

# VIDC

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## Vancouver Island District Council

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**Agenda – December 3, 2022**

***Coast Bastion Hotel***

11 Bastion St, Nanaimo BC V9R 6E4

**Minutes**

October 15<sup>th</sup>, 2022

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## MEETINGS

**Executive Meeting:** December 3, 2022 – 9:00AM in person

**General Meeting:** December 3, 2022 – 1:00PM (in person or via zoom)

**Notice of Motion:**

Chair of Technology

Chair of Political Action

**Elections:**

Chair Community Social Services

Chair International Solidarity

Send reports in advance to:

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

**See page 5 for Quarterly fundraiser information. Habitat for Humanity** – contact: Kevin McPhail [kevin\\_mcphail@yahoo.com](mailto:kevin_mcphail@yahoo.com) & **Handbags for Hope** – bring items to Dec. 3<sup>rd</sup> meeting

## GENERAL MEETING AGENDA December 3<sup>rd</sup>, 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.*

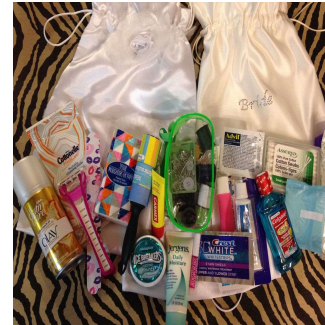
*Please recycle all distributed documents, respecting the confidentiality of the material therein. Bring a reusable cup to your meetings, and commit to walk, bike, carpool or take public transportation when you can. In this way, we respect our environment, each other and future generations.*

#### 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 – December 3, 2022
5. APPROVAL OF THE MINUTES – October 15<sup>th</sup>, 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:**
    - Chair of Technology Committee
    - Chair of Political Action Committee
  - Elections:**
    - Chair of International Solidarity
    - Chair of Community Social Services Committee
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT

## **December Fundraiser!**

# **HANDBAGS OF HOPE**



VIDC delegates are encouraged to bring items and handbags, as shown above, to fill Handbags of hope at our December meeting.



## **Habitat for Humanity**

### **North Island:**

[Habitat for Humanity Vancouver Island North | Apply, Donate, or Volunteer!](#)

### **Mid-Island:**

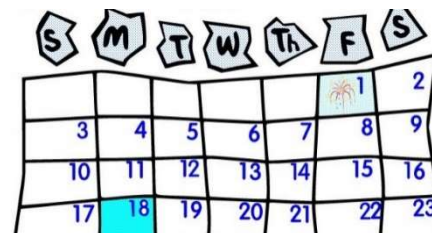
[Affordable Homeownership - Restore Nanaimo | Habitat for Humanity MVI](#)



### **South Island:**

[HABITAT FOR HUMANITY VICTORIA](#)

## 2022 Meeting Dates



Feb 11 & 12, 2022	✓	Evening/Day meetings Beach Club Resort, Parksville BC – Exec. Mtg. Via Zoom – Gen. Mt
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
<b>Dec 3, 2022</b>		<b>Day meetings</b> <b>Coast Bastion Hotel, Nanaimo BC</b>



## 2022 Fundraisers

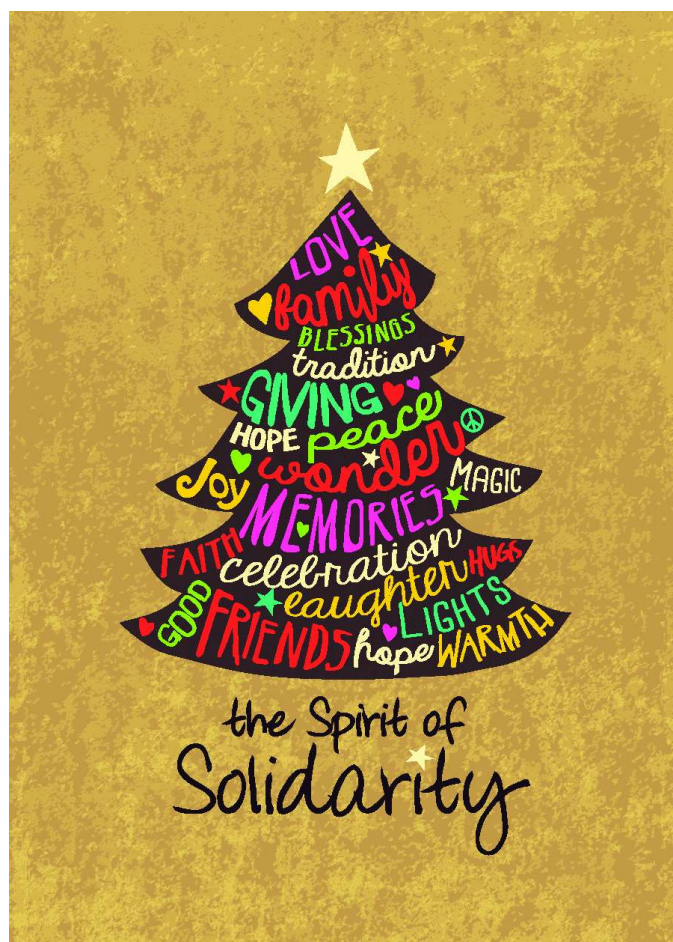
Jan/Feb 2022 Andrea Craddock Hailey Fielden	Caremongering Campbell River & Comox Valley Rise Bridge Project	Monetary	✓
May 2022 Page DeWolfe	Trans Care	Monetary	✓
Oct 2022 Sarah Fairbrass	ELDERDOG	Monetary	✓
<b>Dec 2022</b> <b>Kevin McPhail</b>	<b>Habitat for Humanity</b> <b>Handbags for Hope</b>	<b>Distribution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

**VIDC**  
**CHRISTMAS**  
**GET-TOGETHER**

Following the Saturday, December 3<sup>rd</sup> meeting, delegates are invited to a social. **It will begin at 7 pm. More information will follow at the general meeting.**

A light snack will be served. Coffee, tea & water will be provided at no cost.

