- Mark Hancock – National President

Giveaways to Executive in thanks for their commitment!

3. Strategic Plan 2019 – Where did we get?

What have we accomplished in the last 36 mths?

- a. Donations to School in Chile
- b. Purses of Hope
- c. Archived minutes
- d. Leadership Conference
- e. Attendance at parades and events
- f. Miner's Memorial
- g. Continued to be a generous Council careful to cover outlying areas
- h. Support of Communities
- i. Adhoc Committee struck for Territorial Acknowledgement
- j. Educating delegates
- k. Good ability for the members of the Council to work together
- l. Excellent branding
- m. Community fundraisers
- n. Adaptation to meet during COVID

4. Two ideas you would like to see VIDC do?

- a. Picnic for VIDC and our families
- b. May Day event – May 1st, 2021 is a Saturday
- c. Connect with homeless
- d. Online conference
- e. Team event – Walk for.... a group, society, cause
 - i. Walk for Depression
 - ii. Baseball
 - iii. Trivia Night- Online?
- f. Drive-In Movie fundraiser/snack fundraiser



- g. Spring Fling (Christine will organize)
- h. Read One of the Calls to Action after Territorial Acknowledgement
- i. Road Rally – Scavenger hunt
- j. Clothing Drive
- k. Escape House
- l. Photo Contest

5. Far Out Ideas for VIDC

- a. Get involved in building of new shelter – time?
- b. Set up Events trailer at Maffeo Sutton park and
 - i. give out ice cream or boxed lunches to homeless
 - ii. Beach clean up
- c. Buy a Solidarity Cruise ship
- d. Community Garden support
- e. Hero Works – look at supporting their events
- f. TV Ads

6. Guest Speaker - Trevor Davies – CUPE BC Pandemic Fund

How **CUPE** is dealing with learning a new way of doing things

- Loss of social connection
- Virtual Committee meetings
- SuperCon - The Greatest Conference that Never Was!
- October 30th decision date for CUPE BC Convention 2021
- No limitations to number of participants in webinars

Pre-ordered Lunch Break 12:00 – 1:00pm

More Giveaways!

7. Does VIDC Need a Fifth meeting in the year?

Amber gave an outline of reasoning

- Possibly move to a Zoom/remote meeting during inclement weather (February) and add an additional meeting post Spring Break

Comments

- Worry about travel – road conditions, darkness when driving
- Savings to Locals to have remote meeting
- Could be problematic for technology with winter weather
- Like Executive in person and General as virtual
 - Nice to be face-to-face for Exec
 - Safer for delegates of General meeting and more economical for Locals
- Some feel more inclusive
- Some feel problematic when not all on zoom to be seen/heard



- Different options are good – is there enough time to do our work?
- A lot to take another weekend from life to give up – would be difficult
- A Fifth meeting would allow for education
- Conversation around using two cameras to capture the Executive on Zoom
- Regarding extra meeting in Spring – have to be cautious to work around CUPE BC dates, etc. to not overwhelm
- Feel that the Council should purchase our own Audio/Visual equipment as COVID isn't going away any time soon
- VIDC can still access \$2500 from CUPE BC from Pandemic fund

Dan on Zoom:

- Meeting in person most cohesive
- Should do remotely in February and in person in Spring

Sarah on Zoom:

- Feel disconnected from meeting
- Can't hear anyone unless they are on zoom as well
- Need them on screen to feel connected
- In favour of zooming in February

Amber

- If you are able to log on to zoom, please do so now to make this a better experience
- Should the Council purchase a camera
- Could be partially an educational

Motion

That VIDC hold an extra meeting between the February and May meetings with and educational component

MS

Laurie Whyte moved, Christine 2nd

Amendment

To make the meeting *optional*

MSC

Amendment Jessica

Motion:

That VIDC hold an *optional* extra meeting between the February and May meetings with and educational component

MSC

Moved Laurie, Christine 2nd



Motion

To spend the remainder of our CUPE BC pandemic fund to outfit ourselves technologically to support zoom, etc.

