

VIDC

Vancouver Island District Council

Agenda – October 15th, 2022

Coast Bastion Hotel

11 Bastion St, Nanaimo BC V9R 6E4

Minutes

May 14th, 2022



MEETINGS

Executive Meeting: October 15th, 2022 at 9:00AM in person

General Meeting: October 15th, 2022 – 1:00PM (in person or via zoom)

Notice of Motion:

Elections:

- Chair of Education Committee
- Chair of Community Social Services Committee
- Chair of the Women’s Committee

[RSVP to vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com) by September 30th if you plan to attend in person - for seating purposes – Subject line “October Meeting”

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

See page 5 for Quarterly fundraiser information. ELDERDOG – Sarah Fairbrass is the contact – vpcupe374@gmail.com



GENERAL MEETING AGENDA **October 15th, 2022**

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 – October 15th, 2022
5. APPROVAL OF THE MINUTES – May 14th, 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
Notice of Motion:
Elections:
 - Chair of Education Committee
 - Chair of Community Social Services Committee
 - Chair of Women's Committee
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT



October Fundraiser!

ELDERDOG

<http://www.elderdog.ca/>

<https://www.facebook.com/elderdogvictoria/>



Ageing Dogs, Ageing People

Honouring and preserving the animal-human bond

ElderDog Canada is a national, registered charitable organization dedicated to ageing people, ageing dogs, and the important connection they enjoy. Our purposes are to:

- Assist and support older adults in the care and well-being of their canine companions;
- Promote the welfare of older dogs whose lives have been disrupted due to illness, relocation or death of a human companion;
- Educate about the human-animal bond in general and the significant role of companion animals in the health and well-being of seniors;
- Support and conduct research into the human-animal bond with a focus on seniors and canine companionship.

Volunteer Roles & Opportunities

The work of ElderDog is only made possible by the work of dedicated volunteers who donate their valuable time and skills. ElderDog volunteers range widely in age, background, experience, time commitment, and volunteer activity.

Whether a member of a community youth organization partnering with ElderDog or a community elder helping other elders, ElderDog volunteers believe in the power and possibilities of dog-human companionship.

ElderDog Canada is always looking for volunteers interested in working with elders and their animals as part of any ElderDog programs.

****Note** – *Volunteer Registration form available on the [VIDC website](#).*

Support ElderDog Programs

As a 100% volunteer-run organization, ElderDog Canada relies on donations to support our work. Thank you for choosing ElderDog as a way to give back to your community. Please include your mailing address (required by CRA) and we will gladly issue an income tax receipt for donations of \$20.00 or more.

Ways to Donate:

Online: Click on the donate button and choose the amount you would like to donate via PayPal.

E-transfer: Electronic transfers can be made to info@elderdog.ca

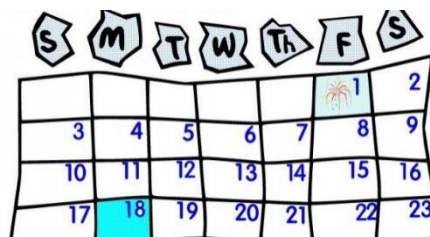
Cheque: We are happy to receive mail at: ElderDog Canada National Office, 907 Feltzen South Rd., Rose Bay, NS, B0J 2X0

Phone: Donations via credit card can be made by calling 1-855-336-4226.



2022 Meeting Dates

Feb 11 & 12, 2022	✓	Evening/Day meetings Beach Club Resort, Parksville BC – Exec. Mtg. Via Zoom – Gen. Mtg.
May 14, 2022	✓	Both meetings on the Saturday Beach Club Resort, Parksville BC
Oct 15, 2022		Both meetings on the Saturday Coast Bastion Hotel, Nanaimo BC
Dec 2 & 3, 2022		Evening/Day meetings Coast Bastion Hotel, Nanaimo BC



2022 Fundraisers

Jan/Feb 2022	Caremongering Campbell River & Comox Valley	Monetary	✓
Andrea Craddock	Rise Bridge Project	Monetary	✓
Hailey Fielden			
May 2022	Trans Care	Monetary	✓
Page DeWolfe			
Oct 2022	ELDERDOG	Monetary	
Sarah Fairbrass		http://www.elderdog.ca/	
Nov/Dec 2022	Habitat for Humanity	Distribution meeting	
Kevin McPhail		https://www.habitatmvi.org/	

Year-long Initiative	Handbags for Hope	TBA	
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PERSONAL INFORMATION PROTECTION ACT

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

Please direct questions or concerns to Sherrene Ross, the VIDC Privacy Coordinator. Submit agenda items, issues, guest speakers to the **President, Amber Leonard**
cupe459officer@gmail.com 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 \$10 per person payable to the Sgt-at-Arms at the meeting. Lunch for 30 will be arranged and is on a first-come, first-served basis. Please let Amber or Sherrene know of any dietary allergies.

VIDC EDUCATION

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

Courtenay, BC V9N3P1
Phone: 250 331-0803 Fax: 250 331-0868
Email: switt@cupe.ca

Send education requests to:
TBA
Email:

ISLAND DISTRICT COUNCIL EXECUTIVE

<p>President Amber Leonard C: 250 516 3371</p> <p>Cupe459officer@gmail.com Term: June 2022 – May 2024</p>	<p>Vice-President Sarah Fairbrass T: 250 661 8417</p> <p>vpcupe374@gmail.com Term: May 2021 – May 2023</p>	<p>Treasurer Steve Fielden C:250 668 4616</p> <p>fieldensteve@gmail.com Term: May 2021 – May 2023</p>
<p>Secretary Sherrene Ross C: 250 715 6734</p> <p>vidcsecretary@gmail.com Term: June 2022 – May 2024</p>	<p>Sgt. At Arms Bill Newman T:</p> <p>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</p> <p>cdewolfe@uvic.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 917, 951, 1978, 3886, 4163</p> <p>Term: May 2021 – May 2023</p>	<p>Executive Member-at-Large Kirk Mercer T: 250 580-5804</p> <p>sleestak@shaw.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 374, 459, 2081, 3136, 5101, 947</p> <p>Term: May 2022 – May 2024</p>	<p>Executive Member-at-Large Dan MacBeth T: 250 385 6023</p> <p>dan_macbeth@hotmail.ca SOUTH REGION (South Island up to and including Cowichan Valley) Locals: 50, 358, 382, 410, 441, 2011</p> <p>Term: May 2021 – May 2023</p>
<p>Executive Member-at-Large Hailey Fielden C: haileyfielden@gmail.com</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>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</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)</p> <p>Locals 118, 401, 727, 3403 Term: Sept 2021 – May 2023</p>	<p>Executive Member-at-Large Tiffany McLaughlin</p> <p>tiffany.mclaughlin@viu.ca</p> <p>CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)s</p> <p>Locals: 1858, 3570, 5278 Term: May 2021 – May 2023</p>
<p>Executive Member-at-Large Kevin McPhail T: 250 339 2707 kevin_mcphail@yahoo.com</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 2769, 3399, 3479 Term: May 2022 – May 2024</p>	<p>Executive Member-at-Large Andrea Craddock C: 250-204-3857 president@cupe723.ca</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 439, 556, 723 Term: May 2021 – May 2023</p>	<p>Executive Member-at-Large Martha Higgins T: 604 344 0552 recsec798@gmail.com</p> <p>NORTH REGION (North of Deep Bay & including Powell River)</p> <p>Locals: 476, 798 Term: May 2021 – May 2023</p>
TRUSTEES		
<p>Tara Knight (2024) C: 250-883-9590</p> <p>cupe947tara@gmail.com</p>	<p>Amy Issel (2025) C: 250 886-1256</p> <p>amyrowe@uvic.ca</p>	<p>Christine Szaflik (2023) T: 250 203 8695</p> <p>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 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> 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: Pat Shade, Faith Liddie, Paige DeWolfe Term: Sept 2021- May 2023</p>	<p><u>Education</u> VACANT Members: Term: May 2021 - May 2023</p>	<p><u>Environment</u> Kevin McPhail T: 250 898 4170 kevin_mcpmail@yahoo.com Members: Andrea Craddock, Cindy Gaboury 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> Cindy Gaboury C: 250 702-6925 Chief@cupe439.net 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_mcpmail@yahoo.com Members: Stacey Watton, Christine Szaflik, Roberta Giaraulo Term: May 2021 - May 2023</p>	<p><u>Political Action</u> Jessica Orcutt jessica.sandy@viusu.ca 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 DeWolf 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> Pat Shade pshade@uvic.ca Members: Kirk Mercer, Hailey Fielden Term: Nov 2021 - May 2023</p>		<p><u>Women's</u> Members: Cindy Gaboury, Laurie Whyte Term: May 2021 - 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: Faith Liddie, Sherrene Ross Term: Until completion</p>	



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LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox and Comox Valley Regional District
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
723	K-12	Campbell River – School District 72
727	K-12	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
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot

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





VANCOUVER ISLAND DISTRICT COUNCIL
Executive Meeting
May 14, 2022

Call to Order – 9:17AM

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 – Martha Higgins** **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**

Addition:
Community Social Services Chair is Vacant – will determine at lunch if there was notice given beforehand.
Member at Large – North Region (Kevin)
Member at Large – South (Kirk)
New Business – 7 VIDC Scholarships
New Business – 8 Victoria Pride – June 26
Approve the agenda as amended **MSC**

3. **Approval of Minutes of the Previous Meeting – February 11, 2022**
Pg 22 – skilled trades report is noted as attached but was not attached; will be attached to these ones.

Motion:

To adopt the minutes as amended **MSC**

4. **Matters Arising Out of the Minutes** **None**



5. Treasurer's Report – Steve Fielden

MSC

If any committees would like to make any donations; ensure there is a rationale to ensure the donation supports, the committee work.

Overage of Municipal budget due to the high costs of the AVICC budget; in previous years funds have come back from CUPE BC but have not received anything this year; Dan doesn't think this will be happening as CUPE BC did put in a large amount as well. It was great exposure. The costs of the donations for what we get went up so that's why the budget has gone up; costs during covid have increased so costs at all levels have increased.

Motion – Dan to cover any overage expenses from the 2022 AVICC budget by the general fund of the council – **CARRIED**.

Discussion regarding
Term #6 – March 1, 2022 – has been rolled over.

6. Correspondence Report – Martha Higgins

- Letter from Local 459 endorsing Amber Leonard as President of VIDC
- Email from Joel Canfield regarding the Bikeable Cities Masterclass in Copenhagen. Joel left on May 13th and will be meeting up with 22 classmates from Estonia, Cuba, USA, Switzerland, Malaysia and Korea. Joel is the only Canadian representative. He is thankful for the Council's support
- Newsletter from the Victoria Women's Transition House
- United way Period Promise request for support – not clear as there are three definite united way's that exist. United Way BC (north Island); United Way South (South Island); and United Way Powell River; unsure which area this request came from - will clarify before we get to new business
- AVICC thank you letter

MSC

7. CUPE BC Executive Report

During convention the VIDC met every morning to make sure that convention was going well
CUPE BC is doing Diversity Equity Inclusion training in Kamloops
There will be a CUPE BC think tank this summer in July

8. CUPE National Committees

National scheduled
Hailey – Young Workers meeting on Monday, first time co-chairing so excited
Pat – National Persons with Disabilities – met twice with no quorum either time, no official report just a catchup
Tiffany – reappointed to National Post Secondary Task Force & meeting in June so will have a report next time.

9. CUPE VIDC Committee Reports

Notice of Motion for Women's committee & Community Social Services will go forward for next meeting – October 2022
Pg 4 minutes – "September" fundraiser will be "October" Fundraiser.



Sarah:

Motion:

To donate \$200 from the Anti-Poverty committee to the Sooke food bank for feminine hygiene products.

Discussion – Sooke Foodbank has put out a call and Sarah felt it was appropriate from her committee **MSC**

Laurie:

To Donate \$300 from the Diversity committee, donate \$300 from the Young Workers committee and \$400 from Women's committees combined budgeted donations to put forward \$1000 toward the Trans Healthcare Fundraiser **MSC**

Diversity committee to donate \$200, and \$300 from Young Workers committee, for Handbags for Hope to purchase handbags and/or materials to fill the handbags **MSC**

Skilled Trades – to donate \$500 from the Skilled Trades budget and \$250 from the OHS budget for a total of \$750 to the School in Machu Pichu **MSC**

Environment – Donate \$1,700 to Broom Busters
Diversity/Young workers **MSC**

10. VIDC Sectoral Reports

K-12 – Amber – K-12 is having a hard time; local bargaining will start after June 30 will impact 32000 members and BCTF is also out and is bargaining in the media. Looking forward to summer coming up although may be bargaining over the summer. Watch the K-12 website; stay tuned.

