

VIDC

Vancouver Island District Council

Agenda May 13, 2023

Coast Bastion Hotel, Nanaimo BC

Minutes

February 10 & 11, 2023



Meetings

Executive Meeting: May 13th – 9:00 am (hybrid- opens at 8:45am)

General Meeting: May 13th, 2023 – 1:00 pm (hybrid – opens at 12:45pm)

Elections:

Vice-President

Treasurer

Sgt At Arms

Trustee

All Committee Chairs

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

See page 5 for Quarterly fundraiser information.



GENERAL MEETING AGENDA **May 13, 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 – May 13, 2023
5. APPROVAL OF THE MINUTES – February 11, 2023
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:

- Vice-President -2 - Executive M-A-L - South
- Treasurer -2 - Executive M-A-L - Central
- Sgt-at-Arms -2 - Executive M-A-L - North
- Trustee
- Chair of each committee

14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

May Fundraiser!

Native Friendship Centre – Island wide

<https://vnfc.ca>

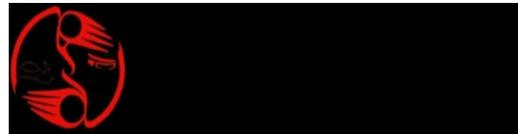
Kirk Mercer – sleestak@gmail.com

<p>Aboriginal Infant Development Program (AIDP)</p> <p>AIDP</p> <p>Learn More</p>	<p>Aboriginal Supported Child Development (ASCD) Program</p> <p>ASCD</p> <p>Learn More</p>	<p>Active Elders & Seniors</p> <p>ELDERS & SENIORS</p> <p>Learn More</p>
<p>Art of Reconciliation</p> <p>COMMUNITY ACTION AND LEARNING</p> <p>Learn More</p>	<p>Awakening the Warrior Within - Men's Warrior's</p> <p>WARRIORS</p> <p>Learn More</p>	<p>Awakening the Warrior Woman Within</p> <p>WARRIORS</p> <p>Learn More</p>

Friendship Centre – Port Alberni

Stacey Watton – cupe118@gmail.com

<https://www.pafriendshipcenter.com/>



THE HAPPY FACES OF HANDBAGS FOR HOPE DELIVERIES!



Welcome

The Port Alberni Friendship Center is an Indigenous Social service organization which was established in 1965 and is one of more than 100 friendship centers across Canada, 25 of which are opens their doors to all community members with a mandate of providing services to Indigenous peoples living away from their community.

Our non-profit society is made up of individual members, governed by a community board of up to 10 persons who are elected by the membership at the Annual AGM. This organization is administered by an Executive Director, a diverse staff of up to 40 and over 60 volunteers.

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.

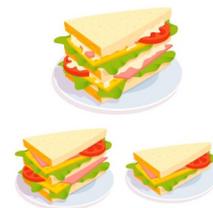
Restrict your oral report to **two minutes** in length unless circumstances require you to take more time. If there is additional information that you wish to share with the Council, submit it in writing and it will be included in the minutes. Please email copies of your report to the Secretary, vidcsecretary@gmail.com, 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 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, 947, 2081, 3136, 5101 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>

TRUSTEES

<p>Tara Knight (2024) C: 250-883-9590 cupe947tara@gmail.com</p>	<p>Amy IsseI (2025) C: 250 886-1256 amyrowe@uvic.ca</p>	<p>Christine Szaflik (2023) T: 250 203 8695 cmszaflik@gmail.com</p>
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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, Tiffany DeWildt 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 Wildt 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 C: 250 883-9590 W: 250 475-4220 cupe947tara@gmail.com Members: Nykita Downie 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> Nykita Downie C: 250-508-3919 souliere@uvic.ca 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> Steve Fielden fieldensteve@gmail.com 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 , Amy Issel 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
8911	SS & Health	Emergency Communications Professionals of BC
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
1004	Multi-Sector	Community Social Services

1978	Multi-Sector	Professionals at Island Health (VIHA), Westshore Parks & Recreation Society, Capital Regional District (CRD), Health Science (WSPR), Greater Victoria Housing Society (GVHS)
1767	Tr/Ag/Boards	BC Assessment Authority
NON-AFFILIATES		
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle



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VANCOUVER ISLAND DISTRICT COUNCIL
Executive Meeting
February 10, 2022

Call to Order – 6:00PM

Welcome to our 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 to guests and presenters: Karen Ranellata

2. **Approval of the Agenda** **MSC**
Additions added
3. **Approval of Minutes of the Previous Meeting**
- Motion:**
To adopt the minutes as presented **MSC**
4. **Matters Arising Out of the Minutes** **MSC**
5. **Treasurer's Report – Steve Fielden** **MSC**
6. **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
 - **Letters of Request for Endorsements:**
 - Karen Ranellata – President & Trevor Davies Sec/Tres
 - Amber Leonard – GVP – Local 459
 - Tony Rebelo – GVP - Local 7000
 - Laurie Whyte – PWD – Local 951



- o Dan MacBeth – RVP – Local 50
- o Tiffany McLaughlin – Alt RVP – Local 1858
- o Hailey Fielden – DVP Pink Triangle – Local 606