MSC

Moved Wayne, 2nd Christine

- Suggested to send a letter with 4 Orange t-shirts to Nanaimo-North Indigenous Centres, in spirit of connecting with the Community including the history behind the t-shirts from VIU and UVIC

8. Changes to the Constitution

- Changes to the Regions – passed
- Listing of Committees and Order of Business
 - Acknowledgement of Territories moved to top
 - Change Good and Welfare of the Union to Good of Union
 - Change Communications & Technology Committee would like to split off to two committees
 - Change Recognition of Territory to Acknowledgement of Territories

Motions:

That VIDC update the Constitution Section 9, as follows: item 1. Acknowledgement of Indigenous Territories, item 3. Reading of Equality Statement, striking out Recognition of territories and Equality Statement, and to renumber accordingly, and, item 20. Change Good and Welfare of Council to Good of the Council

MSC

Martha Moved, Hailey 2nd

That VIDC update Const Section 11.2, Committees as follows, to Change the Title of Communications and Technology Committee to The Communications Committee and add a new Technology Committee

MSC

Martha moved Heather 2nd

9. Committee Budgets

That VIDC pass the following budget as follows:

Anti-Poverty Committee budget in the amount of \$2000

Chair: Sarah Fairbrass Members: Sherrene Ross

Anti-Privatization Committee budget in the amount of \$2000

Chair: Karen Garrett Members: Pete Soos



Communication Committee budget in the amount of \$500

Chair: Sherrene Ross Members: Sarah Fairbrass, Amber Leonard

Community Social Services Committee budget in the amount of \$2000

Chair: Carla Bailey Members: Shauna Cairney

Constitution Committee budget in the amount of \$500

Chair: Martha Higgins Members: Sarah Fairbrass, Stacy Watton

Diversity Committee budget in the amount of \$2000

Chair: Laurie Whyte Members: Pat Shade, Deborah Hopper

Education Committee budget in the amount of \$2000

Chairs: Deborah Hopper Members: Christine Szaflik, Kirk Mercer, Martha Higgins

Environment Committee budget in the amount of \$2000

Chair: Sherrene Ross Members: Kevin McPhail

Hospitality Committee budget in the amount of \$2000

Chair: Christine Szaflik Members: Karen Garrett, Stacy Watton

International Solidarity Committee budget in the amount of \$2000

Chairs: Christine Szaflik Members: Kirk Mercer, Tiffany McLaughlin, Deborah Hopper

Municipal Committee budget in the amount of \$2000

Chair: Dan MacBeth Members: Sarah Fairbrass, Martha Higgins

OH & S Committee budget in the amount of \$2000

Chair: Sarah Fairbrass Members: Wayne Smiley, Martha Higgins



Pensions Committee budget in the amount of \$2000

Chair: Kevin McPhail Members: Heather Richardson

Political Action Committee budget in the amount of \$2000

Chair: Jessica Orcutt Members: Michelle Waite, Deborah Hopper

Skilled Trades Committee budget in the amount of \$2000

Chair: Kirk Mercer Members: Shannon Mckenzie, Steve Fielden

Women's Committee budget in the amount of \$2000

Chair: Heather Richardson Members: Cathy Denham, Laurie Whyte, Cindy Gaboury

Young Workers Committee budget in the amount of \$2000

Chair: Hailey Fielden Member: Kelsey Scholz

Resolutions Committee budget in the amount of \$500

Chair: Laurie Whyte **Members:** Amber Leonard

Motion:

To strike a new Technology Committee with a budget in the amount \$2000

Moved: Deborah, Martha 2ND

MSC

Terms of Reference will have to be created

Motion

That the chair elect of the new Technology Committee work under the existing Terms of Reference of the previous Com & Tech Committee with the expectation that both chairs work together to draft new Terms of References for the next Executive and General meetings **MSC**

Moved: Deborah Hopper Martha 2nd



Interim Appointment – Chair of the Technology Committee – Wayne Smiley

Members: Karen Garrett, Kirk Mercer, Hailey Fielden

10. 2021 Activities & Fundraisers

- Meeting dates 2020-2021
 - **1st choice – Jan. 22, 2021 6pm Executive, Jan. 23, 2021 10:00am – General zoom**
 - **2nd choice – Jan. 29, 2021 6pm Executive, Jan. 30, 2021 10:00am – General zoom**
 - 1st April 10th or 11th – optional educational checkin 4 hr zoom meeting
 - **1st choice – May 28 & May 29th Executive 9:00am, General mtg. 1pm**
 - **2nd choice – June 5, 2021 Executive 9:00am, General mtg. 1pm**
 - 1st choice – Sept 24 Strategic Planning, Sept. 25, 2021 Executive 9:00am, General mtg. 1:00pm
 - **2nd choice – Oct. 02 Executive 9:00am, General mtg. 1:00pm**
 - **1st choice – Dec. 04 Executive 9:00am, General mtg. 1:00pm**
 - **2nd choice – Nov. 27 Executive, 9:00, General mtg. 1:00pm**