Municipal 374 – 6 municipalities going into bargaining next week, CRD is in bargaining and is getting no where, no one has set the tone. Going in asking for 5, City is not bargaining until early June. BCGEU is taking a strike vote May 16th but won't know until June 22nd, so obviously talks are not going well. Not looking good as so many sectors will be bargaining.

University locals will also be hitting the tables in June/July and others in the Fall. UVIC not wanting to meet with PEA as no mandate has been struck. 1858 not until Oct/Nov to the table. Doing lots of JE work which resulted in lots of people going up a pay rate or two. HR director highly motivated to spend funds that they haven't done so for the last two-years and found out there was extra money to repurpose in another area. Also reviewing JE and things are moving up.

11. Unfinished/Old Business

Miner's Memorial – fathers day weekend, previously passed motion re trailer, we also have 6 spots, with the trailer as the central location. Need to find out who is interested in coming and need to know who is taking them and is paying for them. Amber collecting info who will take spots. Cost per spot is \$143 for the 3 nights. There is one spot left and will be made available at the general meeting. Thurs/Fri/Sat nights booked. The Victoria Labour Council also has a spot booked and will be offering it up.



Recognition of Long Service/Retirees report – Andrea is not here to report.

Constitution changes as per National changes – Martha apologized; suggestion to somehow identify new resolutions coming out of conventions.

Convention Report: Amber wants to say thank you to the council for the lodging; Hailey/Amber shared a room; it was a fantastic opportunity to learn and participate; Amber felt honoured to participate in those opportunities. There was no good real-time to hold a caucus but going forward will be asking for time to hold a VIDC caucus. The committees on Saturday didn't feel as important as those earlier; Amber will be bringing that forward.

Hailey – echo some of Amber's words, honoured to be able to represent VIDC. It was an emotional roller coaster being an in-person convention and a phrase as stuck is "checking your privilege", bringing the circumstances to light was a safe sharing pace. Sharing with others helps propel forward every day. Huge shout out to VIDC for helping build the confidence and strength to stand up and speak on strongly worded resolutions at convention.

Sarah had two members at the convention and shared that she and no idea this could be so emotional, and second was learning about all the diversity and breadth of the membership and felt it was so much like a family. Felt more like a family and was a wonderful experience for Sarah's fellow delegates.

Laurie – 76 resolutions submitted, 5 late resolutions. 40 resolutions made it to the floor, and all passed, 2 were composites, and two were constitution ones. VIDC submitted 3 resolutions, but none made it to the floor except one.

Total priority was given to committee resolutions, so Laurie had to fight to have any VIDC resolutions to be put on the order of the day and so was questioning what is the purpose of convention? Convention is our parliament and the venue to give direction to the leadership and how do we do that if resolutions from the locals and district councils are put second.

There is a slot for general resolutions. Only 6 locals submitted resolutions, and three district councils submitted resolutions and we were the only DC that submitted original resolutions. VIDC submitted 3. Now locals and district councils are not submitting resolutions.

Pat - 2 constitutional resolutions, one was passed, and the second was not passed.

Kirk – discussion regarding changes to wording after resolutions are submitted; minor amendments were done ahead of time, but the constitution committee did not see them, and the orders of the day were already half done by the time the committee got to see them. We need to bring this up at think tank to bring forward. Slow erosion of local's autonomy bringing forward issues and having the floor decide. There were committees that went up and some got 1, 2, 4 and were cut off at the knees. There will be a discussion regarding how convention went. Need to make a point that is a local convention, not a staff convention.

Laurie explained how things happened historically with the selection/orders of the day.



Handbags of Hope – annual initiative, usually get together in December to do it, and can talk more in October meeting. They are very well received. Reminder when doing spring cleaning, or in a thrift store, bring them to the October meeting; does not necessarily have to be a handbag. Items for inside: toiletries, underwear, bras, hair products, underclothes, socks, personal hygiene products.

12. New Business

Paige – Fundraiser – Trans Health care two organizations support and augment. 1 in 300 Canadians ID as transgender or nonbinary. Not everyone physically transitions.

May Elections: formed an elections committee – Kevin, Sarah, Martha, met with Tech committee to do a run through.

Kirk – in the afternoon everyone will need to be logged into the meeting There is a control/neutral laptop and that is where the polls will be launched from. Everyone will have to vote via the zoom poll. Kirk will update the polls. Thanks to VIDC from Dan for going the extra mile to ensure things are working properly.

Breakout rooms might be tricky especially if there is a contested election but will have to play it by ear and make recommendations back to national for clarification.

Sarah - thanks to tech team for pulling everything together – we have the tech and know-how to do this.

Kirk – some locals kept them hybrid, and they seemed to work and there were scrutineers provided and it has worked. When people phone in, those members can not participate in the zoom poll.

Strategic Planning 2022 – nothing booked at this time, our October meeting is general voting day in BC, we will keep the meeting date, and will be back at the Coast Bastion hotel. That is all that is booked, need to figure out when we will have the strategic planning. Amber request Sarah writes a letter to CUPE BC/National to request funding. The Beach Club is not a unionized hotel, and has been great in the interim, but there is limited availability of unionized facilities large enough to host the VIDC delegation. Look at Coast for Friday in October as first preference, otherwise look at early August. Moving into the future will be looking at utilizing WE Travel to administer the booking.

2022 Fall meetings – Dec 2/3 Friday night exec, Saturday general meeting with social. December will be at the Coast Bastion hotel in Nanaimo. Pat Shade will not be available for the Dec meeting.

CUPE 4163 Affiliations: during the CUPE BC exec meeting at convention, they are looking to have district council give presentations to government on certain sectoral areas. Kirk reached out to 4163 to re-affiliate to be able to speak directly to government – makes sense and Greg is participating with the meetings for post secondary and has asked them to re-affiliate and pay the per-capita. The rational is the district council is a separate identity than a local or CUPE BC speaking to the governmental panel.

Women's Committee Chair resignation – Faith has resigned, and election will go forward to the Oct meeting.

VIDC Scholarships – reminder we have these scholarships, it has been a couple of years since these have been awarded so remind delegates/local members that they are available.

Pride – Victoria Pride June 26, parade starting at 10am.

Motion:

That VIDC support Pride in the communities in our jurisdiction up to a total of \$2000.

To participate as a float is expensive, the Victoria Labour council will rent a trailer and is not conducive to have people ride in it. May have options for those with mobility issues but they will have to be determined. All the flags will be there so anyone who wants to go just come. CUPE BC only participates in Vancouver's parade; the event in Victoria is a collaboration with the Victoria Labour Council.