Letters of Support with an Endorsement from

- o Amber Leonard – GVP Local 459, 951
- o Kirk Mercer – RVP – Local 951, 1858, 2011, 606
- o Dan MacBeth – RVP – Local 951
- o Tiffany McLaughlin – Alt RVP – Local 1858, 951
- o Laurie W – PWD – Local 951

- Thank you card from the Staff & Clients from Cool Aid
- Thank you card from the Sandi Merriman House
- Letter from Michelle Waite stating she will not be seeking endorsement at the upcoming meeting
- Information update from the Council of Canadians
- Request for information from the Education Committee of CUPE BC
- Information on a mini-conference put on by CALM in London ON – February 9th
- CUPE BC Convention update

• OUTGOING

Letter sent to CUPE BC stating VIDC’s recommendation of support for Tiffany McLaughlin as Alt. RVP

MSC

7. CUPE BC Executive Report

President – Karen Ranaletta

- NEB resolution to donate \$50,000 to support the work in Turkey/Syria
- Have been on the Island all week speaking with the local politicians

8 National Committees

N/A

9. CUPE VIDC Committee Reports

Environment Committee

Motion:

That the Environment Committee donate \$1000 to Greenway’s Landtrust from their budget

MSC

Diversity Committee

Guest speaker: Edward Parsotam
International dates

Resolutions

Resolutions were read out
We have two resolutions to pass in principle and we will tweak them afterwards

Education Committee

Motion:

That the Education Committee welcome Nikita Downie as co-chair

MSC

That the Education Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House

MSC

That the Women’s Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House

MSC



That the Municipal Committee pay the registration fee for Dan MacBeth to attend the AVICC in the amount of \$2,089.25

MSC

That the Young Worker's Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House

MSC

That the Skilled Trades Committee donate \$200 to the BC Women's Trades Society

MSC

10. VIDC Sectoral Reports

K-12 – Amber

1 local has gone past the bargaining deadline date and are now in mediation – hoping for the best for them

Universities

- N/R

11. Unfinished/Old Business

A. Alternate RVP position recommendation to send to CUPE BC

- a) Tiffany McLaughlin has been recommended

B. Trustee Recommendation – Out of Pocket increase

- a) Trustees to discuss and bring recommendation to next meeting

C. 2023 Meeting Locations & Times

- a) May 13th, 2023 – Coast Bastion
- b) September 22nd – Strategic Planning & September 23 meeting – Coast Bastion
- c) Dec 1st & 2nd – Coast Bastion

D. February Fundraiser – Sandi Merriman House

- a) Several committees have donated to the fundraiser

E. Constitution Update

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

Updates to follow – will get back to group when I have more information

F. CLC Winter School

Motion:

That the VIDC send Amber Leonard to the CLC Winter School 2023

MSC

Clarification:

This was due to cancellation of a previous year's attendance due to CLC cancellation

12. New Business

A. VIDC Purpose Statement



DRAFT:

Purpose 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 fund raise 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

Motion:

To adopt the new version of the Mission Statement **MS**

To withdraw the original motion **MSC**

Discussion to do more work on the new mission statement provided for Council.

B. February Elections

- Political Action Chair
- Technology Chair

C. CUPE BC Convention

- a) Motion for President and Younger Worker to attend

Motion:

That VIDC send the President and Young Worker Chair to the CUPE BC convention 2023 **MSC**

b) Endorsements

- Discussion on the timeline of speakers, etc. for the general meeting – keeping in mind some will be zooming in to the meeting
- Suggested 1:00pm/following lunch
- Decided endorsements and guests at 1:00 pm

c) VIDC delegate numbers

- Locals shared how many from their local would be attending to assist Council with knowing Island numbers at convention
- Typically 120 – 142 delegates attend convention from VI

Motion:

That VIDC have 200 tent cards made before CUPE BC convention 2023 **MSC**

d) Hospitality Night

- On the Friday evening at the Crystal Gardens
- Asked to sponsor similar activities as in the past
- Refreshments, music, photo booth

Motion:

That VIDC participate in CUPE BC convention Hospitality Night by donating up to \$3000 for hospitality activities **MSC**

- e) Drink tickets
Discussion on whether the Council participate in providing drink tickets for the social

Motion:

That VIDC participate in CUPE BC convention Hospitality Night by spending up to \$3000 toward drink tickets and the non-alcoholic social room

MSC

D. Miner’s Memorial

- Would be nice to see participants for the memorial
- Need to make a decision on whether we will be camping this year
- Campsites need to be booked
- Roses need to be purchased

Motion:

That VIDC book up to 6 campsites for the Miner’s Memorial June 16-18, 2023

MSC

That VIDC spend up to \$3000 for an RV rental and all other related costs related to the Miner’s Memorial 2023

MSC

E. Joseph Mairs

- Held in January this year
- Guest speaker was unable to make it
- VIDC made its annual donation

F. Update and process for National Cost-Share application

- Amber has spoken to Stephen Beasley around billboards, and recordings for VI radio ads
- Hoping Stephen can join us tomorrow
- May be a Sept – Sept campaign once it rolls out

G. New Affiliates

- CUPE 8911 has affiliated with our Council!