**No-host bar will be available.**



Please RSVP to [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com) if you plan to attend.

### PERSONAL INFORMATION PROTECTION ACT

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

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

### AREA REPORTS

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

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

how they were resolved and how they affected your membership.

Restrict your oral report to **two minutes** in length unless circumstances require you to take more time. If there is additional information that you wish to share with the Council, submit it in writing and it will be included in the minutes.

Please email copies of your report to the Secretary, [vidcsecretary@gmail.com](mailto:vidcsecretary@gmail.com), and one to the CUPE BC Regional Vice-Presidents. Reports not submitted in writing may not be included in the minutes.

### KEEPING OUR MEETINGS SCENT FREE

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

### DELEGATES LUNCH

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



## ISLAND DISTRICT COUNCIL EXECUTIVE

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



## Vancouver Island District Council Committee Chairs

<p><b><u>Anti-Privatization</u></b> Amy Isssel C: 250 886-1256 <a href="mailto:amyrowe@uvic.ca">amyrowe@uvic.ca</a> <b>Members:</b> Michael Rheault <b>Term:</b> May 2021–May 2023</p>	<p><b><u>Anti-Poverty</u></b> Sarah Fairbrass T: 250 661 8417 <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Members:</b> Sherrene Ross <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Communication</u></b> Sherrene Ross C: 250 715 6734 <a href="mailto:vidcsecretary@gmail.com">vidcsecretary@gmail.com</a> <b>Members:</b> Amber Leonard <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Community Social Services</u></b>  <b>Members:</b> <b>Term:</b> Sept. 2021 -May 2023</p>
<p><b><u>Constitution</u></b> Martha Higgins T: 604 344 0552  <a href="mailto:Recsec798@gmail.com">Recsec798@gmail.com</a> <b>Members:</b> Stacey Watton, Sara Fairbrass <b>Term:</b> May 2021-May 2023</p>	<p><b><u>Diversity</u></b> Laurie Whyte T: 250 812-8485 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Members:</b> Pat Shade, Faith Liddie, Page DeWolfe <b>Term:</b> Sept 2021- May 2023</p>	<p><b><u>Education</u></b> Tara Knight  <a href="mailto:cupe947tara@gmail.com">cupe947tara@gmail.com</a> <b>Members:</b>  <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Environment</u></b> Kevin McPhail T: 250 898 4170 <a href="mailto:kevin_mcphail@yahoo.com">kevin_mcphail@yahoo.com</a> <b>Members:</b> Andrea Craddock, Cindy Gaboury <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Hospitality</u></b> Stacy Watton C: 250 720 5132 <a href="mailto:Cupe118@gmail.com">Cupe118@gmail.com</a> <b>Members:</b> Tiffany McLaughlin  <b>Term:</b> May 2021-May 2023</p>	<p><b><u>International Solidarity</u></b> VACANT  <b>Members:</b> Andrea Craddock  <b>Term:</b> Sept 2021 - May 2023</p>	<p><b><u>Municipal</u></b> Dan MacBeth T: 250 385 6023 <a href="mailto:dan_macbeth@hotmail.ca">dan_macbeth@hotmail.ca</a> <b>Members:</b> Martha Higgins, Sara Fairbrass <b>Term:</b> May 2021- May 2023</p>	<p><b><u>OH &amp; S</u></b> Sarah Fairbrass T: 250 661 8417 <a href="mailto:vpcupe374@gmail.com">vpcupe374@gmail.com</a> <b>Members:</b> Martha Higgins, Andrew Schneider <b>Term:</b> May 2021 - May 2023</p>
<p><b><u>Pensions</u></b> Kevin McPhail T: 250 898 4170 <a href="mailto:kevin_mcphail@yahoo.com">kevin_mcphail@yahoo.com</a> <b>Members:</b> Stacey Watton, Christine Szaflik, Roberta Giaraulo <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Political Action</u></b> VACANT  <b>Members:</b>  <b>Term:</b> May 2021 - May 2023</p>	<p><b><u>Resolutions</u></b> Laurie Whyte T: 250 812-8485 W: 250 721 7623 <a href="mailto:lwhyte@uvic.ca">lwhyte@uvic.ca</a> <b>Members:</b> Amber Leonard, Page DeWolfe  <b>Term:</b> May 2021-May 2023</p>	<p><b><u>Skilled Trades</u></b> Kirk Mercer T: 250 580 5804 <a href="mailto:sleestak@shaw.ca">sleestak@shaw.ca</a> <b>Members:</b> Shannon Mackenzie, Steve Fielden <b>Term:</b> May 2021 – May 2023</p>
<p><b><u>Technology</u></b> VACANT  <b>Members:</b> Kirk Mercer, Hailey Fielden <b>Term:</b> Nov 2021 – May 2023</p>		<p><b><u>Women's</u></b> Tiffany McLaughlin <a href="mailto:tiffany.mclaughlin@viu.ca">tiffany.mclaughlin@viu.ca</a> <b>Members:</b> Cindy Gaboury, Laurie Whyte <b>Term:</b> October 2022 - May 2023</p>	
<p><b><u>Young Workers</u></b> Hailey Fielden C: 250 668 8518 <a href="mailto:haileyfielden@gmail.com">haileyfielden@gmail.com</a> <b>Members:</b> <b>Term:</b> May 2021 - May 2023</p>		<p><b><u>Adhoc Retirement &amp; Recognition</u></b> Andrea Craddock C: <a href="mailto:Andreacraddock1@gmail.com">Andreacraddock1@gmail.com</a> <b>Members:</b> Faith Liddie, Sherrene Ross <b>Term:</b> 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
4163	Post-Secondary	UVIC Education Workers
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial,

		Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services, Together Against Poverty Society, BC Healthy Communities
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal
606	Multi-Sector	School District 68, School District 69 Family Resources Assoc., Community Social Services
798	Multi-Sector	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River
1978	Multi-Sector	Capital Regional District (CRD), Health Science Professionals at Island Health (VIHA), Westshore Parks & Recreation Society (WSPR), Greater Victoria Housing Society (GVHS)
1767	Tr/Ag/Boards	BC Assessment Authority
1004	Community Social Services	
<b>NON-AFFILIATES</b>		
441	K-12	Saanich – School District 73
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle



## VANCOUVER ISLAND DISTRICT COUNCIL

### Executive Meeting

October 15, 2022

**Call to Order – 9:18AM**

#### **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 – Sherrene Ross**

**MSC**

**a. Health & Safety - Emergency Preparedness Plan** – Stay safe in your home and in your workplaces

**b. Equality Statement** – Shared

**c. Green Statement** – Kevin McPhail

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

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

#### **Welcome Guests, Staff and Presenters:**

- Rodger Oakley – National Rep
- Tina Meadows – Education Rep

#### **2. Approval of the Agenda**

**MSC**

##### **Additions:**

Lunch costs

Good of the Union – Dan MacBeth, Heather Richardson

#### **3. Approval of Minutes of the Previous Meeting – May 15th, 2022**

##### **Motion:**

To adopt the minutes as amended

**MSC**

#### **4. Matters Arising Out of the Minutes**

A huge thank you to Martha Higgins for taking the minutes at the last VIDC meeting.

When transferring her notes to the minutes, incomplete sentences were not copied. A delegate has raised the concern that a comment that was noted in the Executive minutes was not noted in the General minutes although talked about. Upon looking at the notes, an incomplete question was removed, therefore eliminating that portion. The portion was: “ Michelle question for Laurie – both constitutional resolutions hit the floor and passed” Since this was neither a complete question nor answered, it was eliminated.

**MSC**

#### **5. Treasurer's Report – Steve Fielden**

**MSC**

**\*Trustees Report – Amy Issel**

Three small items – report attached\*

**Motion:** To accept the Trustees Report as presented

**MSC**

## 6. Correspondence Report – Sherrene Ross

- Telus update on Offers and Information for CUPE members
- CUPE BC updates and announcements & copy of the CUPE BC Public Employee
- Information was circulated regarding the Retirement Workshop being offered by VIDC at CUPE BC Fall School
- Email with information on the CALM Mini Conference being held in Victoria, BC December 1<sup>st</sup>, 2022
- Email from Union proud promoting their Winter Toques initiative
- Information and request for donation from SEVA
- Thank you letter from CUPE BC re: donation to Disaster Relief fund
- Letter from CODEV re: Their Coffee in Community initiative
- Thank you from the United Way Southern VI
- Newsletter and calendar from the BCSPCA
- Information letter and newsletter from the Victoria Women's Transition House

**MSC**

## 7. CUPE BC Executive Report

### Amber

- Executive meeting last week of September – great to be in person
- Realize we are on a path to Reconciliation – we had a circle where we shared our individual journeys
- It was very powerful and impactful when attending the Sectoral Conference in Ottawa

### Kirk

- Seeing how CUPE BC has changed under the positive influence of Karen Ranellata is encouraging how we all move and work together

### Pat

- I have participated in circles before the CUPE BC circle was the most empowering I've attended. My wife and I were smudged. An incredible moment.

### Laurie

- The only negative part was that one person had to leave and wasn't supported. No one knew what their journey was outside of that circle. It was a learning experience for CUPE BC Leadership. The lack of accommodation that CUPE BC offers is surprising to me. So much progress with the current leadership, but through an able-bodied lens rather than a disabled person's lens.

**MSC**

## 8. CUPE National Committees

- All national committees meeting November 1-3, 2022

## 9. CUPE VIDC Committee Reports

Committees have not yet met so more reports available at December meeting.

**Diversity Committee** would like to invite 2 Diversity Executive Board members to speak at a VIDC meeting – virtually.

A concern raised that if virtual was discontinued, bringing in speakers from Committees will be at the expense of the Council.

**Resolutions Committee** do we want to send resolutions to Convention directly from VIDC regarding the way in which resolutions are presented at convention.

## 10. VIDC Sectoral Reports

Page DeWolfe – report attached.