MSC

United Way Period Promise in Victoria on June 25 there will be a transit bus at Tillicum Mall with Save on Foods and asking people to bring donations to fill the bus, not know what events are planned

Motion:

That VIDC Support all three Period Promise campaigns to a value of \$500 each.

Discussion – the reason to make a monetary donation is due to purchasing power.

MSC

13. **Good of the Council**

14. **Adjournment 11:57AM**





Vancouver Island District Council
General Meeting
May 14, 2022

Call to Order: 1:06 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.

Reconciliation - Call to Action # 22-24

Roll Call of Officers: Martha Higgins

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

Staff – Roger Oakley

- 2. **Sergeant at Arms Report & Presentation of Affiliates & Credentials:**
 - delegates 35
 - guests 1
 - staff 1

MSC
- 3. **Obligation of New Delegates** **MSC**
- 4. **Approval of the Agenda – May 14, 2022** **MSC**
- 5. **Approval of Minutes of the Previous Meeting – February 11 &12, 2022** **MSC**
 Central region member at large position is a by-election; the north and south regions are for new terms
 Pg 4 minutes – “September” fundraiser will be “October” Fundraiser.
 Page 22 – Skilled Trades report is not attached as it says so it will be attached to this one



Women's committee also not attached

Motion to accept the minutes amended

MSC

6. Matters Arising Out of the Minutes:

None

7. Treasurers Report: Steve Fielden

MSC

Motion to cover any overage expenses from the 2022 AVICC budget by the general fund of the Council

8. Communications & Correspondence Report – Martha Higgins

MSC

- Letter from Local 459 endorsing Amber Leonard as President of VIDC
- Email from Joel Canfield regarding the Bikeable Cities Masterclass in Copenhagen. Joel left on May 13th and will be meeting up with 22 classmates from Estonia, Cuba, USA, Switzerland, Malaysia and Korea. Joel is the only Canadian representative. He is thankful for the Council's support
- Newsletter from the Victoria Women's Transition House
- United way Period Promise request for support – not clear as there are three definite united way's that exist. United Way BC (north Island); United Way South (South Island); and United Way Powell River; unsure which area this request came from. - will clarify before we get to new business.
- AVICC thank you letter

9. Reports of the VIDC Executive Board – May 14, 2022

Motions:

Motion to cover any overage expenses from the 2022 AVICC budget by the general fund of the Council.

Discussion: costs for sponsorship went up by \$400; CUPE BC also sponsored the conference, so CUPE had a very large presence and is what the council was hoping for by raising our profile. Carried

Motion to donate \$200 from the Anti-Poverty committee to the Sooke Food Bank for feminine hygiene products.

Discussion: this was something identified Sooke in an area where poverty increased, and the food bank put out a call for feminine hygiene products Carried

Motion to donate \$300 from the Diversity committee, \$300 from the Young Workers committee, and \$400 from Women's committee for a total donation of \$1000 toward the Trans Healthcare fundraiser for this month. Carried



Motion to Donate \$200 from the Diversity committee and \$300 from Young Workers committee for handbags for hope fundraiser to purchase handbags and/or materials to fill the handbags

Discussion: handbags for hope is a fundraiser that VIDC participates in every year, there are a large # of individuals that are unhoused. Carried

Motion to donate \$500 from the Skilled Trades budget and \$250 from the OHS budget for a total of \$750 to the School in Machu Pichu

Discussion: this is a project supporting the creation of a school in Chile, they need a road to get there so these funds will go towards the road and any finishing touches for the classroom Carried

Motion to donate \$1,700 to Broom Busters

Discussion: broom is an invasive plant and broom busters operates to remove the invasive plant; and it was a settler that bought it to the area. There had been a provincial initiative but that is no longer and is up to individual donations. Carried

Motion that VIDC support Pride in the communities in our jurisdiction up to a total of \$2000

Discussion: every year VIDC has supported pride events across the jurisdiction, Victoria will be June 26, not other dates available at this time, but will circulate dates as they become know. Carried

Motion that VIDC support all three United Way Period Promise campaigns to a value of \$500 each for a total of \$1,500

Discussion: Southern VIUW an event at Tillicum Mall on June 25 – fill the bus event with menstrual products. Carried

10. CUPE BC Report

11. Reports of the Committees, Sectoral & Working Groups

Anti-Privatization – to be circulated with minutes

Constitution – Martha will be calling a meeting with the committee over the summer to go over the resolutions from CUPE National and will bring forward recommendations in the fall.

Diversity – Paige DeWolfe and Pat Shade - 2SLGBTQ updates key thing is to move “2S” portion to the front and it is solely an indigenous term. The brothers and sisters’ resolution passed unanimously at convention. Pride is coming back in person.

Environment - thanks to Amber that Environment Award was dusted off.

Hospitality Report - 9 draws during executive meeting, and 12 draws for general meeting



International Solidarity - CUPE has been busy in supporting workers worldwide

Motion to donate \$500 to the global labour movement humanitarian relief effort in Ukraine through CUPE's solidarity fund Carried

Point of information – please refer to Ukraine as “Ukraine” not “the Ukraine” as that is how Russia refers to them

Municipal - culmination of years of going to AVICC to raise CUPE's profile with the AVICC. Thanks to the VIDC and CUPE BC for helping to build the relationships with the bosses.

OHS – working on a newsletter, trying to find the language around the 5 days of sick leave and there is a great article with HAS.

Pensions: past two committee resolutions at convention; indigenous investment opportunities but was hoping that the outreach would have happened, pensions for part time precarious workers.

Political Action: recognises that fall meeting is Oct 15th, encouraging people to get out the vote and vote early and get info out to members. If you are in the Victoria area, Victoria Labour Council is putting out questionnaires and is actively seeking CUPE locals to participate in this process – looking for Municipal and SD locals on these committees.

If you're not hearing about it, ask your president. Campbell River Courtenay Labour Council also has something in the works on this as well and looking for candidates to interview. There is candidate training being offered through the CLC & Victoria Labour Council; if there is someone that would like to run, it's a great opportunity to get some training. It was also offered last time.

Resolutions –Thanks to Amber and Paige for the three resolutions submitted.

Skilled Trades - 2 members to Halifax to Canadian Apprenticeships Forum.

Technology – no report – except that everything is working!

Young Workers – on behalf of young workers the social went off without a hitch, 17 turned out for event, scavenger hunt was great and had the time of our lives.

