

VIDC

Vancouver Island District Council

Agenda February, 10 & 11, 2023

Beach Club Hotel

181 Beachside Dr., Parksville BC V9P2H5

Minutes

December 3, 2022



Meetings

Executive Meeting: February 10, 2023 – 6:00 pm (hybrid- opens at 5:45pm)

General Meeting: February 11, 2023 – 10:00 am (hybrid – opens at 9:45am)

Elections:

Chair: Political Action, Technology

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

See page 5 for Quarterly fundraiser information. **Sandi Merriman House**



GENERAL MEETING AGENDA **February 11 , 2023**

RECOGNITION OF TERRITORIES

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

1. ROLL CALL OF OFFICERS

- a. HEALTH AND SAFETY, EMERGENCY PREPAREDNESS STATEMENT
- b. EQUALITY STATEMENT
- c. GREEN STATEMENT

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

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

WELCOME TO GUESTS, STAFF AND Presenters

2. Sergeant at Arms REPORT & PRESENTATION OF AFFILIATES AND CREDENTIALS
3. OBLIGATION OF NEW DELEGATES
4. APPROVAL OF THE AGENDA – February 11, 2023
5. APPROVAL OF THE MINUTES – December 3, 2022
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
Elections:
 - Political Action
 - Technology Chair
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

February Fundraiser!

SANDI MERRIMAN HOUSE

If you would like to make an in-person donation to Sandy Merriman House, please book a time in advance by calling 250-480-1408.

For much more information, check out their website at:

<https://coolaid.org/sandy-merriman-wish-list/#>

Annual Statistics



964

meals served daily

[Learn More](#)



613

total housing units

[Learn More](#)



1,434

every step counts runners

[Learn More](#)

Wish List

- new make up
- alarm clocks
- arts and crafts
- puzzle books and colouring books
- pencil crayons and crayons
- donate a [meal](#), [grocery card](#) or [cash](#)
- towels
- new underwear and bras (various sizes)
- cotton socks
- non-perishable food (so we can give it out to people that are housed but are lacking food security)
- toothbrushes, toothpaste and floss

VIDC contact: Sarah Fairbrass vpcupe374@gmail.com & **Laurie Whyte** lwhyte@uvic.ca

PERSONAL INFORMATION PROTECTION ACT

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

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

AREA REPORTS

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

Report on current, substantive issues in your local, rather than for example, simply indicating that there were several active grievances or that a number of delegates have been sent to a conference. When reporting on problems, grievances, or other issues, include details on



how they were resolved and how they affected your membership.

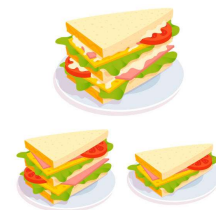
Restrict your oral report to **two minutes** in length unless circumstances require you to take more time. If there is additional information that you wish to share with the Council, submit it in writing and it will be included in the minutes. Please email copies of your report to the Secretary, vidcsecretary@gmail.com, and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

An informal lunch will be served in the meeting room at 12:15pm on the day of the general meeting. Cost is \$15 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 Steve know any dietary allergies.



ISLAND DISTRICT COUNCIL EXECUTIVE

| | | |
|--|---|--|
| <p>President – CUPE BC GVP Amber Leonard C: 250 516 3371 Cupe459officer@gmail.com Term: June 2022 – May 2024</p> | <p>Vice-President Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Term: May 2021 – May 2023</p> | <p>Treasurer Steve Fielden C:250 668 4616 fieldensteve@gmail.com Term: May 2021 – May 2023</p> |
| <p>Secretary Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Term: June 2022 – May 2024</p> | <p>Sgt. At Arms Bill Newman T: gakx@hotmail.com Term: June 2022 – May 2024</p> | <p>Diversity Executive Member-at-Large Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Term: May 2021 – May 2023</p> |
| <p>Executive Member-at-Large Page DeWolfe T: 250 661-6480 cdewolf@uvic.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163 Term: May 2021 – May 2023</p> | <p>Executive Member-at-Large/CUPE BC RVP Kirk Mercer T: 250 580-5804 sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947 Term: May 2022 – May 2024</p> | <p>Executive Member-at-Large/CUPE BC RVP Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 410, 441, 2011 Term: May 2021 – May 2023</p> |
| <p>Executive Member-at-Large Hailey Fielden C: haileyfielden@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 606, 788, 873, 1767 Term: Feb. 2022– May 2024</p> | <p>Executive Member-at-Large Stacy Watton C: 250 720 5132 Cupe118@gmail.com CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals 118, 401, 727, 3403 Term: Sept 2021 – May 2023</p> | <p>Executive Member-at-Large Tiffany McLaughlin tiffany.mclaughlin@viu.ca CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands) Locals: 441, 1858, 3570, 5278 Term: May 2021 – May 2023</p> |
| <p>Executive Member-at-Large Kevin McPhail T: 250 339 2707 kevin_mcphail@yahoo.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 2769, 3399, 3479 Term: May 2022 – May 2024</p> | <p>Executive Member-at-Large Andrea Craddock C: 250-204-3857 president@cupe723.ca NORTH REGION (North of Deep Bay & including Powell River) Locals: 439, 556, 723 Term: May 2021 – May 2023</p> | <p>Executive Member-at-Large Martha Higgins T: 604 344 0552 recsec798@gmail.com NORTH REGION (North of Deep Bay & including Powell River) Locals: 476, 798 Term: May 2021 – May 2023</p> |
| <h3 style="color: red; margin: 0;">TRUSTEES</h3> | | |
| <p>Tara Knight (2024) C: 250-883-9590 cupe947tara@gmail.com</p> | <p>Amy Issel (2025) C: 250 886-1256 amyrowe@uvic.ca</p> | <p>Christine Szaflik (2023) T: 250 203 8695 cmszaflik@gmail.com</p> |