13. Good of the Council

Steve announced that he will not be putting his name forward for Treasurer at the May election. We thanked him for his great work on Council.

14. Adjournment 8:58PM



GOOD LUCK TO OUR ISLANDERS!





**Vancouver Island District Council
General Meeting
February 11, 2023**

Call to Order: 10:04AM

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.

Call to Action # 43, 44

1. **Roll Call of Officers:** Sherrene Ross **MSC**
 - a. **Health & Safety, Emergency Preparedness Plan:** Martha Higgins
 - b. **Equality Statement:** Shared
 - c. **Green Statement:** Amber Leonard

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Welcome to Guests, Staff and Presenters:

Karen Ranaletta – CUPE BC President
Trevor Davies – Sec/Treasurer
Sheryl Burns – GVP
Dal Benning – GVP
Edward Parsotam – Guest speaker
Tony Robello – Local 7000
Rodger Oakley – National Rep
Donald Grant – Local 8911

2. **Sergeant at Arms Report & Presentation of Affiliates & Credentials:**
 - 2 delegates
 - 6 guests
 - 1 staff
 - 1 tech support

3. **Obligation of New Delegates** **MSC**

Motion:

To accept Local 8911 as an Affiliate to VIDC

MSC

4. **Approval of the Agenda – February 11, 2023** **MSC**

Hold Endorsements at 1:00pm
Any requests for financial support will be held under new business



5. **Approval of Minutes of the Previous Meeting – February 11, 2023** **MSC**
6. **Matters Arising Out of the Minutes:**
1004 is a multi-sector group
Tiffany De Ruyter listed in wrong committee
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
 - **Letters of Request for Endorsements:**
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 - Amber Leonard – GVP – Local 459
 - Tony Rebelo – GVP - Local 7000
 - Sheryl Burns – GVP - Local
 - Laurie Whyte – PWD – Local 951
 - Dan MacBeth – RVP – Local 50
 - Tiffany McLaughlin – Alt RVP – Local 1858
 - Hailey Fielden – DVP – Pink Triangle – Local 606
 - **Letters of Support with an Endorsement for:**
 - Amber Leonard – GVP **from Locals 459, 951**
 - Kirk Mercer – RVP **from Locals 951, 1858, 606, 2011**
 - Dan MacBeth – RVP **from Local 951**
 - Tiffany McLaughlin – Alt RVP **frm Local 1858, 951**
 - Laurie W – PWD **from Local 951**
 - Thank you card from the Staff & Clients from Cool Aid
 - Thank you card from the Sandi Merriman House
 - Thank you card from Elderdog
 - Letter from Michelle Waite stating she will not be seeking endorsement at the upcoming meeting
 - Information update from the Council of Canadians
 - Request for information from the Education Committee of CUPE BC
 - Information on a mini-conference put on by CALM in London ON – February 9th
 - CUPE BC Convention update
9. **Report of the VIDC Executive**
- That the Environment Committee donate \$1000 to Greenway's Landtrust **MSC**
- That the Education Committee welcome Nikita Downie as co-chair **MSC**
- That the Education Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House **MSC**
- That the Women's Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House **MSC**



That the Young Worker's Committee donate \$200 to the quarterly fundraiser – Sandi Merriman House	MSC
That the Skilled Trades Committee donate \$1000 to the BC Women's Trades Society **Friendly amendment to increase to \$1000	MSC
That the Municipal Committee pay the registration fee in the amount of \$2,089.25 for Dan MacBeth to attend the AVICC 2023 **\$2000 from budget, remainder from General fund	MSC
That the VIDC send Amber Leonard to the CLC Winter School 2023	MSC
That VIDC send the President and Young Worker Chair to the CUPE BC convention 2023	MSC
That VIDC have 200 tent cards made before CUPE BC convention 2023	MSC
That VIDC participate in CUPE BC convention Hospitality Night by donating up to \$3000 for hospitality activities	MSC
That VIDC participate in CUPE BC convention Hospitality Night by spending up to \$3000 toward drink tickets and the non-alcoholic social room	MSC
That VIDC book up to 6 campsites for the Miner's Memorial weekend June 16-18, 2023	MSC
That VIDC spend up to \$3000 for an RV rental and all other related costs related to the Miner's Memorial weekend 2023	MSC

10. CUPE BC Report

Karen Ranaletta - President

- **Happy to be here!**
- Glad to have so many from the Executive board at the meeting
- We have been very busy
- Have been in Victoria this past week viewing government
- Budget coming out Feb 28th – Keep an eye
- Childcare, Transit, partnerships with Indigenous communities were hot topics
- Phyliss – creator of Orange shirt day was in the house – couldn't help but speak to her
- Happy to see the consultation on holding the Indigenous holiday instead of just imposing it
- Met with an impressive list of Ministers, etc. – friends of CUPE
- Well wishes for John Horgan's retirement
- CUPE BC
- If you hear of opportunities for CUPE BC to attend an event – please let us know – good to be seen and to hear what is happening in your neighborhood
- The BCTF has endorsed the Childcare Plan which is a big move and will assist us
- Stay aware, get your members to sign the Actions for Childcare – we need to see it happen
- Happy to see Committees back in action
- Will be nice to work with Tiffany
- Local 398 has challenged all Locals to donating a toonie per member to your local Foodbank