Resolution about creating a template for young worker at executives passed. Trying to get young workers involved has always been an issue. CUPE National reached out to offer me the ability to attend the international ...world conference in Long Beach CA and attended on behalf of CUPE National and met about 700 delegates from around the world. CLC asked me to participate on a panel and I had an opportunity to show off how amazing CUPE is and checking my privilege – met a lot that must hide their identity in order to stay alive. Loved being able to meet members from around the world who are CEO's of NGO's and was able to build relationships with them and further those connections. Thanks for giving me the time and look forward to sharing experiences.

Adhoc Retirement & Recognition - still collating all previous exec members and connected with members at convention, which was very fruitful, talked to Sharon Prescott and may work on a project to create a book for VIDC.

Laurie – don't have a library committee but library conference 200 delegates registered, and a number of workshops covered indigenous items.



Motion to accept all the reports

MSC

12. Sectoral Reports – no reports

13. Area Reports

1767

- Local is busy with bargaining, expired Dec 21 started bargaining in Feb 2022

606

- Librarians went on strike and had a lot of support from CUPE

374

- 6 Municipalities go for bargaining on Monday to exchange proposals

118

- Barb unit chair Ucluelet, had been bargaining in Tofino and after 8 days there is an impasse, and the next steps are to talk to the local and talk about strike vote and mediator

50

- Entered bargaining in June have a mediated settlement over vaccine mandate, and came away with a decent resolve for members and gearing up for bargaining, and finalizing proposals

3479

- Director of facilities, safety and security is no longer an EE with NIC and this is the second director in about a year who is no longer with us. Pulling bargaining proposals together

1858

- Had a board of governors' election over a month ago for faculty and a staff rep, and it was overturned and election was not secure. Direction to start over with the relaunch of the vote. Slowly moving ahead with bargaining and reviewing CA for improvements, done bargaining training up to strike prep training. Lead steward and I talk about health & wellness, and then when someone has any issues it turns into disciplinary action and watching the process to make sure it does not go sideways and members are getting the support they need

951

- See attached report

917

- Newly elected president, so no report and first-time delegate so happy to be her

5101

- Attended convention, getting bargaining proposals ready, looking forward to meeting new national rep Louise, pilot project will expand into other schools

947

- See attached report; heading into bargaining, exec members to go meet at all sights and have dates in June

723

- See attached report

459

- Diversity committee is active and have a new member who came to convention and is interested in becoming involved in all things CUPE, had a survey with great results

439

- President will be sending in report



Motion

To accept all the area reports

MSC

14. Nominations, Elections and Installation of Officers

Quick overview of the process for the elections.

President **Acclaimed:** Amber Leonard
(incumbent-Amber Leonard)

Recording Secretary **Acclaimed:** Sherrene Ross
(incumbent-Sherrene Ross)

Seargent At Arms **Acclaimed:** Bill Newman

Education Chair No nominations; will have a notice of motion for the next meeting

Executive M-A-L

North Region

Elected - Kevin McPhail

Central Region

Elected - Hailey Fielden

South Region

Elected - Kirk Mercer

All newly elected members took the Officer's Oath.

Amber thanks everyone's patience and time and the tech team for the prep for the meeting

15. Unfinished/Old Business

Miner's Memorial - there is a celebration over the course of the weekend. The VIDC has reserved 6 spots, there is still one space still available that includes trailer hookups, would be required to pay for the three nights. Cost for sight is \$150 for the three days. June 16 – 18, 2022 – Father's Day weekend.

Handbags for Hope – will be filling these bags with love at the December meeting. Items to be collected at the October meeting as well.

16. New Business

none

17. Good and Welfare of the Council

Moment of silence for Bernice Kirk

Sue – Bikers against child abuse May 21 fundraiser – see Christine Szaflik

18. Adjourn 4:15 PM

until
next
time



AREA REPORTS

CUPE 951 VIDC report May 14, 2022

Local 951 has filed a Labour Board complaint on March 2, 2022.

Under Sec 6 of the code, by improperly interfering with the administration of the Union by implementing a new policy that has the effect of broadly restricting Union Officers from engaging in union activities while on a graduated return to work (“GRTW Union Leave Policy”), On March 23, 2022, the board sent a copy of the decision to refer the parties to the collective agreement grievance process. On April 26, 2022, the local received the written response. Next was to have a Stage 2 grievance meeting on May 9, 2022. We are waiting the employer’s response and will seek to file for Section 104 application with the LRB for expedited arbitration.

Are negotiation committee is meeting on May 18 to finalize proposals to be ready to start bargaining late June.

Respectfully submitted

CUPE 951 President
Kirk Mercer

.....
May 13, 2022

5101 VIDC report

Our bargaining committee has met several times now, almost finished going over the CA, our proposals our currently being developed by our national rep.

Looking forward to our new National rep Louise starting and arriving in town next week. We have appreciated having Nick with us in the short term.

Our pilot project of out of school care at one site this year is coming to an end, and we are excited as the district has agreed to continue that one not in a pilot stage anymore as well as open new sites in the school year for out of school care. We are opening this provides our EA’s with more hours, we have yet to have those discussions with the employer.

We sent our full executive of 5 to the CUPE BC convention, 3 out of 5 it was there first in person convention. We all enjoyed ourselves

Respectfully submitted,
Adam Clutchey
Acting President

.....
COMMITTEE REPORTS



VIDC International Solidarity Committee Report, May 2022

This committee works to raise awareness with CUPE members of international issues and the common interests and struggles of workers around the world. The committee supports and reports to the membership on CUPE BC's worker-to-worker projects, which are aimed at building links between the labour movement in Canada and the developing world.

Through our partnerships with progressive organizations such as CoDevelopment Canada and the Stephen Lewis Foundation, as well as our work with the CUPE National Global Justice Committee, the International Solidarity Committee works to build membership capacity and participation in support of workers' rights in Canada and internationally.

Mar 11, 2022

CUPE and Amnesty International join forces to help a member

Photo de Lazhar Zouaïmia membre du SCFPLazhar Zouaïmia, a member of the Syndicat des technologues d'Hydro-Québec (CUPE 957) and a long-time activist with Amnesty International's French-Canadian Section, was arrested in Algeria on February 19, 2022 just as he was about to fly back to Canada after a stay with his family. He is a Canadian citizen with dual citizenship.

His union, which publicly-denounced his arrest this week, has joined forces with Amnesty International. Amnesty has launched a campaign urging people to send messages of solidarity to their colleague who is valued and he's an ordinary citizen.