Vancouver Island District Council Committee Chairs

| | | | |
|--|--|---|--|
| <p><u>Anti-Privatization</u> Amy Issel C: 250 886-1256 amyrowe@uvic.ca Members: Michael Rheault, Sarah Fairbrass, Tiffany DeWildt Term: May 2021-May 2023</p> | <p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Sherrene Ross Term: May 2021 - May 2023</p> | <p><u>Communication</u> Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Members: Amber Leonard Term: May 2021 - May 2023</p> | <p><u>Community Social Services</u> Tiffany De Ruyter Members: Term: Sept. 2021 -May 2023</p> |
| <p><u>Constitution</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Stacey Watton, Sara Fairbrass Term: May 2021-May 2023</p> | <p><u>Diversity</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Page DeWolfe Term: Sept 2021- May 2023</p> | <p><u>Education</u> Tara Knight cupe947tara@gmail.com Members: Term: May 2021 - May 2023</p> | <p><u>Environment</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Andrea Craddock Term: May 2021 - May 2023</p> |
| <p><u>Hospitality</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com Members: Tiffany McLaughlin Term: May 2021-May 2023</p> | <p><u>International Solidarity</u> VACANT Members: Andrea Craddock Term: Sept 2021 - May 2023</p> | <p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Members: Martha Higgins, Sara Fairbrass Term: May 2021- May 2023</p> | <p><u>OH & S</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Martha Higgins, Andrew Schneider Term: May 2021 - May 2023</p> |
| <p><u>Pensions</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Stacey Watton, Christine Szaflik, Roberta Giaraulo Term: May 2021 - May 2023</p> | <p><u>Political Action</u> VACANT Members: Term: May 2021 - May 2023</p> | <p><u>Resolutions</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Amber Leonard, Page DeWolfe, Nykita Downie Term: May 2021-May 2023</p> | <p><u>Skilled Trades</u> Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Members: Shannon Mackenzie, Steve Fielden Term: May 2021 – May 2023</p> |
| <p><u>Technology</u> VACANT Members: Kirk Mercer, Hailey Fielden Term: Nov 2021 – May 2023</p> | | <p><u>Women's</u> Tiffany McLaughlin tiffany.mclaughlin@viu.ca Members: Laurie Whyte, Nykita Downie Term: October 2022 - May 2023</p> | |
| <p><u>Young Workers</u> Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Members: Term: May 2021 - May 2023</p> | | <p><u>Adhoc Retirement & Recognition</u> Andrea Craddock C: Andreacraddock1@gmail.com Members: Sherrene Ross, Amber Leonard, Sarah Fairbrass Term: Until completion</p> | |





AFFILIATES

| 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 |
| 441 | K-12 | Victoria – School District 73 |
| 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 | Pacific Rim – 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 |
| 4163 | Post-Secondary | UVIC Education Workers |
| 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 | Capital Regional District (CRD), Health Science Professionals at Island Health (VIHA), Westshore |

| | | |
|-----------------------|---------------------------|--|
| | | Parks & Recreation Society (WSPR), Greater Victoria Housing Society (GVHS) |
| 1767 | Tr/Ag/Boards | BC Assessment Authority |
| 1004 | Community Social Services | |
| NON-AFFILIATES | | |
| 3886 | Post-Secondary | Royal Roads University |
| 3136 | Other | Craigdarroch Castle |



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www.vidc.cupe.ca



VANCOUVER ISLAND DISTRICT COUNCIL
Executive Meeting
December 3, 2022

Call to Order – 9:20AM

Welcome to our new Technician – James! We appreciate you being here.

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

1. Roll Call of Officers – Sherrene Ross

MSC

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

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

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

Welcome Guests, Staff and Presenters:

2. Approval of the Agenda

MSC

Add:

- Constitution discussions
- Strategic Planning

3. Approval of Minutes of the Previous Meeting

- October 15th, 2022
- Strategic Planning minutes October 31, 2022

Motion:

To adopt the minutes as presented

MSC

4. Matters Arising Out of the Minutes

MSC

- pg 13 Constitution – clarification should be Shareen Witt not Clark
- pg 6 Lunch cost says \$10 not \$15
- when reporting to secretary whether sending reports or credentials – please be clear on the subject line. After 3 replies, please start a new email.

5. Treasurer's Report – Steve Fielden

MSC

6. Correspondence Report – Sherrene Ross

- Telus update on Offers and Information for CUPE members



- CUPE BC updates and announcements looking for interested applicants for the Trial Committee, Executive Board updates, information on CUPE National providing Zoom accounts for Locals and much more
- Email from CUPE BC – signed Karen Ranellata and Trevor Davies advising the Council of Amber Leonard's acclamation to GVP, due to Nicole Edmondson stepping down, at the Executive Board table.
- Information letter and newsletter from the Victoria Women's Transition House
- Information from CALM regarding a webinar on 'Fighting the Far Right in our Unions – held on December 14
- Email from Jessica Orcutt resigning from her position as Political Action chair
- Correspondence from the Council of Canadians, BCSPCA and SEVA
- A postcard from Carlos Fluores wishing everyone well!