Trevor Davies – Secretary/Treasurer

- There have been some changes at the Executive board
- Congratulations to Amber Leonard, Kirk Mercer, Dan MacBeth & Tiffany McLaughlin for joining the Exec Brd
- Thank you to Michelle Waite for all of your heavy lifting over the years supporting me
- CUPE BC Convention
 - Feb 27th resolutions due
 - Call for Convention committees
 - Childcare – **March 13th is hard deadline** to notify if you require childcare
 - Consider looking at your process if you decide delegates later than this date



- Hotel numbers are high – please reserve only what you need as the hotels still charge for full block once booked – high cost if dropped after the fact
- Operating budget in a deficit at first look – inflation has caused higher costs – we will work through
Please consider when creating/submitting resolutions

Dal Benning - GVP

- Finally got a Political Action co-ordinator after many years of lobbying
- Can now look at how and why members participate in elections
- Recognize that some of us who sit on National committees have participated in lobbying the government on hot topics
- Political Action encourages support for all of our workers

Sheryl Burns - GVP

- Community Social Services finally got a tentative CA on our anniversary date – one year later
- Highlights – matched the public services mandate of pay increases, among other wonderful newsletter
- Restoration of 100% paid sick leave – took 20 years to get that back!
- Some Provincial town hall meetings followed by ratification votes

Tony Robello - RVP

- Lobbying at the government this week was a wonderful opportunity
- Many discussions with other union groups
- Gained 7 exempt members this week!

11. Reports of the Committees, Sectoral & Working Groups

Anti-Privitization – NR

Anti-Poverty – NR

Community Social Services

- A great deal was bargained – no concessions
- We are very happy

Diversity – attached

Guest speaker: Edward Parsotam

- Racialized Workers committee – coming to an end at this convention
- Will be recruiting for new members for next term
- Black History Month
- Migration started in the late 1800's
- Information has moved to only one month from only 1 week – why stop there
- Edward shared alot of important information

Education – attached

- Handouts available on the table
- Attending Harrison next week for 1st level Stewarding
- Reached out to CUPE BC Education coordinators
- Seeking members from central and north region
- Thanks for your support

Environment - attached

Hospitality

15 draws during the general meeting

Tiffany De Wildt

Keith Todd

Sarah Fairbrass

Aileen O'Keefe

Page De Wolfe



Municipal

- Conference is in April
- O H & S – Support the Joseph Mairs with an annual donation
- Day of mourning will be held during convention
- Reminder – Feb. 22nd is Anti-bullying day

Pensions - attached

Resolutions – attached

- Deadline for resolutions to convention is Feb 27th
- Still time to submit for convention
- Send to Laurie Whyte if you have a resolution to submitted

4 Resolutions to convention were shared for voting
 1 Constitutional resolution – increase of RVP’s in 3 regions not including VIDC
 1 Women’s committee resolution

Motion:

That VIDC submit the resolutions to CUPE BC convention 2023 as provided

MS

withdrawn

Motion:

That VIDC divide the general resolutions from the constitutional resolution

MSC

Discussion:

Concern around the constitutional resolution with increase of RVP’s as a cost factor at the table. Money would have to be found money or dues increase to make this work as an ongoing process.

Resolutions are not typically debated at council but on the floor of convention.

Motion:

That VIDC submit the 5 general resolutions to CUPE BC convention 2023

MSC

That VIDC submit the 1 constitutional resolution to CUPE BC convention 2023

MSC

Discussion:

Amber – have spoken to all the other district councils and they are all in support of this motion. Discussion on continuity and succession planning has been had. Not usual to discuss the merits of a resolution at this meeting, it generally goes to convention to let the delegates discuss.

Michelle Waite – Wasn’t trying to complicate. Just wanted to navigate things more clearly. A few years ago we passed a motion to create equal opportunities for Alts to have a voice. We made a decision to allow all Alts to attend which came with a cost. The current executive board come from around the province and cover a large geographical area. It can go to the floor to be debated but I wanted the delegates here to understand.

Keith Todd – I cannot endorse this based on this resolution the way it is written. Positions are typically based on numbers and not just area. If we are going to start changing numbers then I think we have to look at the entire process. Metro alone has large numbers and they could outnumber us.

Kirk Mercer – I speak to having open debate. There are many constitutional resolutions that are unpopular but still deserve to be discussed on the floor.