UBC has tentative deal

3 Locals from Universities in Victoria have met

## 11. Unfinished/Old Business

### 1. Miner's Memorial – Amber Leonard

- a) Thanks to all who helped with everything
- b) A great weekend to reflect on the atrocities that have happened in in the labour movement and the Ginger Goodwin movement
- c) The camaraderie that comes out of events like these bring us closer while having discussion around immobilizing and connecting on other issues
- d) Encourage any who haven't participated to come out next year and join in on the solidarity.
- e) Unifor 333 – Transit drivers drove all the way up from Victoria to participate

### 2. Recognition of Long Service & Retirees – Andrea Craddock

- a) Working through all the documents looking for names
- b) Would like to work with Sharon to create a legacy book
- c) Plan to come up with a plan for gifts/recognition for retiring members
- d) Pat Shade is retiring in January, this is his last meeting

### 3. Constitution changes per National changes – Martha Higgins

- a) Language update – electronic meetings
- b) Report with changes attached

Clarification of where 7.7 – 7.10 Came from – Answer from Martha – sent to Local 798 from Ian McLean & Shireen Clark as a starting point

**Amber** – if we imbed this today, we will not be able to vote today based on this language. A few red flags have come up listening to this language. It has an impact on our meeting and way of doing business

**Martha** – bringing this as a starting point

**Kirk** – hosting hybrid meetings don't always work. Causes reason for constitutional challenges due to not being able to fully participate in the union based on not being able to log in to vote. We don't have the ability to provide tablets, etc. to enable all to vote. Needs to be manageable.

**Sarah** – so this language is directly from National? Yes, says Martha. But only 7.10 is included. I think the Committee will have to do some work on this before we imbed it.

**Martha** – again, just bringing it forward for discussion then work on with the Committee.

**Tiffany** – we will use Simply Voting for our ratification votes. Does CUPE BC or National have a suggestion of a good platform?

Martha spoke to remaining changes. Resolutions 4, 8, 10

21 – Addition of electronic payments – names President and Vice-President as signers – could update to all signing authorities have the ability to approve

22 – Code of Conduct to make more inclusive – VIDC's is inclusive and taken directly from National originally

27, 28 – Trial process – neither affect the Council – no changes

Laure Whyte – considering we are working changes – can we update the indigenous and gender-neutral language. Suggested gender-neutral already updated but new Territorial Recognition can be updated.

#### a. Handbags for Hope – Annual initiative reminder

- a) Reminder to bring handbags and contents to the December meeting when we will fill our handbags to donate.
  - b) We will fill the handbags at the Friday night.
  - c) Anney's Closet looks like a great place to donate. They have two areas we can cover.

**b. Committee Budgets****Motion:**

That the following Committee budgets be approved:

Anti-privatization <b>Amy Issel</b> Michael Rheault Sarah Fairbrass	\$2000	MSC
Anti-poverty <b>Sarah Fairbrass</b> Sherrene Ross	\$2000	MSC
Communication <b>Sherrene Ross</b> Amber Leonard	\$2000	MSC
Community Social Services VACANT	\$2000	MSC
Constitution <b>Martha Higgins</b> Stacey Watton Sarah Fairbrass	\$500	MSC
Diversity <b>Laurie Whyte</b> Pat Shade Page DeWolfe	\$2000	MSC
Education VACANT	\$2000	MSC
Environment <b>Kevin McPhail</b> Andrea Craddock	\$2000	MSC
Hospitality <b>Stacey Watton</b> Tiffany Mclaughlin	\$2000	MSC
International Solidarity <b>VACANT</b>	\$2000	MSC
Municipal <b>Dan MacBeth</b> Martha Higgins Sarah Fairbrass	\$2000	MSC
OH & S <b>Sarah Fairbrass</b> Martha Higgins Andrew Schneider	\$2000	MSC

Pensions <b>Kevin McPhail</b> Stacey Watton Christine Szaflik Roberta Ciaraulo	\$2000	MSC
Political Action VACANT	\$2000	MSC
Resolutions <b>Laurie Whyte</b> Amber Leonard Page DeWolfe Nykita Downey	\$500	MSC
Skilled Trades <b>Kirk Mercer</b> Shannon Mackenzie Steve Fielden	\$2000	MSC
Technology <b>Pat Shade</b> Kirk Mercer Hailey	\$2000	MSC
Women's <b>VACANT</b> Laurie Whyte	\$2000	MSC
Young Worker's <b>Hailey Fielden</b>	\$2000	MSC
Adhoc Retirement & Recognition <b>Andrea Craddock</b> Amber Leonard Sarah Fairbrass Sherrene Ross	\$2500	MSC

## 12. New Business

### A. October fundraiser – Elderdog

### B. Elections Committee – anyone not running who is willing to step forward for this afternoon would be great

Hailey Fielden  
Amber Leonard

Three elections will be held:  
Community Social Services Chair  
Education Chair  
Women's Chair

### C. Strategic Planning/Fall School

Will be hosted by Tina Meadows  
3-6pm registration  
Dinner 6 – 8

Session at 8pm – Welcome from Elder  
Greetings from CUPE BC  
Would be great to create a question for the delegates to bring to Strategic Planning  
Round table plenary

Tiffany McLaughlin has prepared the Sunday night welcome.  
Has made a connection to invite an Elder to Sunday night – she will take full care of getting them to the

**D. 2023 Meeting Dates** – bring your calendar to the December meeting so that we can set the meeting dates for 2023. Come prepared with *your* local's meeting dates.