"People who are affected by Lazhar's arrest must write to let him know he's not alone. He is an engaged Quebec citizen and an exemplary Hydro-Québec employee. There is every indication that his support for democracy in his country of origin is the real reason for his arrest," explained Francis Rondeau, union president for the Montreal region.

While in Montreal, Zouaïmia regularly denounced the abuses of power in his country of origin, both in person and on social media. CUPE 957 adds its voice to those denouncing these arrests and human rights abuses.

"We support our colleague, his wife and family in their quest for justice," said Rondeau. You can send a message in English or French, through Amnesty International.

Campaigns

1. April 14, 2022

Request for community support for Vancouver City Council Resolution against Economic Sanctions and Blockade on Cuba

In the spirit of ongoing solidarity with workers in Cuba, members of the international solidarity community in Vancouver are seeking to bring the following motion to Vancouver City Council. The over 60-year-old U.S. embargo against Cuba, the longest-lasting regime of sanctions in history, has long deprived Cuban of access to essential medicines and medical equipment, basic school and office supplies, computers and computer equipment, automotive equipment, and more. The administration of former President Trump imposed a further 240 restrictive measures in Cuba, which the administration of President Biden has maintained. In response to the blockade, labour unions and solidarity organizations around the world have joined the Cuban people in calling for an end to the blockade. CoDev and a number of national, provincial, and local unions have already endorsed this motion or will be endorsing this motion in solidarity with the Cuban people.



Around the world, the blockade against Cuba is widely opposed. Last year, for the 29th year in a row, the U.N. General Assembly called on the U.S. to end the blockade. Moreover, in recent years, city councils across North America, including Chicago, Pittsburg, and Minneapolis, have passed resolutions calling for an end to the blockade. The effects of the blockade reach beyond Cuba and the U.S.; people and businesses in Canada have also been adversely impacted. Since 2020, people in Canada have been barred from sending remittances to family and friends in Cuba through Western Union. People in Canada have also been prohibited from using PayPal or GoFundMe for Cuban-related charitable purposes or familial aid. Canadian businesses have even had transactions blocked due to the Cuban origins of their goods. The U.S. has even fined Canadian subsidiaries for conducting regular business with the Embassy of Cuba in Canada.

Members of the Vancouver-based solidarity community is asking for your support in bringing this motion to the Vancouver City Council and having it passed. To find out more, please contact:

Tim Louis
TimLouis@timlouislaw.com
778-855-3494

Tamara Hansen
Tamara_hansen01@yahoo.ca
778-882-5223

VANCOUVER CITY COUNCIL DRAFT RESOLUTION AGAINST ECONOMIC SANCTIONS AND BLOCKADE ON CUBA

WHEREAS the United States government has imposed economic sanctions and a blockade amounting to an economic war against Cuba for more than 60 years;

WHEREAS US economic sanctions - the principal obstacle to Cuba's social and economic development - have cost this small island nation, of 11.3 million people, in excess of \$100 billion;

WHEREAS the Government of the United States has pressured and coerced other countries to participate in its regime of economic sanctions and blockade against Cuba;

WHEREAS since 1992, the international community, including Canada, has overwhelmingly rejected United States economic sanctions and blockade against Cuba through 29 consecutive votes in the United Nations General Assembly;

WHEREAS in 2006 the World Wildlife Fund declared Cuba the only sustainable nation based on both ecological footprint and social development indices;

WHEREAS during the global Covid-19 pandemic, the Henry Reeve International Medical Brigade of Cuba has sent over 3,700 Cuban medical professionals to 37 different countries to contribute to the fight against the pandemic, tending to over 300,000 patients;

WHEREAS in 2022 Canada and Cuba celebrate 77 years of strong diplomatic, economic, and social ties between our peoples;

WHEREAS over 20 million Canadians have traveled to Cuba over the past 2 decades for cultural, scientific, athletic, and academic exchanges, tourism, and/or to build ties of solidarity with Cuban communities;



WHEREAS Vancouverites are facing challenges when making donations to Cuba and/or sending remittances to Cuban friends and family through financial institutions in Vancouver with U.S. ties;

WHEREAS Cuba is an important partner, not only to Canada, but to so many other nations around the world, and

WHEREAS Canada, and in particular Vancouver, has many critical lessons to learn from each other.

THEREFORE BE IT RESOLVED that the City Council of Vancouver:

1. Calls on the Government of the United States to end all economic sanctions and the blockade against Cuba;

2. Calls on the Federal Government of Canada to take immediate steps and actions through the implementation and enforcement of, among others, the Foreign Extraterritorial Measures Act, to ensure that Vancouver businesses (as well as all Canadian companies and other entities) who do business with Cuba are not punished by this cruel and inhuman blockade on Cuba and are not compelled to participate in United States economic sanctions against Cuba.

SOLIDARITY UPCOMING & ENDORSED EVENTS!

Lift The U.S. Blockade on Cuba!

May 17, 2022 will be marking 2 years of monthly virtual pickets!

Sponsored by:

Vancouver Communities in Solidarity with Cuba - VCSC, Vancouver Communist Party of Canada Marxist-Leninist, Supporters of the Communist League in Vancouver, Fire This Time Movement for Social Justice - Vancouver, Mobilization Against War & Occupation (MAWO) - Vancouver

19. CUPE supports workers and families in Ukraine SHARE THIS PAGE IN YOUR ONLINE SOCIAL CIRCLES

Share this

Mar 11, 2022

CUPE is donating \$50,000 to the global labour movement's humanitarian relief effort in Ukraine. Our union joins Public Services International (PSI) and the European Federation of Public Service Unions (EPSU) in supporting workers and their families affected by the Russian invasion of Ukraine. Donations are going to a common solidarity fund established by the European Trade Union Confederation (ETUC) and the International Trade Union Confederation (ITUC).

To date, more than two million people have been forced to flee their homes. Funds will be sent to trade unions that are providing food and water, medical supplies and hygiene items to people injured and displaced by the violence. We are particularly concerned about Black, racialized and other marginalized people who are facing discrimination as they try to flee the violence.

CUPE condemns Russia's military invasion. The most effective way to end this humanitarian crisis and ensure the safety and security of innocent civilians is for all Russian forces to leave Ukraine immediately.

CUPE again calls on the Canadian government to make every effort to de-escalate this situation. We support and encourage diplomatic non-military solutions leading to peace. We join activists in Russia and around the world calling on all governments to end war and militarism.