CUPE BC Endorsement Presentations

Karen Ranaletta – President
 Trevor Davies – Secretary/Treasurer
 Dal Benning – GVP



- Sheryl Burns – GVP
- Michelle Waite – GVP
- Amber Leonard – GVP
- Tony Rebelo – GVP
- Hailey Fielden – DVP – Pink Triangle
- Laurie Whyte – DVP – Persons with Disabilities
- Dan MacBeth – RVP
- Kirk Mercer – RVP
- Tiffany McLaughlin – Alt. RVP

****Michelle Waite announced she is not running for GVP at the 2023 CUPE BC convention**

Skilled Trades – attached

- We will use part of our budget to provide pins
- Thanks to the Council for supporting the Youth Trades camp – they are very appreciative

Technology – A big thank you to James for his tech support and making the meeting so accessible

Women’s – Handbags for Hope drive was fun to sort for the two recipients and then delivering to them. They were both very grateful

- March 8th is International Women’s Day – CUPE has great information to access

Recognition & Retirement – Moment of Silence for Debbie Taylor – Local 723

We would like to acknowledge Pat Shade for his long time service to the VIDC. We would like to present this certificate of congratulations to him.

We will continue to make a donation to a charity to honor a life-time member when they leave.

Motion:

To add Amy Issel to the Recognition & Retirement committee

MSC

Motion to accept all the reports

MSC

12. Area Reports

1004

- waiting to ratify
- waiting to fill some chair positions

1767

- greetings and regrets from Tina
- happy to have met with Karen R & David Fleming this past week
- Our new operating system is inferior to our previous system which is causing a slow down with appeal returns
- Resolved a year-long grievance on sick leave – around duty to inquire
- Attended CLC thanks to my local

8911

- Represent ECON – 911 calls
- 21% of our membership were off on leave now only 1/10th off
- Became president in 2020 and started to reach out to government to support
- Budget increased which as you know is raising awareness and helping with more workers, etc.
- Small gains are coming our way
- Employer providing a free app for members
- Supporting mental health – sleep specialists – 93% sleeping better
- Funding piece in place – will be pushing for staffing
- Major concern deterioration of 911 call systems\
- Thank you so very much for welcoming us and all of your support this has been amazing

1978

- 4 sectors
- Meeting coming up



- Grateful to be going to the Women's Conference
 - Still feel we should have a presence at the Saanich Fair in September
- We will follow up with Swati on making this happen

798

- Library has completed bargaining
- Waiting to ratify to see JE portion completed first to pressure employer
- RD readying for bargaining
- City component just completed harassment investigation
- Was found to be unfounded
- Internal investigation with anonymous theft of time email sent to Mayor
- 2 part-time members became full-time
- Still looking for a COA
- Com. SS component reached tentative agreement
- Have now acquired a home in Powell River

606

- Happy to report ratified 80% in agreement

374

- No report

118

- Attached

50

- Main units finished bargaining in January
- 4 sub units going into bargaining this year
- Got same as most got

5278

- No report

3479

- In 6 days of bargaining almost done
- Retired rep at our table

2081

- Thank you to VIDC – I'm so very happy to be back in this room
- Very sorry to hear about Deb Taylor – big loss
- Thank you to Michelle Waite for all you've done
- Local bargaining in March
- Local is growing and doing well
- Bringing Ivan Koyote to our campus
- I've known Pat Shade since in our 20's
- Retirees – BC Forum membership– we buy our members one upon retirement

1858

- Feeling the pinch at the moment being 9 million in the hole
- Promised no cuts but of course budgets will need to be cut
- Ratified our bargaining proposals recently
- Have had some successful days of bargaining so far
- Were set to go to arbitration but they reached out in November to settle
- After a very sleepless night, weighed the options and made a decision to settle
- We worked on wording to bring us in line with others in similar situation with more than they have in some instances
- At Labour Relations regarding deletion of some union positions
- We have met the challenge to locals donating to Food banks in December!

951

- Attached

917

- Meeting on 16, 21, 27th to bargain
- Hope to ratify right away following bargaining

5101

- Attached

947

- Attached



727

- Not a lot of money for k-12
- A lot of new upper management – top heavy
- Three new Trustees as well
- Changes on the horizon – some good some not so much
- Meeting around childcare has happened – slowly progressing

723

- Ratified on January 7th
- Members fairly happy in general
- In midst of JE – one of very few in province without job descriptions
- Looking at levelled EA's in district finally
- Served with estoppel during bargaining around sick days
- Employer has decided it has been misinterpreted with 'all employees'
- Childcare has been a bumpy road – we do however have a supportive senior management team
- Two Administration positions for the childcare
- Proposed a split-shift to EA's to do childcare – was a no go

476

- Excited to have finished and ratified bargaining
- Working through the job evaluation process
- Shout out to the VI North presidents for all of your help

459

- We were also part of the k-12 group bargaining who came to an impasse
- The employer was not willing to come back to the table
- First day of mediation we realized that they were not coming to the table
- Had an uncomfortable situation with a Manager – we went back to the table the day before the strike vote
- We went back to the members to tell them we did not need a strike vote
- Our Indigenous workers went from 27.5 to 30 hours

Motion:

To move all reports as provided

MSC

GROUP PHOTO

Draws

- Donny Grant**
- Swati Scott**
- Tony Ferriera**
- Tara Knight**
- Shannon McKenzie**
- Sherrene Ross**
- Michelle Waite**
- Dan MacBeth**
- Kathleen Boyd**

13. Nominations, Elections, and Installation of Officers

	Nominated	Nominator
Chair of Political Action	no nominees	
Chair of Technology	Steve Fielden acclaimed	Sherrene Ross