**E. Notice of Motion - elections**

International Solidarity Chair – vacated – for election at December Meeting

Technology Chair – vacated – Notice of Motion for election at December Meeting

**F. Hybrid Meetings Discussion** – Amber Leonard

- We need to have a good discussion/dialogue about – this isn't an on-the-spot decision
- Come together, when we are ready, to decide on the direction on the meeting of the Council.
- Zoom account expires end of March and would prefer not to renew. So we are okay until then. Currently \$225 annually for under 100 people.
- Timely conversation – being discussed at local levels as well. Would be good to hear from delegates on solid ideas and where they are going and what is working.
- If we had the same meeting space each time, we could plan more easily for our set-up.

**G. Technical Support** – We may need to talk about sound systems whether we are on zoom or not.

Possibly have a volunteer who is not participating in the meeting so that delegates can stay engaged and involved and not feel 'too busy' during the meetings

**H. WE Travel Room bookings** – Steve Fielden

Three meetings have gone through WE

Still have to contact hotel myself to clarify rooms or setups

Better chance of getting what we want doing it on our own

Has not turned out to be what we envisioned

A charge of \$57 per member to do bookings – we tested the waters as per delegates request, but it has not panned out.

**Motion:**

That VIDC cancel WE travel go back to booking meeting venues, rooms, etc. through Treasurer **MSC**

Please ask hotel to designate block of rooms for disabled persons (ie. accessibility bars in bathroom, etc.)

Tina Meadows will assist with WE travel errors in bookings

**I. Lunch Costs**

- i. Page 5 of minutes – has small descriptor regarding lunch - \$10 pp
- ii. Costs for lunch have doubled
- iii. Concern regarding expectation of lunch being available and amount being charged
- iv. To be raised at Strategic Planning

**13. Good of the Council**

Dan MacBeth is unwell – please keep him in your thoughts – he is on the mend!

**Motion:**

That VIDC send Dan MacBeth a gift basket up to \$100 from the Council

**MSC**

Heather Richardson – flowers were sent to Heather on Council's behalf



Martha made a card for Heather – please sign it before sending.

**Motion:**

That VIDC make a financial contribution of \$200 to PSAC The VI Regional Women's Committee for their end violence to support local violence programs in Victoria

**MSC**

**13. Adjournment 12:15 PM**



**Vancouver Island District Council**  
**General Meeting**  
**October 15, 2022**

**Call to Order: 1:05PM**

**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.*

Go to [www.Snuneyuxw.ca](http://www.Snuneyuxw.ca) for more information on the addition to the recognition.

**Reconciliation - Call to Action #3, 43, 44, 45**

**Roll Call of Officers:** Sherrene Ross

- 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:**

Trevor Davies – Treasurer CUPE BC  
 Rodger Oakley – CUPE National Rep  
 Sarah Cibort – CUPE National -Human Rights Rep  
 Stephen Beasley -

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

- 25 delegates
- 3 guests
- 2 staff

**MSC**

**3. Obligation of New Delegates**

**MSC**

**4. Approval of the Agenda – October 15, 2022**

**MSC**

Add Trustees Report to new business

**5. Approval of Minutes of the Previous Meeting – May 14, 2022**

**MSC**

A huge thank you to Martha Higgins for taking the minutes at the last VIDC meeting.

When transferring her notes to the minutes, incomplete sentences were not copied. A delegate has raised the concern that a comment that was noted in the Executive minutes was not noted in the General minutes although talked about. Upon looking at the notes, an incomplete question was removed, therefore eliminating that portion.

The portion was: “Michelle question for Laurie – both constitutional resolutions hit the floor and passed” Since this was neither a complete question nor answered, it was eliminated.

Correction: For clarification - The 2 constitutional resolutions did pass at convention.

Correction to Hailey’s comments ‘a phrase that stuck’  
Page 9 – should be SD63 not SD73

MSC

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

7. **Treasurers Report:** Steve Fielden  
Per capita is up-to-date

MSC

**Trustees Report - attached**

MSC

8. **Communications & Correspondence Report – Sherrene Ross**

MSC

- Telus update on Offers and Information for CUPE members
- CUPE BC updates and announcements & copy of the CUPE BC Public Employee
- Information was circulated regarding the Retirement Workshop being offered by VIDC at CUPE BC Fall School
- Email with information on the CALM Mini Conference being held in Victoria, B December 1<sup>st</sup>, 2022
- Email from Union proud promoting their Winter Toques initiative
- Information and request for donation from SEVA
- Thank you letter from CUPE BC re: donation to Disaster Relief fund
- Letter from CODEV re: Their Coffee in Community initiative
- Thank you from the United Way Southern VI
- Newsletter and calendar from the BCSPCA
- Information letter and newsletter from the Victoria Women’s Transition House

9. **The Report of the VIDC Executive Board – May 14, 2022**

To accept the Trustees Report

MSC

**Motion:**

**That the following Committee budgets be approved as put forward:**

Anti-privatization <b>Amy IsseI</b> Michael Rheault Sarah Fairbrass	\$2000	MSC
Anti-poverty <b>Sarah Fairbrass</b> Sherrene Ross	\$2000	MSC
Communication <b>Sherrene Ross</b> Amber Leonard	\$2000	MSC
Community Social Services VACANT	\$2000	MSC
Constitution <b>Martha Higgins</b> Stacey Watton	\$500	MSC