11. Discussion of when a Members Credential is due

- Should we move to a single month due? As in all credentials due in January
- Further discussion under Old business at Executive tomorrow

Good of the Council: Karen created a poll for us to try!

Thank you from Amber for participating in today's events!

Adjournment: 4:10pm



AREA REPORTS

VIDC area report CUPE Local 951

Back in June our local signed a COVID -19 related Workforce adjustments agreement. This was to ensure any members temporary laid off would remain on benefits and pension during a 12-month recall period.

This also opened up the possibility to be recalled into other positions outside of your home position. Now that most layoffs have happened the employer is creating new positions to recall people into called classroom ambassadors.

We are seeing the employer take issues in accommodating our members around returning to work under COVID-19 when there is underlying *health condition and asking for more and more medical.

It seems that COVID-19 has brought together more solidarity among the Uvic Unions that has expanded to most of Vancouver Island. You may have seen an Op-ed in your local black press paper on Post Secondary funding.

On a positive note this year marks our 55 anniversary and we are looking at ways to engage our members to celebrate in a COVID friendly environment.

In Solidarity

President CUPE local 951

Kirk Mercer

CUPE Local 1767- BC Assessment

Author - Tina Dhami, Regional Director for South Vancouver Island

Our local was primarily working from home until the second week of July when the employer wanted a presence in the office and voluntold staff a minimum of 20% of staff must be present in each office. Those with medical accommodations, child care and elder care were exempt from the rotation. While everyone was talking about a second wave hitting in September, our employer was focused on increasing the number of staff in the office, even though our doors remain closed to the public. Thankfully with a great deal of push back from our members and the Union, that notation was reconsidered at we continue to see a minimal presence of staff in the offices.

This time of year is when we start to analyze the market and produce the assessments for distribution in January. Although many thought the pandemic would halt the market and see a possible bubble burst, that does not appear to be the case. Many new stories in the media have already discussed increases around the province, most likely due to low interest rates and people spending more time in the homes resulting in people reconsidering the spaces they live in.



Next month our local will be having our first virtual AGM. Although, we will miss seeing and interacting with our membership from across the province, we hope to have an engaging AGM and grievance training session with the one and only Kevin McPhail. Our executive has been having our bi-monthly meetings virtually over the past few months and have discussed our this will continue going forward once the pandemic is over.

Along with cost savings, it will open up opportunities for those who may not have been able to join the executive due to family obligations and not being able to leave home every two months.