MSC

7. CUPE BC Executive Report

Amber

- Want to ensure everyone has received the letter from CUPE BC regarding my new position as a General Vice-President
- We will now need to turn our mind to interested parties for the Alt. RVP
- You would attend the next convention as the incumbent
- Opened doors with other district councils looking at opportunities to work together
- CUPE BC convention structure is changing – need to amplify that Local's resolutions need to get to the floor in priority

Kirk

- CUPE BC has made the decision to have the caucus elections during convention hours instead of outside of. Would follow lunch possibly
- This puts a squeeze on everything, so by putting reporting/credentials into blocks will allow more business to happen
- Organization has grown substantially since the original structure was created

Dan

- Venue size – if every local sent full delegation – we would have to be in Vancouver convention centre
- Locked in contracts for 5 years before amount of time/days can change

Laurie

- Pat was unable to attend morning session of executive so I was happy to fill in
- The need for general resolutions to come to the floor is an important topic and multiple people on that topic
- Was said that they would keep an eye on the number so they can be brought forward
- Walked with a member to the meeting from hotel. Member had a walker and it was very difficult in the recent snowfall for this member to get to the meeting. Rides ended up being arranged. Hard to watch this person struggle
- Need an accessibility audit to see if hotels/venues are accessible
- I intend to run for Pat's position at convention due to his retirement

7. CUPE National Committees

Amber

- Honored to be a part of the National Environment Committee
- Need to focus on sustainable projects to protect our environment with what we are all seeing with flooding and rainfalls, snow storms, etc.

Hailey

- Co-chair of the National YW Committee
- Survey results were shocking on how we support locals
- Looked at some old documents that needed to be re-created since they were so old
- Check out the recent counterpoint – might be someone you know!

Tiffany

- Good discussions at our meeting

**Laurie**

- Trying to simplify the accessibility audit

8. CUPE VIDC Committee Reports**Motion:**

To add Tiffany De Wildt to the Anti-Poverty Committee

MSC

The Diversity Committee would like to donate \$150 to Handbags for Hope - Haven Society, Nanaimo Women Helping Women, Women Cool-Aid Society

MSC**9. VIDC Sectoral Reports****Childcare – Amber**

- CUPE BC had the opportunity to lobby at the Victoria legislature for childcare
- K-12 has the ability to provide this care
- The School Act is limiting the use of space, etc. Looking at changing the Act to better support the way the business of education
- Although students only attend 10 months it is a 12 month system that does continue to run – so childcare can workforce

Universities

- UVIC has settled and will ratify soon
- 4163 doing well also
- Will see others at the table soon

10. Unfinished/Old Business**A. Steven Beasley – National Communications Rep**

- a) Regional bargaining campaigning – the Okanagan has done this process
- b) OMDC doing a cost-share with CUPE National promoting CUPE workers
- c) There are funds for Councils to access
- d) VI people consider this area a 'Region'
- e) Could create a cost-share campaign in this area to support CUPE – would likely be much easier task as people are big supporters of their own area – the Island
- f) Decide what best serves your Councils
- g) All advertising companies are not great – many shades of bad – but do your best to get your message out
- h) BC Ferries? Many islanders travel the BC Ferries – good visuals

Dan – in full support as it has been done in the past and was successful

Kirk – the billboards in the Okanagan are very visible and remained for many years

Amber – Thanks to Steven Beasley for coming

- There are billboards that are not owned by Jimmy Patterson

- Do research on the where and what we can or would do

Timeline: December start, February discussion with a May deadline

B. Handbags of Hope recipients

- Great work happened filling 50 handbags on Friday night
- Three organizations will receive 1/3 of these bags full of toiletries, etc. for women

C. Strategic Planning update – What we learned**i. Changes to lunch costs**

- Discussed at the SP to raise the cost of lunch to \$15 pp
- Will need to motion at general meeting with change

ii. Hybrid meetings

- Here we are – everyone needs to have patience
- Thank you to James for supporting our needs
- We need to figure out a stipend to pay James (release time, costs, etc.)
- James is happy to continue as long as he has 3 weeks notice



- We would need 6 times per year with February (Friday night/Saturday mtgs), May, September (w/SP), December
- Also need to support/allow our Tech team to participate in the meetings

D. Mission Statement

What we do:

~ Educate, advocate, and mobilize

Following the CUPE National action plan we educate, advocate, and mobilize our communities and locals

How we do it:

~ Fundraising, events, meetings, speakers, collaborate, outreach

True collaboration and committee work at meetings and events, we fundraise and distribute support to provide outreach

Who we do it for:

~ Locals, members, delegates, communities

The health of our communities, the entire Vancouver Island region including Powell River and the Gulf Islands for ourselves and future generations

Where do we do it:

~ In person in the Central region of Vancouver, typically in Nanaimo

We do this on social media and at in person meetings typically held in Nanaimo

Why we do it:

~ Believe that a rising tide lifts all boats

We bring help to lift everyone up and helping through awareness and creating better working and living conditions to build our community and engage people in events because we believe in good working conditions for all workers.

DRAFT:

Mission Statement:

Following the CUPE National action plan we educate, advocate, and mobilize our communities and locals,

True collaboration and committee work at meetings and events, we fundraise and distribute support to provide outreach,

We do this for the health of our communities, the entire Vancouver Island region including Powell River and the Gulf Islands for ourselves and future generations

We do this on social media and at in person meetings typically held in Nanaimo.

We bring help to lift everyone up and helping through awareness and creating better working and living conditions to build our community and engage people in events because we believe in good working conditions for all workers.