Sarah Fairbrass		
Diversity <b>Laurie Whyte</b> Pat Shade Page DeWolfe	\$2000	MSC
Education VACANT	\$2000	MSC
Environment <b>Kevin McPhail</b> Andrea Craddock	\$2000	MSC
Hospitality <b>Stacey Watton</b> Tiffany Mclaughlin	\$2000	MSC
International Solidarity <b>VACANT</b>	\$2000	MSC
Municipal <b>Dan MacBeth</b> Martha Higgins Sarah Fairbrass	\$2000	MSC
OH & S <b>Sarah Fairbrass</b> Martha Higgins Andrew Schneider	\$2000	MSC
Pensions <b>Kevin McPhail</b> Stacey Watton Christine Szaflik Roberta Ciaraulo	\$2000	MSC
Political Action <b>VACANT</b>	\$2000	MSC
Resolutions <b>Laurie Whyte</b> Amber Leonard Page DeWolfe Nykita Downey	\$500	MSC
Skilled Trades <b>Kirk Mercer</b> Shannon Mackenzie Steve Fielden	\$2000	MSC
Technology <b>Pat Shade</b> Kirk Mercer Hailey	\$2000	MSC

Women's <b>VACANT</b> Laurie Whyte	\$2000	MSC
Young Worker's <b>Hailey Fielden</b>	\$2000	MSC
Adhoc Retirement & Recognition <b>Andrea Craddock</b> Amber Leonard Sarah Fairbrass Sherrene Ross	\$2500	MSC

**Motion:**

That VIDC cancel WE travel and go back to booking meetings, venues, rooms, etc. through the Treasurer

**MSC**

That VIDC send Dan MacBeth a gift basket up to \$100 from the Council

**MSC**

That VIDC make a financial contribution of \$200 to PSAC The VI Regional Women's Committee for their End Violence Campaign to support local violence programs in Victoria

**MSC****10. CUPE BC Report****Trevor Davies**

- Diversity Work plan
- Focused on Oct. 30<sup>th</sup> National Truth & Reconciliation Day
- OBCM has low registration – watch for Committee chairs to reach out
- BCFED convention in November – Suzanne Skidmore has competition for election
- There will be daycare at the CUPE BC Convention

**Michelle Waite**

- Went to the Annual Municipal Conference – was intriguing to listen to the Mayor's comments from different communities

**Sarah Cibart – Human Rights National Rep**

- Happy to be here
- From Treaty 4 Territory – Saskatchewan
- Labour studies of SFU
- My role – I support servicing reps as I'm needed
- I am the only one in the Region with none in Alberta or Saskatchewan
- Assist with human rights issues in locals
- 10 goals – 1<sup>st</sup> is Collective Bargaining
- Participate in the November 19<sup>th</sup> – 10-1pm PST - meeting – watch for the link from CUPE BC
- Debra Merrier and I are happy to share power point presentation re: resources you can tap into in your local
- What obstacles could you face within your local or with management?
- T & R bargaining guide
- New resource – Non-binary Guide out of CUPE National
- Kudos to Council for your Territorial Acknowledgement & your Green Statement – well done!
- Happy to be here! [scibart@cupe.ca](mailto:scibart@cupe.ca)  
[CUPE Truth and Reconciliation Bargaining Guide](#)  
[Bargaining Language for the National Day of Truth and Reconciliation](#)  
[Beyond the Binary: A Negotiating Guide for Trans Inclusion and Gender Diversity](#)  
[Virtual Meetings Accessibility Checklist](#)  
[CUPE Anti Racism Strategy](#)

Below I've also attached the invite for the CUPE National Anti Racism Strategy working group:

### **Our time together: A national meeting to put CUPE's anti-racism strategy into action**

CUPE members who identify as Black, Indigenous, or racialized, or as allies, are invited to this national gathering, hosted by Debra Merrier, CUPE National Diversity Vice-President representing Indigenous workers and Aubrey Gonsalves, CUPE National Diversity Vice-President representing Black and racialized workers.

When: Saturday, November 19<sup>th</sup>, 2022, from 1 pm to 4 pm EST.

CUPE members will be invited to share, make connections, and brainstorm actions to build an anti-racist labour movement. And this includes allies.

[Please register here](#). On the registration form you will be able to self-identify as equity seeking and/or as an ally, and specify accommodation and/or accessibility needs. This meeting will consist of English and French interpretation and closed captioning as well as ASL interpretation upon request.

Registration closes November 15. Please let other CUPE Members know as well who may be interested.

#### **Stephen Beasley – National Rep**

- Local government elections – make sure you get out and vote!
  - 3 prong campaign – 1-Get out the vote 2-Endorsements 3-Promotionals on endorsements
  - Check out CUPE Facebook page
  - Childcare – Lobbying the government
  - Thousands of letters sent out
  - Very large campaign with a big commitment and long roll-out
  - Looking for a bigger investment from the next Provincial budget on childcare
  - BCFED working on the rights of gig workers (delivery drivers, uber, etc.)
- Gig worker = should be employed as an employee but is treated as a contractor

**Michelle Waite** – Childcare – checked out job postings for SD's across the province

**Steve Fielden** – Daycare – working on Nanaimo – lack of ECE so bringing in workers and trying to restructure what was originally proposed

**Stephen B.** – Concerning where an Administrator is directed to oversee but in fact the work is contracted  
Need to address the lack of full-time work for EA's and bringing the work in-house  
Federal funding that came across the province was for zero-5 so our workforce didn't fit initially

**Kerra M.** – is there any consideration to increase clerical hours for schools that have strong starts and/or daycares?