In Solidarity,

Local 1767

~~~~~

**CUPE Local 118 Report Sept 2020 VIDC**

City of Port Alberni: We have been busy preparing to open up our recreation departments to the public since late June. The Ice arena opened in July to hold a 4 week hockey camp with tight procedures and closed to the public which included parents of participants (there was a lot of rumours and concerns around out of province and out of country hockey players trying to sneak into the camps). Youth camps opened in August and we had a huge influx of registrations which brought back some of our program assistants to work. Our Aquatic center will open Oct 1 with major changes but will also recall 5 regular employees. We have worked closely with HR in Port Alberni throughout the covid pandemic but the Employer has been slow on the grievance side and responding to postings, vacancies, and non covid issues. There have been mixed feelings from employees who cannot work remotely that the Employer is slow on protocols and worried more about Cityhall which is at 40% capacity of workers and still closed to the public, compared to public works and parks which are at 100%.

Tofino: We had only 3 layoffs in this unit and they are now back to work. This was the Daycare workers. Because of the employers' lack of planning, if covid rears its ugly head in the daycare, that it constitutes an emergency lay off. They have had 6 months to plan for an outbreak. The mayor is advocating for \$10 a day daycare, which we believe in, but she should also be plugging our municipal daycare not just the private daycares. Ucluelet and the Alberni Clayoquot Regional District had no layoffs and are working well under the circumstances. They have employees working remotely, in the offices and



of course out in the public.

VIU continues to run a hybrid model of course delivery, with the majority of it running online. A formal decision has not yet been made about spring 2021, but I have a feeling we'll be running classes this way into next summer and fall. I believe we reported in June that our collective agreement was ratified. We now have a draft of it that we will be proofreading in the upcoming week.

While that bargaining session was wrapping up, my chief steward, Quinn, and I were negotiating a workforce adjustment agreement with VIU. We came to an agreement the week of July 6, I called a special meeting for the 15<sup>th</sup>, the agreement was ratified on the 20<sup>th</sup>, and on July 22 and 23 the employer held a marathon session of layoff meetings. Quinn and I attended as well to support our members. Five members received a .2 reduction in hours and 39 members received a full layoff. The full layoffs represent an 11 percent reduction in our membership, in addition to the huge reduction in our casual employee list that happened between March and June. On the heels of that, we are now dealing with what issues that have arisen during the implementation of the agreement and working out how to deal with the bumping process that will be hitting us in January. The issue with bumping is that we put a 16 week delay on the process in the hope this would all blow over. This delay is tied to the last day of work, not the day the notice was issued, and the notice period varies by three weeks between our least and most senior members.

More layoffs are not out of the question in the coming year and so we have turned our thoughts toward negotiating an extension to our workforce adjustment agreement to June or December of 2021. VIU is looking at a deficit, our international enrollment is falling off the charts, a second wave of the virus is expected, and so it seems likely that we will be dealing with this pain for a while longer.

We are back at the labour management table with a new agenda and a huge amount of work to do in terms of implementing our new wage grid and revised job evaluation process. We have committed to creating materials for members regarding duty to accommodate, I am picking up work that came out of the last round of bargaining around professional development and career progression, we have just activated our jurisdictional dispute resolution process over the matter of two faculty association positions that are being moved to our local, and my executive and I are preparing our 2021 budget to present to the membership in October. The most contentious point on the budget will be the top-up for my full-time release, particularly now that our dues revenue has taken a hit, but we will see how it goes. My executive has my back and on that note, I will end this with a shout out of gratitude to my executive members and my predecessor, Deborah Hopper, who work hard for our members and support me.

Cheers,  
Tiffany McLaughlin, Local 1858



## **CUPE Local 556 area report**

We continue to work through the COVID-19 pandemic. Most staff at the CVRD have been able to create a split work environment – working from home, working in the office as required. The Town of Comox has a new CAO, Jordan Wall. I believe the community and general public appreciates our municipal staff a little bit more as they've come to realize how important the services we provide are to the community.

Karen Garrett

President

## **COMMITTEE REPORTS**

### **VIDC Pension Committee**

September 26, 2020

Kevin McPhail (Chair)

Heather Richardson, Christine Szaflik, Stacy Watton (Members)