Notice of Motion:

That at the February 2023 meeting, there will be an election for all committee chairs, Sec/Treas, Vice-President & Trustee

MSC

14. Unfinished/Old Business

- Steve Fielden will not be running for Treasurer in May when the election is held
- There will be a lot of support for the Political Action chair through CUPE BC

15. New Business

1. Endorsements for CUPE BC Convention

Motion:

- | | |
|---|------------|
| That VIDC endorse and support the campaign of Amber Leonard for GVP in the amount of \$2000 | MSC |
| That VIDC endorse the campaign of Karen R & Trevor Davies | MSC |
| That VIDC endorse and support the campaign of Kirk Mercer for RVP in the amount of \$750 | MSC |
| That VIDC endorse Dal Benning, Sheryl Burns and Tony Rebelo as GVP's | MSC |
| That VIDC endorse and support the campaign of Dan MacBeth up to \$750 for RVP | MSC |
| That VIDC endorse and support Tiffany McLaughlin up to \$500 for her campaign | MSC |
| That VIDC endorse and support the campaign of Laurie Whyte & Hailey Fielden up to \$500 | MSC |
| That VIDC support up to \$1,000 to the campaign of Karen Ranellata & Trevor Davies | MSC |

Keith Todd

Has the Council considered helping with the earthquake in Turkey/Syria?

That VIDC donate \$1000 to the International Federation of Red Cross Society to support the people in Turkey/Syria	MSC
--	------------

16. Good and Welfare of the Council

Reminder: Coldest night of the year coming up – if not on a team – sponsor someone!
Donations go within your community.

17. Adjourn: 3:50PM





AREA REPORTS

Local 947

After all the drama with our School Board over recent years we seem to have a Board that is working together..no eye rolling at each other, so there is hope. We are beginning budget discussions with a deficit staring us down again. They are certainly supportive of how to work to retain EAs, and are concerned with the effects of having daytime custodial staff cut and the impact to schools. Principals are becoming highly paid backup custodians and break support for EAs as we are so short and that is the only option to ensure staff get a much needed break, and things, we won't speak of, get cleaned up during the day.

We have a new Secretary-Treasurer who is not new to the district so having that relationship already is a plus. We also just lost an HR manager who we worked very well with and was fair and supportive to our members - we hope they can replace her with a clone. Grievances have really been kept at a minimum and we really hope to continue on that path....but we are ready either way.

In solidarity,
CUPE 947

CUPE 118 VIDC Report Feb 10/11, 2023

District of Tofino:

The Employer has agreed to pay retro pay to those employees not on the books as of August 2022.

There were 17 members in total that they didn't want to pay retro to.

City of Port Alberni:

The Employer is having problems staffing the aquatic center and is therefore looking at closing on Sundays. We will meet with management and HR next week.

District of Ucluelet:

The members will be meeting next month to elect a negotiating committee as the CA expires in Dec. 2023

Alberni Clayoquot Regional District:

The negotiation committee will meet this month to go over proposals from the members.



Local elections are being held next week and I am hopeful to be elected for another 2 year term as president and continue my work with VIDC as a delegate.

Submitted by Stacy Watton

Local 1767 – BC Assessment

Greetings and regrets from our President Tina Dhami who is running our Local's virtual exec meeting today.

Perhaps she didn't want to talk to you about your assessments during breaks! Yes...it's that time again when this years assessment notices went out in early January and our phones rang off the hook until the deadline to appeal – January 31 st .

Now our appraisers are busy preparing for hearings at the first level of appeal – the Property Assessment Appeal Board. It's a bit more challenging this year since we had to value properties as of July 1, 2022 at the peak of the market, but market values have decreased in some markets by the time you received your notice.

Our work is made more challenging by an entirely new, and distinctly inferior, operating system introduced in 2022. Performing the same tasks takes longer and of course that is exacerbated by a decrease in staffing.

Bargaining hang-over

While we concluded bargaining in the Fall of 2022, some items have taken time to resolve and we've recently had to resort to filing a grievance on a promised review of the impact of Bill 19 on the Employment Standards Act creating an illness and injury threshold that would affect some of our coworkers.

Grievances

Speaking of grievances one notable win involved a duty to inquire regarding illness of a co-worker in the North. To all coworkers the employee clearly was not well, and had suffered a series of other illness prior to a sick leave which was denied by the employer despite medical evidence.

In order to have some income to pay for living expenses the individual had to burn through their



vacation bank. Thankfully the manager of labour relations went on leave and the temp replacement reviewed the file and asked ‘what can we do to make the member whole’. We have one grateful, and healthier member there at least.

CLC Winter School

I’m grateful to my Local for sending me for the first time to the CLC Winter School in Harrison for Labour Arbitration. This is only the second time in our Local’s history sending someone there since the timing is right at our busiest time in assessment-land, but I am in a somewhat unique role currently in the company plus have an agreeable manager... refreshing!