**Stephen B.** – we are hopeful that bringing daycares into CUPE would increase the overall need for all support systems. [Sbeasley@cupe.ca](mailto:Sbeasley@cupe.ca)

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

Reports included electronically

- Constitution – attached
- Diversity – attached
- Education – VIDC is hosting the Retirement Workshop November 1, 2<sup>nd</sup>.
- Environment – attached
- Hospitality – attached

**13 draws today – thank you to our donators!**

Pat

Sarah C.

Sherrene

Angela  
Michelle  
Sarah F.  
Amber  
Hailey  
Stacey  
Jeff  
...and 3 more names

- Pensions – attached
- Resolutions – attached  
CUPE BC convention April 26 – 29, 2023  
Resolution deadline to follow

Young Worker's – attached

Retirement & Recognition Committee - attached  
Pat Shade was acknowledged for his service to the Council. He thanked the Council for the knowledge and information he has acquired during his time here.

#### **Motion to accept all the reports**

**MSC**

#### 12. **Sectoral Reports**

##### **Page DeWolfe**

Post-Secondary – Sectoral Conference – 2 days of meetings – Indigenous focus  
Heart of the conference were the group discussions  
BC outnumbered the attendees  
Mental health topics  
Local campaigns  
Post-secondary vs. the far right  
Email me at [cDeWolfe@uvic.ca](mailto:cDeWolfe@uvic.ca) for more information

**MSC**

#### 13. **Area Reports**

**399**

- **Go Ali!**

**459**

- Local just started bargaining – we have a new Rep
- Frustrating but learning together
- Territorial acknowledgement – first one employer approved
- Empowered when sharing the VIDC acknowledgement with employer

**723**

- Report attached

**727**

- The usual stuff going on in Local 727
- Lots of posting in Sept
- Lot of new staff in the Board Office-including a new superintendent.
- Lot of changes on the Admin side as well
- We are preparing for local bargaining

**947**

- Three bargaining sessions with employer with 3 more to go
- New HR Director old one to BCPSEA
- Stat holidays – Queen's day off
- Looking forward to new Board being elected – previous not supportive
- Already short 50 EA's in one day

**951**

- Report attached

**3479**

- Report attached

**3403**

- Report attached

**118**

- Report attached

**374**

- Report attached

**606**

- Ratified proposals to take to bargaining
- Not sure how it is going
- Meeting coming after Prod
- Ratification meeting did not go well
- EA's very vocal at the meeting
- 98% of claims due to COVID were from Teacher's union and did go through

**798**

- Bargaining went sideways
- Took strike vote – 100% voted 100% voted yes
- Mediation happening currently
- New president elected
- Few workers still working at home – HR department

**1978**

- Member engagement stuff happening
- Approx. 15 locals in the South Island – could gather and do some work together

**1767**

- Report attached

**Motion**

To accept all the area reports

**MSC**

**14. Nominations, Elections and Installation of Officers  
Election Committee: Hailey Fielden, Amber Leonard**

<b>Chair of:</b>	<b>Nominated</b>	<b>Nominator</b>
Community Social Services		
Education Committee	Tara Knight- <b>elected</b> Nykita Downey	Sherrene Ross Laurie Whyte
Women's	Tiffany McLaughlin- <b>elected</b> Nykita Downey	Michelle Waite Amy Issel