We hope this report finds you safe and adjusting to life in a pandemic. Hopefully you're doing alright financially and finding all of the supports that you currently need. If you have any pension related questions that we don't anticipate here...always feel free to reach out to us and ask!

We are currently updating our pension committee page within the VIDC website in order to have up to date links to the MPP, PSPP as well as CPP and GIS.

### **BC Municipal Pension Plan**

It was recently announced that there will be a plan redesign of the MPP and we have included that link on our webpage but here it is: <https://www.mppredesign.ca/>

There are several tabs here that explain the reasons for the intended changes, and how you might be affected. The effective date of those changes is January 1, 2022 so there will be no changes to benefits earned before that date. In general terms there are three proposed changes:

- Improved lifetime benefit (excluding the bridge benefit)
- Ending two-tiered contributions
- Planning for long-term financial stability



We'll elaborate in future reports as these become more clear, but one area of concern is for a minority of future pensioners who are approaching the magic combination of age and years of service = 90. If you started working at 20 and worked for 35 years, you could retire at 55 with a full pension (55 years of age + 35 years of service = 90), however reviewers of the plan feel this is too great a burden on the plan since those who benefit are in the minority and will be drawing a pension for much longer.

In theory the proposed plan changes will remove a benefit for the minority for the benefit of the majority...you be the judge!

With regards to the main MPP site it's at that location that they specifically address some COVID-19 related concerns and they can be found on their website:

***“If I take a COVID-19 leave under the Employment Standards Act (ESA), what does that mean for my pension?”***

*It depends on if you take an unpaid leave or a leave with full pay:*

- *If you take an unpaid leave, you have the option of buying service for the period of your absence. Leaves taken under the ESA are shared-cost leaves – if you choose to buy service for such a leave, both you and your employer will pay a portion of the purchase cost.*
- *A leave with full pay doesn't count as leave because both you and your employer are still contributing to the plan.*

*If you take an unpaid leave approved by your employer that isn't covered by the COVID-19 leave under the ESA, you may be able to buy service for this period – it will be treated as general leave. This may apply, for example, if you're self-isolating to follow general social distancing guidelines. You'll be required to pay the full cost of the purchase of service.*

***If my hours are reduced, what does this mean for my pension?***

*You may be eligible to buy the service for the difference between your normal (full-assignment) hours and the hours you actually work. According to the Canada Revenue Agency, all the following must apply:*

- *You must have been employed by your employer for at least three years*
- *You may only purchase a period of reduced pay that occurs after those three years*
- *You must have been working your normal (full-assignment) hours sometime before your hours were reduced*

*If you choose to buy this service, it will be treated as general leave. You'll be required to pay both your share and your employer's share of the cost.*

***If I'm temporarily laid off, what does this mean for my pension?***

*If you're laid off (rather than being on a leave of absence), you won't be able to buy service for this period.*



*I'm a front-line worker eligible for temporary pandemic pay from the provincial government. Will my pension be affected?*

*Receiving BC COVID-19 temporary pandemic pay won't affect your pension.*

*Because this temporary pandemic pay will be paid as a lump sum, it isn't considered part of your pensionable salary. Pensionable salary is the portion of your salary used to calculate your pension contributions, highest average salary and purchase-of-service costs."*

In the June Board of Trustees meeting the Benefits Committee reported the following:

*The board approved a temporary 75 per cent dental premium credit reduction and a temporary 8 per cent extended health care premium credit reduction on a prospective basis for the months of August, September, and October 2020. The board completed a review of the post-retirement group benefit program, and approved several enhancements to the extended health care plan, effective January 1, 2021. A summary of the changes can be found in the Board Communique on the plan website plan website at [mpp.pensionsbc.ca](http://mpp.pensionsbc.ca). Click About us > New > Plan News.*

This year's AGM will be virtual on Thursday October 15<sup>th</sup> from 10am to noon. Registration is available online at <https://webcast.fmav.ca/mppagm2020/>

### **Public Service Pension Plan**

The 2020 Report to Members was published on August 28, 2020 online and was sent to employees with their annual member's benefit statement.

Similarly to Douglas Adams' famous "Don't Panic", the headline reads "Your pension is secure". After a dip when the pandemic spread, the markets have rebounded, but the report to members notes that with a defined benefit pension, the amount received when retiring isn't dependant on investment performance.

Currently the plan is reviewing retirement health benefits "to ensure they remain valuable and sustainable for the long term". Findings will be reported in 2021.