Volunteers to wordsmith our 'Purpose': Laurie, Kirk & Sarah

E. 2023 Meeting Dates

Steve:

- February 10/11th is not available at the Coast Bastion
- Steve reached out to the Beach Club in Parksville and they have room and comparative pricing
- Feb 3/4 – available at Coast
- **Feb 10/11 – not available (best case for timeliness of resolutions to CUPE BC)**
- May – available at Coast



- Sept 22/23 – available at Coast
- Dec 1/2 – available at Coast

February date pending

F. Constitution Changes

- Sarah and Martha met and checked on all of the changes needed to copy National's changes
- Feel it is ready to go to National for approval once voted on by the delegates

Proposed changes:

- 7.11 Hybrid meetings – following up with SP letter sent to National stating ideas won't work logistically
- Electronic meetings – ensuring it is equitable
- To incorporate the Equity Statement into our constitution as an Appendix (to have newest signatories)
- To add the National Code of Conduct under Appendix 2
- Recognition of territories updated
- Use actual logo on constitution not one used on t-shirts

Motion:

That VIDC adopt the proposed changes to the Constitution as provided to delegates then forward them to National for approval

MSC

12. New Business

A. December elections

Community Social Services chair
International Solidarity chair

Motion:

Notice of Motion for the next meeting for the positions of Technology & Political Action chairs **MSC**

B. Guests following lunch

Karen Ranalletta – CUPE BC President
Carmen Brooks – Cowichan Valley Outreach Society
Delegates from Local 8911
DLC president Jenn MacPherson
Stephen Beasley

C. 2023 Union Women's Conference March 12th - 15th in Vancouver – CUPE National
2023 Summer Institute of Union Women's Conference in Oregon June 25 – 29, 2023 – Women's committee take note

Motion:

That VIDC send up to 6 women and gender diverse individuals to the CUPE National Women's Conference

MSC

The chair of the Woman's committee will already attend based on the budget. Three women who sit on CUPE BC executive will also automatically attend so will be excluded from the lottery. A lottery of interested participants will take place.

Motion:

That the selection of the 6 delegates to attend the National Women's conference be done by the 'Wheel of Names' lottery system at the general meeting, December 3, 2022

MSC

D. Fundraisers for 2023

February – Sandy Merriman House – Sarah Fairbrass/Laurie Whyte
May – Native Friendship Centres – Island Wide – Kirk Mercer/Stacey Watton
September – Cedar Woman's House – Tiffany McLaughlin

December – Grass Roots/Kind Hearts – Andrea Craddock

E. Christmas Social

- Begins at 7pm
- Finger foods available (snacks)
- Coffee/tea/water available
- Cash bar
- Draws at general meeting

Motion:

To defer #6 & 7 under New Business the February 2023 meeting **MSC**

To donate \$200 to each of the three BCSPCA's on Vancouver Island specifying areas **MSC**

To donate \$600 to the Southern VI United Way **MSC**

To donate \$150 to the Cowichan Valley Outreach Society **MSC**

That VIDC pay the difference in mileage from the Coast Bastion hotel to the Beach Club hotel in Parksville **MSC**

To invite Pat Shade to the February meeting and cover his hotel as required. Recognizing him as a retired member. Recognition per Steve Curry template **MSC**

Back to discussion on compensation for our Technical support.

James will receive \$200 per meeting compensation for supporting VIDC technical needs during all meetings. This will come from the Tech Committee budget.

Good of the Council

13. **Adjournment 12:10 PM**





**Vancouver Island District Council
General Meeting
December 3, 2022**

Call to Order: 1:07 PM

Recognition of Territory:

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

Roll Call of Officers: Sherrene Ross

- a. **Health & Safety, Emergency Preparedness Plan:** Martha Higgins
- b. **Equality Statement:** Shared
- c. **Green Statement:** Amber Leonard

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

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

Welcome to Guests, Staff and Presenters:

Karen Ranaletta - CUPE BC President
Trevor Davies – CUPE BC Sec/Treas
Rodger Oakley – CUPE National Rep
Stephen Beasley – National Communications Rep
Carmen Brooks – Cowichan Valley Outreach Society
Donald Grant – CUPE 8911

2. Sergeant at Arms Report & Presentation of Affiliates & Credentials:

- 24 delegates
- 7 guests
- 1 staff
- 1 tech support

MSC

3. Obligation of New Delegates

MSC

4. Approval of the Agenda – December 3, 2022

MSC

5. Approval of Minutes of the Previous Meeting – October 15, 2022

MSC

pg. 8 Roberta's name spelled incorrectly
pg. 11 Clarification came from Shareen Witt not Shareen Clark
pg. 24/25 Nykita Downie name spelled incorrectly

6. Matters Arising Out of the Minutes: N/A

7. Treasurers Report: Steve Fielden

MSC



- 8. Communications & Correspondence Report – Sherrene Ross** **MSC**
- Telus update on Offers and Information for CUPE members
 - CUPE BC updates and announcements looking for interested applicants for the Trial Committee, Executive Board updates, information on CUPE National providing Zoom accounts for Locals and much more
 - Email from CUPE BC – signed Karen Ranellata and Trevor Davies advising the Council of Amber Leonard’s acclamation to GVP, due to Nicole Edmunson stepping down, at the Executive Board table.
 - Information letter and newsletter from the Victoria Women’s Transition House
 - Information from CALM regarding a webinar on ‘Fighting the Far Right in our Unions – held on December 14
 - Email from Jessica Orcutt resigning from her position as Political Action chair
 - Correspondence from the Council of Canadians, BCSPCA and SEVA
 - A postcard from Carlos Fluores wishing everyone well!
 - Thank you from Elderdog **MSC**

9. The Report of the VIDC Executive Board – December 3, 2022

To add Tiffany De Wildt to the Anti-Poverty Committee **MSC**

The Diversity Committee would like to donate \$150 to Handbags for Hope - being \$50 each to Haven Society, Nanaimo Women Helping Women, Women Cool-Aid Society **MSC**

That VIDC send up to 6 women and gender diverse individuals to the CUPE National Women’s Conference in Vancouver, March 12 – 15, 2023 **MSC**