Contributions from CUPE locals and chartered organizations to the union Solidarity Fund should be sent by wire transfer to:

*ITUC-CSI account n°: 068-9007804-23
Belfius Banque SA, Boulevard Pachéco 44, 1000 Brussels, Belgium
BIC/Swift code: GKCCBEBB - IBAN Code: BE92 0689 0078 0423
Mention “PSI-EPSU Ukraine” in the transfer document.*

Motion to donate \$500.00 to the global labour movements humanitarian relief effort in Ukraine through CUPE's Solidarity Fund. m/s/c

3. This year, CUPE continued to work in solidarity with workers and communities in many countries and strengthen long-term partnerships through our Global Justice Fund. The fund is one way our union supports global movements for human rights, labour protection, peace, and justice.

Through the fund and our relationships with workers around the world, we support and engage with trade unions and social movements that are organizing the most oppressed and marginalized among us. Projects give CUPE members opportunities to build relationships with workers around the world. CUPE is proud to support projects where members can connect with, and learn from, activists opposing violence and war, defending land rights, and demanding decent jobs, strong public services, living wages and safe workplaces.

These summaries of CUPE's current Global Justice Fund projects highlight the many ways CUPE members are building international solidarity.

Canada

Solidarity with migrant workers – End labour trafficking! Regularize!
Project sponsor: CUPE 40
Partner organization: Migrante Canada

This project will support Migrante Canada organizing workshops about the situation of temporary foreign workers in Canada. The workshops will target migrant, racialized, low-income and precarious communities and undocumented/non-status workers, with a focus on ending labour trafficking and regularizing migrant workers by providing them with official immigration status. Migrante Canada is a Canada-wide alliance of Filipino migrant and immigrant organizations focussing on the rights and welfare of migrant workers, and the conditions that force global migration.

This project will give CUPE members a deeper understanding of who undocumented/non-status migrants are, why they are undocumented, and the challenges and barriers they face. The goal is to strengthen the capacity of CUPE members to speak up and take action as allies, including policy advocacy to support permanent immigration status for all migrant workers.

Central America

Empowering women sweatshop workers: Regional strategies for workplaces free of violence
Project sponsor: Hospital Employees' Union (HEU)
Partner organization: Central American Women's Network in Solidarity with Maquila Workers (The Network)

The Network is a Central American-wide coalition of seven women's rights organizations with a focus on maquila (sweatshop) workers' rights. The Network advocates for national and regional policies that address the root causes of labour rights violations that maquila workers face.



Through this project, The Network will work to strengthen the political advocacy capacities of its member organizations. It will also increase participants' knowledge about the causes of workplace accidents and occupational illness, as well as focusing on prevention and the laws that should protect workers.

Connecting women's organizations in four countries gives their advocacy for maquila workers greater regional impact. Working together, they can influence the Central American Parliament's labour and investment policies. They can also make it more difficult for transnational corporations to escape their responsibilities to workers by moving to a neighbouring country.

Colombia

Working for peace and human rights

Project sponsor: CUPE British Columbia

Partner organization: NOMADESC (Association for Research and Social Action)

This project supports NOMADESC's work with campesino (farmer), Indigenous and Afro-Colombian communities in southwestern Colombia. NOMADESC is training local human rights defenders and accompanying communities seeking justice for widespread rights violations in the region.

Black, Indigenous and campesino communities are facing a wave of extreme violence. The communities where NOMADESC partners work and organize are experiencing increasing human rights violations. During the COVID lockdown, the Colombian police used the task of enforcing the curfew as cover to target activists, while paramilitary forces, knowing that rights defenders could not take their usual precautions, began to hunt them down in their homes.

The project aims to educate CUPE members about the repression people in the Colombian labour and social movements are facing, and to highlight the struggles Colombian activists and communities are waging in response.

Colombia

Building labour-community alliances to defend public water

Project sponsors: CUPE Nova Scotia, CUPE Newfoundland and Labrador

Partner organization: SINTRACUAVALLE

This project will strengthen SINTRACUAVALLE's ongoing citizen education campaign to mobilize against water privatization and will support the union's ability to continue to organize workers in the water sector.

SINTRACUAVALLE is the union representing workers at Colombia's only public water provider. ACUAVALLE serves more than 700,000 water users in 36 municipalities in the province of Valle del Cauca. The leaders and members of SINTRACUAVALLE are leading a courageous fight against water privatization, undeterred by threats and violence.

The project encourages members of civil society, water users, unions, and non-governmental and social organizations to develop joint actions with water workers who are members of SINTRACUAVALLE.

Cuba

Strengthening solidarity across borders

Project sponsor: CUPE British Columbia

Partner organization: Provincial Union of Public Administration Workers – Havana, Cuba (SPTAPH), a component of the national SNTAP union

This project will focus on union education for union representatives and members on labour legislation, health and safety regulations and raising awareness about workers' rights and promoting better protections for workers.



Training plans also include an orientation about vaccination rollout in Havana province, which got underway in May 2021. SNTAP helped organize vaccination drives at work sites where it represents the workers. The Cuban government is working to fully vaccinate all residents by the end of 2021. Future project plans include worker-to-worker union educator exchanges when travel is possible.

Guatemala

Organizing for justice in rural communities

Project sponsors: CUPE Prince Edward Island, CUPE 3260

Partner organizations: The Maritimes-Guatemala Breaking the Silence Network (BTS) and Campesino Committee of the Highlands (CCDA)

The goal of this project is to support and build solidarity with the struggle of indigenous Mayan communities in Guatemala for land rights and human rights, and to connect CUPE members to their movement. This project supports community leaders in Guatemala developing their knowledge and skills, with the long-term goal of achieving sustainable agrarian (rural) communities that have legal titles to their lands.

The Campesino Committee of the Highlands (CCDA) defends the rights of workers on coffee, sugar, and cotton plantations. CCDA also works to recover lands taken from the Mayan communities over centuries and promotes Mayan culture and spirituality. Defending water rights is another priority for the CCDA. About 100 communities in 11 Guatemalan provinces belong to the CCDA.

Haiti

Strengthening the education sector in Haiti

Project sponsor: CUPE Quebec

Partner organization: The Confederation of Public and Private Sector Workers (CTSP)

The Confederation of Public and Private Sector Workers (CTSP) fights for accessible, quality public services in Haiti. It is committed to union member training, and to defending and protecting the interests of the country's workers. The CTSP engages on issues and represents its members at the national level, and also undertakes regional training and awareness campaigns for workers in all sectors.

The project will allow CTSP to continue their organizing efforts to increase the capacity of the CTSP's education sector unions and to create a new federation, the Fédération Nationale des Syndicats en Éducation (National Federation of Education Unions/FENASE). FENASE brings together education sector unions across the country.