### **2020 VIDC Trustee Report**

The trustees completed the audit of the 2019-20 VIDC financials on September 24, 2020. There are a few minor errors that were noted and they include:

- Missing a cheque number from the ledger (has been addressed)
- Some information missing on a cheque stub (has been addressed)
- Minor error of a \$0.02 overpayment
- Minor discrepancy in the deposits for \$1.02 in our favour

There are a total of 7 outstanding cheques that need to be cashed.



The trustees make the following recommendations:

- the Treasurer receive a copy of the motions log or if that isn't possible, record the date of the motion on the expense form at time of cheque issuance
- that the Treasurer purchase a new binder
- and to review the procedure of issuing out of pocket before the end of the quarter

Overall, the Trustees found the VIDC financial records to be in good order. Thank you to the Treasurer for his work for the past year.

In closing, thank you to Rob Zver for the work he's done as Trustee to the Council. His knowledge and experience will be missed.

Trustees:

Karen Garrett

Heather Richardson

Rob Zver

**The VIDC Diversity Committee report will include:**

- We're hoping to be able to show the Power Point presentation that UVic sent out at the beginning of September regarding Orange Shirt Day – its UVic centric, but I'll remind delegates that all the Post-Secondary Institutions and many communities on the Island will be doing their own Orange Shirt Day event

**Orange Shirt Day 2020**

The VIDC Executive are mostly all together here at the Convention Centre to participate in the zoom video-conference general meeting and we are all wearing our Every Child Matters Orange Shirt Day t-shirts.

Orange Shirt Day 2020 is September 30<sup>th</sup> and the UVic planning committee worked hard to create a meaningful and respectful virtual event for the extended UVic community. The other Post-Secondary Educational Institutions and many of the communities on Vancouver Island have also worked hard to provide a meaningful and respectful event to acknowledge Orange Shirt Day.

In the spirit of reconciliation and educating ourselves, students, faculty and staff about the history and impacts of residential schools, we thank UVic for preparing the attached PowerPoint slides and checklist so that we could share it with our delegates today.

Orange Shirt Day is a national movement that brings together Indigenous and non-Indigenous people in the spirit of reconciliation to honour former residential school



students and their families: those still living, those who passed before they could speak and the little ones who never made it home. It is also an opportunity to learn about and remember the residential school legacy.

We encourage you all to wear an orange shirt on September 30<sup>th</sup>, as a visual symbol of our awareness of the need for ongoing reconciliation among Indigenous and non-Indigenous Canadians.

Proceeds from the UVic sale of Orange Shirt Day T-shirts which feature a logo designed by artist Carey Newman, directly benefit the UVic Elders Engagement fund as well as the Witness Blanket Project. If you already have an orange shirt, please consider making a \$20 donation to the [Elders Engagement fund](#) this year.

Thanks to Kirk Mercer, VIDC was able to purchase 30 Orange Shirt Day T-shirts from UVic. Thanks to Steve Fielden, we were also able to purchase another 15 t-shirts from VIU. We will be sending the 4 remaining OSD t-shirts to four of the Native Friendship Centres on the middle and Northern end of the Island along with a letter from VIDC explaining what we did with them and a picture of our Executive wearing the t-shirts.

### **UVic Facebook Live Event - Wednesday, September 30, 12-1 p.m.**

UVic Faculty, staff, students, alumni and community members are invited to an online Orange Shirt Day event featuring:

- A Welcome to the Territory by Dr. Skip Dick
- Opening prayer by Elder May Sam
- Lekwungen drum group
- Remarks by VP Academic and Provost Dr. Valerie Kuehne
- Chancellor Shelagh Rogers interview with Phyllis Webstad, Executive Director of the Orange Shirt Society in Williams Lake, BC.

Phyllis Webstad is Northern Secwepemc (Shuswap) from the Stswecem'c Xgat'tem First Nation (Canoe Creek Indian Band) and the person whose personal story of her experience at residential school inspired Orange Shirt Day.

The above information provided by:

Robina Thomas, PhD, Executive Director, Indigenous Academic & Community Engagement, University of Victoria

### **More Resources:**



Also it was recently the 25th anniversary of the documentary "Mind of a Child" which profiled UVic faculty of Education professor Lorna Williams and her work with Indigenous children : <https://vimeo.com/channels/544753>

There are a few books people might be interested in about Orange Shirt Day (*The Orange Shirt Story*, *Phyllis's Orange Shirt*, *Picking Up the Pieces*), and, if interested, they could buy them from an Indigenous-owned bookstore like Iron Dog Books: <https://bookmanager.com/8034036/>.

CBC also has a list of recommended books from 2018 for Orange Shirt Day: <https://www.cbc.ca/books/17-books-to-read-for-orange-shirt-day-1.4841439>

The National Centre for Truth and Reconciliation is holding a virtual education event for students in grade 5-12: <https://education.nctr.ca/>. The NCTR Dialogues, including the announcement (by Ry Moran) of the Residential School System being designated an "event of national historic significance," are also available on YouTube: [https://www.youtube.com/watch?v=hpy\\_VbhRBB0](https://www.youtube.com/watch?v=hpy_VbhRBB0)