That the selection of the 6 delegates to attend the National Women’s conference, in Vancouver March 12 – 15, 2023, be done by the ‘Wheel of Names’ lottery system at the general meeting, December 3, 2022 **MSC**

To donate \$200 to each of the three BCSPCA’s on Vancouver Island **MSC**

To donate \$600 to the Southern VI United Way **MSC**

To donate \$150 to the Cowichan Valley Outreach Society **MSC**

That VIDC pay the difference in mileage from the Coast Bastion hotel to the Beach Club hotel in Parksville for the February 10/11th, 2023 meeting **MSC**

To invite Pat Shade to the February 2023 meeting and cover his hotel as required. Recognizing him as a retired member. Recognition per Steve Curry template **MSC**

That VIDC adopt the proposed changes to the Constitution as provided to delegates then forward them to National for approval **MSC**

That VIDC make Pat Shade a lifetime member of the Vancouver Island District Council **MSC**

SIX WOMEN attending CUPE National Women’s Conference FROM WHEEL OF NAMES DRAWN:

- Tiffany De Wildt
- Amy Issel
- Martha Higgins
- Stacy Watton
- Nykita Downie
- Swati Scott
- Sandra Bowes – Alt.



10. **CUPE BC Report**

Karen Ranalletta

- December 8th – All presidents call
- Convention call coming out
- Congratulations to Amber on new position on CUPE BC
- Congrats to Dan as well as the newest RVP
- Thank you to Adam Clutchey, Andrea Craddock and Amber Leonard for being apart of the team who assisted in lobbying the government on childcare! Great job!
- Met with the opposition
- Our message was passed along very well by our team

Trevor Davies

- Congratulations Amber & Dan
- On childcare duty ~ have a good meeting and get together!

11. **Reports of the Committees, Sectoral & Working Groups**

Reports included electronically

Anti-Privitization – attached

Diversity – attached

Environment – attached

Motion:

To send Kevin McPhail, Chair, and a second member to the Environment Conference

MSC

Hospitality

Draws during the general meeting

Social tonight at 7pm

Light snacks, coffee, tea, water – cash bar

Resolutions – attached

Send resolutions to lwhyte@uvic.ca

Skilled Trades – attached

Technology – things going well – shout out to James for all his help!

Women’s – vigil to December 6th Montreal Massacre

Recognition & Retirement – Recognizing Pat Shade at the next meeting

Motion to accept all the reports

MSC

12. **Area Reports**

8911

- Donny Grant – President – happy to be here today as a guest
- We are in a dire straight
- Everyone has heard of the 911 dispatchers
- You’ve all heard of the emergencies that have been broadcast during the heat dome and the cold weather snaps we are having
- It is just drastic
- We have an active campaign – SECONDS COUNT 911
- ECOM is governed by Government & Municipalities
- Have had to advocate for more dispatchers – critical action needs to happen!
- Working out details to be able to join VIDC

1004

- Preparing to bargain
- Hope you will all support

1767

- Attached



1978

- Ran a media campaign
- Settled collective agreement
- HSPVA contract ongoing – vote coming up
- 220 members at VIHA

798

- Have settle CA – gained JE
- Grievance likely to go to Arbitration – employer not maintaining 80 hrs per year for members
- New Mayor with some new Councillors
- January 8th – annual Xmas tree mulch for Special Olympics

606

- Midst of bargaining

374

- Attached

118

- Attached

50

- Ratified 3-year deal – not everyone is happy
- Problems with the calendar and employer

5278

- Greetings on behalf of the president

1858

- At the bargaining table
- Negotiations wound up in 2 days
- Same term/wages rolled out for others
- Wrapping up proposals, looking for ratification vote in late January

951

- Attached

917

- Attached

5101

- Attached

3570

- President hoping to be at the next meeting

723

- Was re-elected as President at last meeting
- Dealing with contracting out a Literacy program in SD
- It is clearly EA work – coming into classrooms and overseeing work
- Also in SD60 – Peace River North – will reach out to President
- Bargaining Dec 13, 14, 16th

476

- Heading into bargaining as we head into winter break
- Skeptical about short timelines
- Travel safe tonight

459

- Been at table 7 days bargaining with employer – not going great
- They have a Provincial timeline of January 25th
- Heading toward an arbitration in Trades supervision issue

Motion:

To move all reports as provided

MSC

14. Nominations, Elections, and Installation of Officers

Chair of International Solidarity

Nominated
Nykita Downie
acclaimed

Nominator
Amy Issel

Notice of Motion:

That at the February 2023 meeting, there will be an election for Chair of the Political Action Committee and Chair of the Technology Committee

MSC

15. **Unfinished/Old Business**

N/A

16. **New Business**

- 1. Mobilization of Members** – Stephen Beasley National Communication Rep
 - Vancouver Island would be such a well serving place for engagement

Motion:

That VIDC spend up to \$50,000 on a cost-share with CUPE National on increasing the profile of VIDC and build community support

MSC

****One request would be to sign and send out the letters

2. Joseph Mairs Memorial**Motion:**

That VIDC donate \$150 toward the Joseph Memorial 2023

MSC

17. **Good and Welfare of the Council****Hospitality – last 3 draws**

Andrea Craddock
Sarah Fairbrass
Adam Clutchey

Reminder – Coldest Night of the Year coming up in February – Look for information in your area and try to participate

Dan – Thank you to the Council for your support during my ill health

Kirk – On December 10th, you can volunteer to join in on the big shampoosle. Contact Kirk for info.