Honduras

Women sweatshop workers defending their rights

Project sponsors: Hospital Employees' Union (HEU), CUPE British Columbia

Partner organization: CODEMUH – Honduran Women's Collective

This project supports CODEMUH's organizing to improve the working and health and safety conditions for women sweatshop workers in Honduras' maquila free trade zones. The project supports CODEMUH campaigns to stop violence and harassment in the workplace and for basic labour rights.

CODEMUH is a feminist, community-based organization that fights gender-based violence and addresses violence and health and safety in the manufacturing sector and textile factories. The collective provides workers with organizing support, as well as training, medical and legal support.

The project will raise awareness in Canada about the situation of women in Honduras, especially those working in the free trade zones. It will create opportunities for CUPE members to support and learn from their struggle.



Nicaragua

Women sweatshop workers defending their rights

Project sponsor: CUPE British Columbia

Partner organization: MEC (Maria Elena Cuadra Movement of Employed and Unemployed Women)

This project supports MEC's work to fight gender-based violence in the workplace, to improve the ability of maquila (sweatshop) workers to defend their rights through education and training, and to build worker's skills in mediation, negotiation, and conflict resolution.

MEC provides training, advocacy, and legal support to women in the municipalities of Managua, Ciudad Sandino and Tipitapa. They work with women workers in Nicaragua's free trade zones, home workers and small-scale farmers.

The project will raise awareness in Canada about the situation women are facing in Nicaragua, especially in the free trade zones, and strengthen CUPE's relationship with these workers.

Philippines

Building local union activism with education workers

Project sponsors: CUPE Ontario, CUPE 4600

Partner organization: Alliance of Concerned Teachers (ACT)

This project supports ACT's ongoing work to organize, lobby and advocate for teachers' and workers' rights and welfare in the Philippines. The project will increase ACT's capacity to organize new members, campaign for increased salaries, and address issues of trade union rights including the right to association and collective bargaining, and the full implementation of collective agreements.

ACT will continue campaigning for human rights, especially in Indigenous communities, and to stop government targeting of trade unionists. Social movements, trade unions, media outlets, farmers and Indigenous organizations continue to be the target of Philippines President Rodrigo Duterte's repressive policies and actions. COVID-19 restrictions have led to an escalation of surveillance, harassment, intimidation, threats and even death to many who criticize the government.

Philippines

Campaigning for a minimum wage and to end precarious public sector work

Project sponsors: CUPE Saskatchewan, CUPE 4600

Partner organization: Confederation for Unity Recognition and Advancement of Government Employees (COURAGE)

This project supports COURAGE's organizing efforts toward a national minimum wage and for a law that ends precarious work in the public sector. COURAGE is working to build a broad-based workers' movement that advances this fight through education and information, lobbying, demonstrations, alliance building and international solidarity.

Like other social movements and unions in the Philippines, COURAGE has been the target of ongoing government violence, harassment, and intimidation.

CUPE stands with workers around the world challenging exploitation, privatization, poverty, austerity, corruption, and war. Collective, coordinated resistance is the only way to achieve justice and dignity.



Motion to donate \$500.00 to the CUPE National Global Justice Fund in support of global movement for human rights, labour protection, peace and justice for all workers. m/s/c

I have attached the link to the International Solidarity 2020/2021 report to this report. Check it out it is a great informative read. <https://cupe.ca/international-solidarity-report-2020-2021> and the Global Justice projects report <https://cupe.ca/solidarity-action-global-justice-fund-projects-2021-2022>

CoDev Report <https://mailchi.mp/0fddff8ea60f/codev-e-bulletin-november-5818173?e=0655edc3f1>

Thank you for providing me the opportunity to participate in CUPE's commitment to the global labour movement.

Cindy Gaboury Chief Shop Steward CUPE 439
Chair, VIDC International Solidarity Committee
Andrea Craddock Awesome Member

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VIDC Environment Committee

May 2022
Kevin McPhail (Chair)
Members – Andrea Craddock, Cindy Gaboury

CUPE BC Convention

It was surreal to be back live amongst CUPE friends!

A big thank you to Amber for making sure the environment activist award was dusted off and nomination calls went out across the province.

David Hollingworth of L873 was the very deserving recipient. He is co-chair of the CUPE BC Environment committee and had championed the resolution regarding the right to operate a clean energy vehicle. Not long before convention he had been very frustrated with push back even within his own local so recognition of his efforts was very timely.

After convention he emailed this update:

I want to update that I had the privilege to be interviewed by the CBC's What On Earth team about the RTOCEV initiative. The segment aired last week and I'm quite happy with the final edit.

The episode can be found here. <https://podcasts.apple.com/ca/podcast/what-extreme-heat-in-india-tells-us-about-the-future/id1520725103?i=1000559906666>

Another resolution passed at convention was “Just Transition for Workers” which outlines the need in an era of Climate Change to assist workers and their communities as we move into a new economic reality and away from fossil fuels.

I'm happy to announce that at our May meeting we approved a donation of \$1700 to Broombusters whose timely: “cut broom when in bloom” slogan is out there right now across Vancouver Island.



Broom is an invasive species that chokes out native flora and thereby impacts fauna as well. The broombusters organization is active and recently started a new group in Sooke. Donations will be used to buy and replace loppers, as well as paying costs to chip and haul the remains. There is a reconciliation connection as well since it was a white settler who brought the first seeds from Scotland.

VIDC Pension Committee

February 2022

Kevin McPhail (Chair)

Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo

CUPE BC Convention

It felt like we never left, but it also felt odd being back together in person at the same time!

Two of the CUPE BC Pension Committee resolutions passed at convention.

One that I helped work on was regarding Indigenous Investment Opportunities. I had hoped that outreach to the Indigenous Committee would have happened earlier in the lead-up to convention for their support but unfortunately it hadn't.

With all committees having a focus on reconciliation there were many moving and heartfelt presentations throughout convention that noted the impact of colonialism on First Nations people. It became increasingly clear that a male white settler such as myself shouldn't be man-splaining how to undo what male white settlers created so instead I worked with committee member Cindy Ozouf on speaking points to this resolution and we also approached Debra Merrier and Shelley Sage-Ricci who spoke to it as well. We were very happy to see it pass.

The committee will continue to work on a list of Indigenous Investment Opportunities to be circulated provincially but it is a tricky process to balance other considerations such as whether the investment is extractive and potentially against environmental ideals.

An additional resolution from the CUPE BC Pension Committee was passed – Pensions for Part-Time and Precarious Workers.