We also strongly urge you to view the film, if you haven't already seen it: <https://humanrights.ca/story/picking-up-the-pieces-the-making-of-the-witness-blanket>] - it's about an hour long.

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I'm pleased to share with you PIVOT Legal Society's report on decriminalizing drugs in Vancouver as a strategy to reduce the horrendous number of unnecessary deaths from drug over doses in Vancouver. The NDP Minister of Health is also advocating for a decriminalization of drugs in BC and Canada as a way to slow down the pandemic of drug related deaths.

**Act Now! Decriminalizing Drugs in Vancouver** examines the ability of local governments (including the City of Vancouver) to decriminalize drug possession starting today.

*There's no doubt about it: drug prohibition has failed. Amid dual public health emergencies and global movements calling attention to anti-Black and anti-Indigenous police violence, the War on Drugs must be stopped. For years, Pivot has pushed the federal government to decriminalize drug possession—and we continue to do so. In the absence of federal leadership, however, local and provincial governments must step up to face this crisis. So far, provincial and municipal officials have "called on" the federal government to take action, but skyrocketing fatalities will not be stopped by symbolic gestures.*

You can read the report here:

[https://www.pivotlegal.org/act\\_now\\_decriminalizing\\_drugs\\_in\\_vancouver?utm\\_campaign=act\\_now\\_decriminalizing\\_drugs&utm\\_medium=email&utm\\_source=pivotlegal](https://www.pivotlegal.org/act_now_decriminalizing_drugs_in_vancouver?utm_campaign=act_now_decriminalizing_drugs&utm_medium=email&utm_source=pivotlegal)

I attended the first day of the Lancaster House National Human Rights & Accommodation Virtual Conference 2020 September 16, 2020. The conference runs half days for the next three Wednesdays. Day 1 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 this in her closing (it's not a direct quote as I couldn't quite get it 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.

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Respectfully submitted:

Laurie Whyte, Chair, VIDC Diversity Committee

Pat Shade, Member, VIDC Diversity Committee

### **VIDC Territorial Acknowledgement Ad Hoc Committee Report:**

The Committee has been working on the DRAFT Territorial Acknowledgement to be read at all our VIDC meetings and events, whether virtual or in-person, since the ad hoc committee was first appointed at the last Strategic Planning session.

We have researched First Nations websites, government websites, online materials written by Indigenous authors and consulted with many people. We received insight from the UVic Libraries Indigenous Reading Circle. I've also received positive feedback from several Indigenous people who have reviewed it.

We have two options to present to the VIDC Executive and General membership for approval. Then, the ad hoc committee was thinking of sending the draft to some of the Native Friendship Centres on the Island (Powell River doesn't seem to have one) to ask them for insight and feedback. We want to ensure the Territorial Acknowledgement is sincere, respectful and meaningful.

Everything I have learned points to the insincerity of a standardized statement; it loses its meaningfulness through repetition. To be truly meaningful, a statement must come from the heart of the individual speaking and be on a personal level.

In order to ensure the standardization of our Territorial Acknowledgement doesn't make it lose its meaning, we are proposing a framework statement to be followed by an individual Self-Location. We should all acknowledge, examine and process our settler guilt and shame, and face our fear of doing or saying something wrong so we are open to learning about our First Nations lands where we live, work and play. That information can help us to educate ourselves and all the VIDC delegates about Indigenous People and lead us onto the path of reconciliation. In the words of Diana Juricevic, Chair of the BC Human Rights Tribunal: "One step forward may mean falling on our face, but at least we are taking a step forward with dignity, honour and good intentions."

### **We have two ideas to propose:**

1. A different delegate (we could run through the Executive first or ask for volunteers) would be asked to read the Territorial Acknowledgement framework statement at each of our VIDC meetings and events (virtual or in-person); after reading the framework statement, the delegate would then share their self-location. The framework statement



would be a starting point, not an ending point. The delegate would be asked to please reflect on the area, city, or town where they live/work/play; whose traditional First Nations territory it is; share some information about that First Nation; and their feelings about living on their land. An example would be provided as a guide; or:

2. The Diversity Chair would read the Territorial Acknowledgement Framework Statement and then pass it over to a delegate (we could run through the Executive first or ask for volunteers) and ask them to share their self-location as in #1 above.