18. **Adjourn: 4:28 PM**



AREA REPORTS

CUPE 951 VIDC report Dec 3, 2022

Our Negotiating Committee is pleased to report that we met with the University’s Bargaining Committee for the third time on Tuesday, November 15, 2022. We are excited to announce that we had discussions on Truth and Reconciliation; as both committees have mutual interest. Our next date set to meet with the employer will be Thursday, December 8, 2022.

You may remember I reported earlier that on June 30th we met with the Labour Relations Board about our grievance on alleging interference in the administration of a trade union. After we failed to reach a settlement, this led us to dates booked for Arbitration on October 18-20. Due to the employer’s preliminary objection, dates in November have been selected to resolve the objection. If successful we are looking at dates in early 2023 for Arbitration. We appreciate our National Rep and CUPE Legal working with us through this process

We have also concluded negotiations with our executive assistant, the Union representing that position is the BC Union Workers Union. We have ratified new agreement that is satisfactory to both parties.

On Dec 7 we will host our first in person holiday social meeting and really looking forward to seeing everyone.

Respectfully submitted

CUPE 951 President

Kirk Mercer

CUPE 118 VIDC Report Dec. 2022

District of Tofino:

The Employer doesn’t want to pay retro pay to those employees not on the books as of August 2022, when we signed the MOA so we are meeting with the CAO on Tuesday.

City of Port Alberni:

The Employer is stalling to enforce the contractors fair wage agreement in the CA.

District of Ucluelet:

We are dealing with a manager.....25yrs under her belt....who continues to run the department poorly and acts like she doesn’t know the CA language

Alberni Clayoquot Regional District:

Members have voted for their negotiating committee members and proposals are out.

Submitted by Stacy Watton

CUPE 917 has gone to the table with employer 4 times now and all four days were quite successful in that we signed off quite a few of our housekeeping proposals and some other minor ones that the employer countered but in the end was agreed upon and signed off. It has been a constructive round so far, as we find the employer pleasant and amicable with our side which is a breath of fresh air. We have dates in January to meet again and look forward to seeing the end of the tunnel hopefully by the end of January or early February. Unfortunately I cant be with you all on Saturday as we have our CUPE 917 Christmas Social.

To all my CUPE family have a safe and Happy Holiday/Merry Christmas and see everyone in the new year.

In Solidarity



Tony Ferreira

President

CUPE 917

VIDC Meeting

CUPE 5101 Local Report

As we all get ready for our much needed Christmas break, this is what are local has been up to lately:

- On Dec 3rd our local is hosting a Holiday party for our members, a turkey buffet dinner and a dance to follow with a live band.
- We are just organizing a National cost share campaign, which will see us purchasing a logoed sweatshirt for everyone of our members
- We are in the middle of bargaining, it's going a bit slow as we haven't had many dates set and a few of us have been hit by the flu bug and have had to cancel some meetings. We are also only receiving half day bargaining sessions, which makes it a challenge. But looking forward to a few more sessions before our break for holidays.
- Our local was privileged to be invited recently to a childcare lobby in Victoria. Adam went with 14 of us who met at the legislature for 3 days and had meetings with government regarding the importance of public childcare, specifically in schools. We all shared our stories from our locals on how important this is to CUPE. It was such a great experience to be a part of this movement. I also look forward to the continued work on this both in our local and in all of BC.
- Sherrene Ross one of our members applied to be a National facilitator. She was one of the ones chosen by CUPE National to go for training. Which she attended training for this in Victoria recently. We are excited for Sherrene and wish her luck in all of the next steps with this process!



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COMMITTEE REPORTS



Hospitality Committee Report Dec 3, 2022

Happy winter everyone.....enjoy the snow mother nature has dropped on us.

We have been busy getting ready for the December social and hope that everyone will have a great time.

We are continuing with our meeting draws and hope that everyone is happy with the items that we have been able to locally source on the Island and Canadian made.

Submitted by Stacy Watton and Tiffany McLaughlin

Hospitality Committee Chair and committee member

VIDC Environment Committee

December 2022

Kevin McPhail (Chair)
Member – Andrea Craddock

Hello from snowy Comox! It’s too bad I couldn’t attend this meeting in person due to a conflict with my own Local’s executive meeting.

I was happy to attend the recent OBCM and the CUPE BC Environment Committee worked on reviewing convention resolutions that didn’t hit the floor and discussed priorities.

Of many discussions we talked about the intersection between our pension plan investment strategies and our goal of stopping climate change. When I spoke with the CUPE BC Pension Committee that day I was reassured that they share the same concerns and are actively working on ways to influence those hired to invest our pension funds so that decisions made are good not just for returns, but also for the planet.

We touched on the Green Economy Network, of which CUPE is a partner. Their website is located here:

<https://greeneconomy.net.ca/>

They are a coalition of labour, environmental and social justice organizations and state three ‘pillars’ of focus:

Clean, Safe Transportation

Create a comprehensive plan to address the current needs of public transit across the country and develop high-speed rail between the nation’s urban centres.

Clean, Renewable Energy

Develop a renewable energy strategy focussed on wind, solar, geothermal, and tidal power in the public sector.

Greener Buildings

Retrofit Canadian homes and buildings with green technology, improve energy efficiency and cut greenhouse gas emissions.

With regards to greener buildings we also talked about a small but growing trend to “de-construction”. Rather than bringing in a bulldozer, tearing down an old house and taking all the material to a land-fill, some companies de-construct the home, and re-use, sell or recycle the material, resulting in a lot less waste. There is a higher cost of course, but a huge benefit to the environment.