In the arbitration training though I was given the role of the employers manager in a termination-or-quit case that was the focus of our class as we worked toward the full arbitration proceeding

in front of arbitrators Wayne Moore and Jessica Gregory at the end of the week. I channelled all of the worst managers I ever dealt with, which was enjoyable in a gross kind of way and fought a losing case... the employee was reinstated with full redress.

It was a great experience with the opportunity to compare notes with the broader range of workers in BC such as HEU, CUPW, Steelworkers, ILWU, BCTF and more... hopefully I’ll be back!

Kevin McPhail

Grievance Officer Local 1767

CUPE 5101 VIDC Report

Feb 2023

- 🕒 Our local decided to have some member engagement and provided all our members with a 5101 sweatshirt. We used a CUPE National cost share to help with the purchase.
- 🕒 Our executive just recently completed our annual visits to all sites. Our way to connect with members and see them at work and hear any concerns. We try and do this twice a year.
- 🕒 This past Tuesday we received word that our Collective agreement was officially ratified. Members are eagerly awaiting their retro pay.



- 🕒 About to begin a bylaw review for the local.
- 🕒 This week our local will be participating in district budget consultation meetings with the school trustees.

Respectfully submitted

Adam Clutchey – Acting President

CUPE 951 report to VIDC Feb 2023

At UVic we are well into bargaining with Feb 14,23,24 set to start to talk about wages and benefits. As well UVic has claimed due to a shortfall in student enrolment has led to a 4% budget reduction. This will lead to layoff of our members. We were able to negotiate a Labour Adjustment Agreement to enhance severance for members that can volunteer to layoff. This is very similar to the 2012 budget cuts. It was rolled out last week and caused all kinds of confusion. Our head steward is currently working with a member on leave who is concerned about a safe work place free of racism, we are working on gaining our members comfort to return to expresses those concerns. I hope to return in May with a positive outcome.

In Solidarity

Kirk Mercer

President CUPE 951

COMMITTEE REPORTS

February 2023

Education Committee

Chair: Tara Knight

Co-Chair: Nykita Downie

Member - South: Amy Issel

Member - Central: Vacant – actively seeking

Member - North: Vacant – actively seeking

The Committee met last week and reviewed upcoming educational opportunities (we have some hard copies available and will attach to our report), the committee budget and terms of reference



Tara is heading to CLC Winter School for the first-time next week and is excited to take Stewarding Level 1. Nykita was there for Week 1 and took the Occupational Health and Safety Level 1. Amy was there for Week 2 and took Workers' Compensation Level 1. There are still some spaces left for Week 5 for anyone interested.

We have reached out to CUPE BC for our CUPE National Education Department coordinators contact information and we look forward to working with them to bring more education to our members.

Nykita is working on a survey so that we can poll members to determine what kinds of educational opportunities we are needing. We hope to be able to roll that out shortly.

We are seeking members to represent our Central and North regions. Please reach out if you are interested.

MOTION: The Education Committee would like to welcome Nykita Downie as Co-Chair

MOTION: The Education Committee would like to donate \$200 to the quarterly fundraiser, Sandi Merriman House (an expense voucher was submitted to Steve Fielden, VIDC Treasurer by email on Feb 9/23).

If there is anything you would like us to do or look into for you, please reach out anytime.

Thank you,

Tara
Nykita
Amy



Hospitality Report Feb, 2023

Happy New Year everyone.....

The December social went well with light snacks and music along with fun pictures with the scrooge (thank you Bill). We hope that everyone had a good time.

December draw winners were Amy Issel, Carrie James, Swati Scott, Sherrene Ross, Andrea Craddock, Sarah Fairbrass, and Adam Clutchy

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

February 2023

Kevin McPhail (Chair)

Member – Andrea Craddock

Donation to Greenways Land Trust – Campbell River

We're excited to be able to donate to this environmental non-profit this month! As a committee we have a goal of putting meaning behind our words of encouragement and financially support a wide variety of worthy causes on Vancouver Island and Powell River that help provide a rich and diverse environment for us to thrive in.

Quoting from the mission statement of this organization:

Greenways Land Trust is a registered charity and conservation organization that works to enhance the community through the creation and management of greenways networks, based on principles of stream and land stewardship. We act as an umbrella organization that works together with local stewardship groups, community organizations and local governments.

Greenways supports projects that work towards achieving our three program initiatives: Natural Areas Conservation, Community Outreach and the Stewardship Resource Centre. Additionally, we support the activities of streamkeepers and stewards.

Projects they have been involved in are invasive species removal such as Knotweed, restoration and maintenance of Baikie Island and the Campbell River Estuary, and trail maintenance in the Beaver Lodge Forest lands.

Federal Just Transition Act Coming!

Federal Natural Resource Minister Jonathan Wilkinson is working on a proposed Just Transition Act with opposition NDP critic Charlie Angus. This work is part of the NDP's confidence-and-supply agreement with the Liberal party and it enjoys broad support except of course from the



provinces of Alberta and Saskatchewan.

Quoting from a new article, Charlie Angus and the NDP have been pushing for a substantial financial commitment and for labour unions and Indigenous communities to be at the heart of the legislation. Just transition was a condition of the confidence-and-supply deal, signed last year to keep Justin Trudeau's

minority government in power until 2025 in exchange for action on NDP policy priorities.