**Note:** *the delegate would have to know they were going to share well ahead of the meeting so that they could research accurate information regarding which First Nations territory they live, work and play on. If they have difficulty finding accurate information, they could call upon the Diversity Chair to assist them.*

### **Final Draft – VIDC Territorial Acknowledgement**

*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, work and play, 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 work and play.*

#### **Self-Location:**

*The above statement is a starting point, not an ending point. Please reflect on the area, city, or town where you live/work/play; whose traditional First Nations territory it is; share some information about that First Nation; and your feelings about living on their land. See example below:*

#### **I would like to share my Self-Location:**

*I would like to add that I have the honour of living, working and playing on the traditional, ancestral, stolen territories of the T'Sou-ke Nation and Coast Salish Peoples, whose historical relationships with the land continue to this day. I give thanks to the ancestors, supernatural ones, hereditary leaders and matriarchs, creatures big and small for looking after the rich resources and cultural teaching of this beautiful land which is known on colonial maps as Sooke. I am grateful to be a visitor here and share the land so my horses and animals have space to live. I treasure the ability to explore the many trails, lakes and rivers on this beautiful land. In the SENĆOŦEN language, the word T'Sou-ke is the name of the Stickleback fish that live in the estuary of the river. Exposure to Europeans through the Hudson's Bay Company saw the name changed first to Soke and then Sooke. That English name is now common and is used for many things including the name of the neighbouring town, the river, harbour, basin and the main road.*



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**CUPE BC Skilled Trades Committee**

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**Report to Vancouver Island District Council – September 26, 2020**

The Skilled Trades committee will be meeting on Nov 2 via Zoom.

We were currently looking to have a guest from <https://www.accessfutures.com/> to replace our field trip/visit in October to the Squamish Nation Training and Trades Center

Unfortunately, due in part by COVID-19 we saw the cancellation of Convention and the CAF Conference in Calgary.

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

Respectfully submitted:

Kirk Mercer - Chair

**COMMUNICATION Committee**

The Committee has recently formed a new name removing the Technology portion of the title and duties. Realizing the need for technology far surpassed what it did in the past, we knew the need for a separate technology committee was necessary. A separate committee was struck and will from now on be charged with ensuring the Council can run in an efficient accessible manner for all delegates wanting to attend.

The communication portion of the committee has been busy ensuring a strong database of credentialed members exists. Updating delegates demographics has been our primary concern in the past quarter. We will continue to work toward a clean database at all times.

Respectfully submitted,

Sherrene Ross

Chair

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Women's Committee Report

September 26, 2020

By Heather Richardson, Chair

What a year 2020 has been so far, add to that the announcement of a provincial election!

When the pandemic hit, in as early as April 2020, 30% of Canadian workers were laid off or had their hours reduced. This rose to higher numbers as the weeks dragged on. This was most severely felt in female dominated industries such as food services, tourism, recreation, and retail. When schools and childcare began closing, typically women were the first to have to respond to the demands of caring for loved ones, leaving jobs, or having their hours reduced in the jobs that were left.

As the months went by, many businesses, unable to withstand the long closures and reduced customers, have now permanently closed. Daycares, with tight protocols in place, and no substantial income to pay their bills were closing, some permanently. Not only did the daycare closures mean nowhere for children to go so the parent or parents could hold onto their jobs but also meant less and less jobs available for those women who need to work to support their families. This in turn, tightens budgets, causes conflict in already stressful situations.

For some women and children, going to work and school was their only escape from day to day living with an abusive person. Now that will be compounded by loss of income and the inability to escape from their abuser.

The Canadian Women's Foundation is asking that everyone be aware of The Signal for Help. Like sign language, the signal for help, alerts others that a person at risk of being abused needs help. It is a simple one-handed sign that a person can use during a video call to silently ask for help.

Palm to camera, tuck thumb into your palm, cover your thumb.

<https://canadianwomen.org/signal-for-help/>

If you see someone use the Signal for Help, check in with the person safely to find out what they need and want you to do.

If you or someone you know is in immediate danger, call 911 or your local emergency services (police, fire, ambulance).

Thank you.

Respectfully submitted by

Heather Richardson, Cathy Denham, Cindy Gaboury, and Laurie Whyte

Women's Committee, Vancouver Island District Council



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