A number of years ago, prior to a reno and addition on my home, I deconstructed my two carports and donated the 2x12’s etc to Habitat for Humanity. The brick pillars and planter were deconstructed and re-used as facing of the new covered porch. The



original aluminum siding was taken off and sold at a scrap metal dealer and the Styrofoam siding backing was all recycled. Did it take me a lot more time and energy...YES, but it was well worth the peace of mind...plus it was a great weight loss program 😊

Amber (the CUPE BC Environment Committee Chair) and I have been discussing the concept of swap sheds, which used to be at many landfills. The committee will be investigating their history and how they might be resurrected, hopefully with assistance from the municipal worker committee.

The government of Canada has tabled legislation on climate justice. The webpage can be found here: <https://www.rncanengagenrcan.ca/en/collections/just-transition>

While they are no longer accepting written submissions from the general public, they continue to engage with Indigenous groups, the provinces and territories. This is a small part of what can be found in their webpage:

Climate change is happening now, changing our communities and our economy. It has prompted a global economic shift. Canada's future success hinges on our ability to compete in an increasingly green, low-carbon global economy. We want to work with partners to ensure that the transition to a net-zero economy is done in a way that creates new opportunities for Canadian workers and their communities – providing sustainable jobs for Canadians in every region.

The Canadians who built our current energy systems have the know-how and innovative ideas to create a prosperous, low-carbon future.

VIDC Pension Committee

December 2022

Kevin McPhail (Chair)

Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo

I was able to attend the OBCM meeting in Vancouver though I was only able to get to the tail end of the Pension committee since CUPE BC scheduled both committees that I'm a member of on the same day.

I attended the Environment Committee meeting to start with and was happy to report back to them the intersection of interests between the two committees... pension committee members and plan holders have a strong desire to have pensions investing in Green energies and divesting from fossil-fuel and other extractive industries.

Municipal Pension Plan Updates (MPP)

This is the link to your plan: <https://mpp.pensionsbc.ca/your-pension>

On the topic of Climate Change, the MPP posted a communiqué in November stating:

“Your plan is on the path toward net zero

In 2020, we made it a priority to address climate risk to the plan's investment portfolio. We committed to explore investing in a manner compatible with the Paris Agreement. We also wanted to understand the impact of a sudden and major policy change on plan investments. We have worked on this priority over the last two years.

The goal: Net zero by 2050”

Climate activists of course will say that this is much too slow. The pension plan goes on to state that its better to engage with the energy sector rather than divest, and note their fiduciary duty to obtain the best returns possible. Frankly that's inertia speaking... but perhaps I'm wearing the wrong committee hat at the moment!



Go check out their youtube clip...also found here: <https://mpp.pensionsbc.ca/board-communicue-november-23-2022>

Public Service Pension Plan Updates (PSPP)

If you are a member of this plan, this is their main page: <https://pspp.pensionsbc.ca/>

The 2022 annual report is now available as of November. The plan reports that, as of March 31, 2022 the one year return was 7.7% compared to the benchmark of 3.5%. While that’s good news I’m not expecting as positive news in the coming year, given global investment volatility. Still, the 10 year annualized rate of return was 9.5% compared to the 8.2% benchmark...so quite good over the longer timeframe.

Fairly recently industrial and residential real estate was fueling a significant amount of the return but with interest rising quickly, the residential market is softening.

Climate Change and Responsible Investing also feature prominently in the PSPP report. Rather than talking about ‘engaging with the energy sector’ as the MPP plan does, the PSPP report stresses capitalizing on investment opportunities “from the long-term transition to a low-carbon economy”.

For more details, find the report here: <https://pspp.pensionsbc.ca/annual-report>

Canada Pension Plan

Of course one large part of our income in retirement comes from the Canada Pension Plan. Details can be found here: <https://www.canada.ca/en/services/benefits/publicpensions/cpp.html>

Anti-Privatization Committee (APC)

The Anti-Privatization Committee:

The committee will be working on a ‘planning document’ to provide steps on how to approach the employer about bringing work back in. Once complete the document will be circulated to locals and posted on the [VIDC APC website](#).

- CUPE's Childcare Campaign: has transitioned to sending a letter to the Ministry of Finance, Ministry of Education and Child Care and MLA's. Spread the word, share the link. [Let's Build Public Childcare | New Mode](#)
- Locals are encouraged to review the contracting out language in their collective agreements and adding or strengthening the language when entering bargaining.
- Locals and delegates are encouraged to review the “[Bringing Our Work Back Home A guide to standing up for public services](#)” on the CUPE BC webpage.
 - **Page 93:** Contracting in the “7-step” Quick Reference Guide
 - **Page 94:** Anti-Contracting Out The “3-Step” Local Executive Guide

Respectfully submitted:

VIDC Anti-Privatization Committee

Amy Issel, Chair
Sarah Fairbrass
Michael Rheault

Recently, the BC Human Rights Tribunal Awarded \$150,000 compensation to a Black/Indigenous/PWD mother who’s four children were taken away from her for three years by the Vancouver Aboriginal Child and Family Services Society based solely on stereotypes about her as an Indigenous mother with mental health issues.



The United Nations' theme for International Day of Persons with Disabilities 2022 is [“Transformative solutions for inclusive development: the role of innovation in fuelling an accessible and equitable world.”](#) CUPE recognizes the important message behind this theme to promote inclusion, equality and accessibility for the disability community.

As workers and activists, we need to understand that not all disabilities are immediately noticeable – from mental illness to learning differences, diabetes, chronic pain, cognitive dysfunction and much more. CUPE strongly supports the agenda of the disability rights movement. This commitment on the part of our union is heightened given the disproportionate impacts of COVID-19 on some of our most vulnerable citizens.