The Council of Canadians are collecting petitions in support of Just Transition and will be delivering them to MPs as the Liberals are expected to introduce their Just Transition policy in the Spring.

For a recent CUPE National article on Just Transition please go to:

https://cupe.ca/cupe-members-leading-way-toward-just-transition?utm_medium=email&utm_source=CUPEToday

Premier Eby – greener?

With Premier Eby assuming the reins of power from John Horgan there has been signalling that the new leader will be taking a more progressive approach to the environment, but time will tell to what degree.

One concrete action that has met with approval from environmental organizations is the December 22 announcement that 30% of the province will be protected by 2030 in partnership with First Nations.

In the meantime there continues to be concern about old growth logging and a protest is planned for February 25 th in Victoria, not coincidentally David Eby's 100 th day as Premier. To quote from a new article:

“Today, and every day, we, the undersigned, stand together in an unprecedented show of unity amongst working people, Indigenous land stewards and knowledge-keepers, activists, scientists, youth, educators, communities, celebrities, environmental and social justice groups, faith organizations and more. Standing united against the destruction of old growth forests. Standing strong for future generations,” the declaration reads, in part.”

Fish Farms



Back in the federal mandate side of the environment, fish farm companies are back in court trying to overturn federal legislation to remove them from BC coastal waters. A decision in April 2022 found that the original 2020 decision “lacked procedural fairness”. The federal commitment had been to phase out open net fish farms by 2025. Some groups are concerned that the actual commitment means only to have a PLAN by 2025, let alone a watering down of the commitment to reducing interaction in the open water with wild salmon.

As with logging and mining, there is both support and condemnation of fish farms by different First Nations groups struggling to exert their un-extinguished right to control and steward their traditional territories.

The Right to Operate a Clean Energy Vehicle

Recently all BC Locals received a letter sign by Karen Ranaletta and Trevor Davies flowing from the passing of this Environment Committee resolution at the 2022 convention.

It speaks to the tens of thousands of CUPE members required to work with fossil fuel vehicles and equipment every day and the pollution they create that affects the employees health and environment they work and live in.

We urge you to read and take a lead on the action items listed in it including:

- 🕒 Raising the issue at labour management meetings
- 🕒 Proposing bargaining resolutions around clean energy machinery
- 🕒 Working with community groups to grow public support
- 🕒 Recognizing employers when they do make positive changes

For the full letter, they were emailed February 3, 2023 to all locals.

CUPE BC Environment Committee

Speaking of the committee I was happy to be able to attend the meeting in Burnaby at the BCRO on January 9 th .

At convention you’ll see a resolution on public transportation coming from the committee that I urge you to support.

Additionally, further work was done fine-tuning the newly re-named Environment and Climate Justice Award... the deadline for nominations is March 31 st with the award



presented April 22 nd during Earth Week.

VIDC Pension Committee

February 2023

Kevin McPhail (Chair)

Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo

Pensions are good!

Christine and I will be attending the SHARE investor conference in Vancouver next week with many thank to the council. Christine doesn't know it yet, but using the principle of juniority on this committee she'll be reporting back a 2,000 word essay with accompanying speech and interpretative dance to summarize what we learned there.

CUPE BC Pension Committee

I recently followed up with the committee since I was unable to attend the bulk of their last meeting, and our next scheduled meeting was deferred until after the convention resolution deadline. I've found that it had been decided that this committee would not propose any resolutions to the 2023 convention.

When we do meet in March we will be staying for a second day and attending a MEPAC meeting which stands for Municipal Employees Pension Advisory Committee – we'll report back on that!

Municipal Pension Plan Updates (MPP)

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

There have been no recent updates to this website though there has been a YouTube video posted of the October 2022 meeting that you can watch here:

<https://mpp.pensionsbc.ca/annual-general-meeting>

Public Service Pension Plan Updates (PSPP)

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

The Board met in December 2022 and a 6.5% increase to pensions was approved effective January 1, 2023 as an inflation adjustment. That's pretty good considering that my wage increase was 5.5%. Retire early...and get better 'wage' increases!

As of September 3, 2022 the total one year fund return was -1.0% compared to the benchmark of

-6.5% which the five year annualized return was 7.8% compared to the benchmark of 5.5%.

The next Board meeting will take place March 2, 3 in Victoria.

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>

For 2023 the YMPE (yearly maximum pensionable earnings) increases to \$66,600.

For a recent CUPE National article on the CPP scandalous investment in for-profit elder care company Orpea please read:

https://cupe.ca/canadian-pension-fund-embroiled-senior-care-scandal?utm_medium=email&utm_source=CUPEToday

Along the same line OMERS (the Ontario Municipal Employees Retirement System) pension plan invested in an Alberta company actively trying to take away a pension plan from its employees. At all levels workers need to watch their investments carefully and blow the whistle on these sorts of actions. The full article is located here:

https://cupe.ca/greedy-and-hypocritical-calgary-company-owned-pension-plan-taking-away-its-own-workers-pension-plan?utm_medium=email&utm_source=CUPEToday