Persons with disabilities are at greater risk of contracting COVID-19 and have a higher mortality rate than the rest of the population. New safety protocols have posed additional challenges and concerns for persons with disabilities, undermining their access to full participation in society. For persons with disabilities who have intersecting identities, such as women, Black, Indigenous, racialized and 2SLGBTQI+ people, the impacts are even worse. We encourage all union leaders to take action to advance disability rights in our workplaces.

What can you do?

- Use December 3rd to educate and advocate for disability justice at work, in your local and in your community.
- Bargain for [measures that support disability rights in your collective agreement](#), including employment equity, duty to accommodate, short and long-term disability coverage and language on mental health, HIV/AIDS and episodic disabilities.
- Carry out accessibility audits to remove barriers in your workplace and union spaces. Get your employer to make this a regular practice.
- Ensure virtual meetings are accessible for everyone by being proactive and asking members about their needs and referring to [CUPE's virtual meetings accessibility checklist](#).
- Become familiar with the [CLC's publication, “Doing Things Differently: A Disability Rights At Work Handbook”](#).
- Sign up for CUPE workshops on disability issues.
- Remove barriers and encourage members with disabilities to become involved in union leadership and activities.

December 1 – World Aids Day

December 1 is World AIDS Day, and the start of Indigenous AIDS Awareness Week in Canada. On this day, CUPE renews its commitment to breaking down barriers for people with AIDS and HIV.

December 3 – International Day of Persons with Disabilities

The United Nations established International Day of Persons with Disabilities. On this day we focus on the challenges and barriers that persons with disabilities experience – as well as their successes – in our workplaces, unions and communities.

December 6 – Canadian National Day of Remembrance and Action to End Violence Against Women

On December 6, we mark the anniversary of the 1989 École Polytechnique massacre, where 14 women were singled out and murdered in an attack motivated by the gunman's hatred of feminism and women. One of those women, Maryse Laganière, was a CUPE member who worked at the school.

December 10 – International Human Rights Day

Every year on December 10, people around the world stand up for equality, justice and human dignity by celebrating International Human Rights Day.



December 18 – International Migrants Day

On December 18, CUPE expresses solidarity with people around the world who have been forced to leave their homes in search of decent work, safety, security, and a life where basic human and labour rights are respected.

March 12, 2023 – CUPE National Women’s Conference – Vancouver, BC

Mar 12, 2023 to Mar 15, 2023

Vancouver

CUPE’s National Women’s Conference will take place from March 12-15, 2023, in Vancouver.

The Committee met informally through email and in-person conversations while we were filling the Purses of Hope last night. We have a rough outline of some of the things we want to do in the coming year.

We will be inviting Edward Parsotam, Diversity Vice-President, Racialized Workers to our February 2023 meeting to speak on Black History Month.

We are looking into the possibility of inviting the DVP Pink Triangle to the May meeting, which is close to the dates Pride events occur to speak on 2SLGBTQIAI+ and gender diversity issues; then we would like to invite the DVP Indigenous to attend our September meeting to talk about truth and reconciliation. At our December 2023 meeting, we will of course talk about the International Day for Person with Disabilities and how Not All Disabilities are visible, The CUPE BC PWD committee’s developing campaign.

While we welcomed Nykita Downie to our committee, we are sad to be losing Pat Shade, but wish him well in his upcoming retirement in January 2023.

Motion: Donate \$150 to the Purses for Hope – \$50 per each of the three donation locations – MSCarried – money will come from the VIDC Diversity Committee budget

Committee:

Laurie Whyte, Chair

Page DeWolfe

Nykita Downie

Pat Shade – retiring January 31, 2023

CUPE National Persons with Disabilities Committee

On behalf of Pat Shade

Accessibility Audits: CUPE National PWD committee encouraging all locals, district councils and divisions to do accessibility audits on all the venues they use to ensure all members are able to participate fully in their union, with dignity. These accessibility audits should be done at least every two years and/or after any significant renovations have been done to the venue. The National committee is revising their audit form and incorporating ideas from the Rick Hansen Foundation into it. They want to keep the process as simple as possible so that complexity of the process doesn’t become a barrier. Stay tuned to hear more about this.



VIDC Resolutions Committee – December 3, 2023

Resolutions must be received by CUPE BC by noon on February 27, 2023. The Resolutions Guide should be on the CUPE BC website and if it's not, it should be soon. Please have a read of it before you get started writing your resolutions!

If you want VIDC to submit your resolution, which could be your personal resolution, your local's resolution, or your VIDC Committee's resolution, if you want VIDC to submit it, then it needs to be submitted to the VIDC Resolutions committee by February 1, 2023 so that the committee has time to review it and tweak it if necessary before it is put in front of the delegates at the February VIDC meeting for approval.

The VIDC Committee doesn't decide whether or not the resolution should be submitted to CUPE BC, that is the job of the VIDC delegates. The committee simply ensures the format is correct. We can also help write a resolution if you submit to us what you want CUPE BC to do (CUPE BC WILL:) and why you want them to do it (Because).

Your locals are welcome to submit any of the resolutions that VIDC submits – just be aware, if you change any part of the VIDC resolution, it becomes a new resolution submitted by your local only. It's better for the resolution to show numerous submitters, rather than have several similar resolutions submitted individually. However, if your local feels strongly about needing to change the resolution, they can do so.

I encourage you to send resolutions or ideas for resolutions, if you don't have time to write the resolution yourself – we want to show CUPE BC that locals and district councils are still interested in submitting resolutions to inform CUPE BC on how we want to see them proceed in the coming years. This is our parliament and our opportunity to have our voices heard through our resolutions.

Committee:

Laurie Whyte, Chair

Amber Leonard

Page DeWolfe

Nykita Downie