**Motion:**

To destroy all the ballots

**MSC**

**All newly elected members took the Officer's Oath.**

**15. Unfinished/Old Business**

**N/A**

**16. New Business**

- 1. Quarterly fundraiser – Elderdog**



**Motion:**  
That VIDC donate \$250 to Elderdog

**MSC**

**Motion:**  
To add Nykita Downey to the Resolutions and Diversity Committee

**MSC**

To add Nykita Downey to the Women's Committee

**MSC**

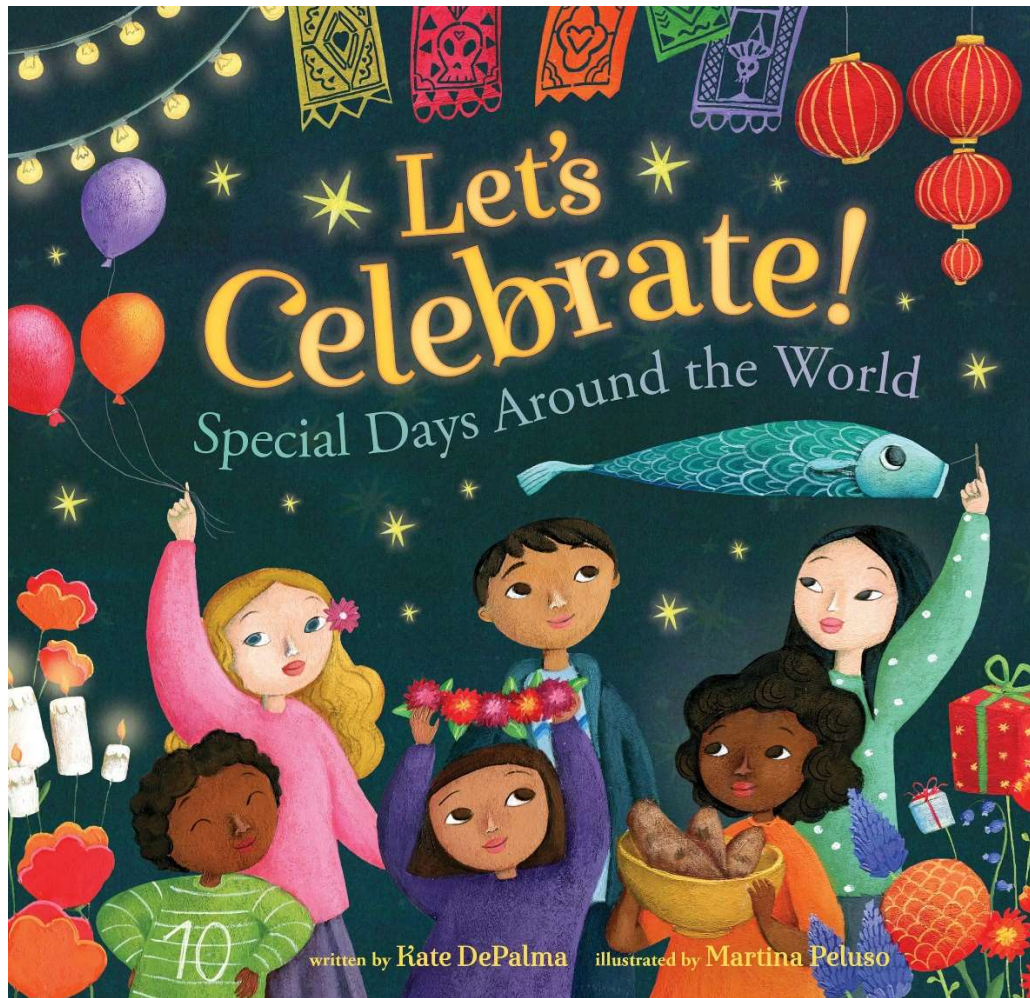
To add Amy Issel to the Education Committee

**MSC**

**17. Good and Welfare of the Council**

Thank you to all of our delegates for attending today.  
Special thanks to Stephen Beasley and Sarah Cibart for attending in person today.  
Thank you to the Council for signing and sending the card to Heather Richardson.

**18. Adjourn 5:00PM**



## AREA REPORTS

<file:///C:/Users/Sherrene%20Ross/Downloads/PDF%20Invitation%20to%20Our%20Time%20Together.pdf>



\*\*\*\*\*

### **VIDC Diversity Committee Report to the VIDC General Meeting – October 15, 2022**

The committee plans to invite the CUPE BC DVPs, probably one at a time, to speak to the VIDC delegates about diversity issues and teachings. The 4 CUPE BC Equity Committees (PWD, Indigenous, Racialized Workers & Pink Triangle), and possibly the CUPE BC Women and Gender Issues and Young workers committees, are hoping to build connections and work together on the many intersectional equity issues.

#### ***December 6<sup>th</sup>***

*The PSAC VIRWC is sponsoring an End Violence event on December 6<sup>th</sup> – the National Day of Remembrance and Action on Violence Against Women*

*Motion: that VIDC make a financial contribution of \$200 to PSAC Vancouver Island Region Women's Committee (VIRWC) for their end violence event to support local women's Organizations in Victoria – MSCarried*

Laurie Whyte and Page DeWolfe will attend the event, which I believe this year will be in-person however we will send our financial contribution now so the committee can start to make use of the money. The specifics of the event haven't been posted yet, but the event will likely be held at the Dallas Road Memorial in Victoria.

There will be many other events scheduled all over the Island and most PSE Institutes also hold events.

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#### Some important dates in November and December

November 25<sup>th</sup> – International Day for the Elimination of Violence Against Women -- Another future without violence against women is possible with education, essential services across policing, justice, health, and social sectors, and sufficient financing dedicated to women's rights.

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November 30<sup>th</sup> – Day of Remembrance for all Victims of Chemical Warfare

December 1<sup>st</sup> – World Aids Day

December 2<sup>nd</sup> – International Day for the Abolition of Slavery

December 3<sup>rd</sup> – International Day of Persons with Disabilities

December 6<sup>th</sup> – National Day (Canada) for the Remembrance and Action Against Violence Against Women

December 9<sup>th</sup> – International Anti-Corruption Day

December 10<sup>th</sup> United Nations Human Rights Day

December 12<sup>th</sup> – International Universal Health Coverage Day

December 13<sup>th</sup> – USA National Day of the Horse

December 18<sup>th</sup> – International Migrants Day

December 20<sup>th</sup> – International Human Solidarity Day

*For more information about the meaning and significance of each of these days please go to: the United Nations website: <https://www.un.org/en/sections/observances/international-days/> and click on the day you would like to know more about.*

September 30 was Truth & Reconciliation Day also known as Orange Shirt Day – Every Child Matters – a day to reflect on the horrors of the Canadian Residential School System whose goal was to eradicate Indigenous Culture and ways of being.

This past Monday was a holiday in “Canada” – Thanksgiving. It was a day designated for gratitude and an uplifting one for many. For my good friend, however, it was a tragic day; one of the worst of their life. They had found out in the wee hours that their beloved nineteen-year-old niece had passed away suddenly. The following letter is a reflection on the tragedy, and of the very painful situation my good friend’s child, age twelve, is now facing. Names have been changed for anonymity.

---



I'd like to read you excerpts from this letter:

As the name indicates, generational trauma is abuse that crosses generational family lines. This occurs when one family member takes the violence and trauma they experienced and passes it to another family member. Often, a parent can pass this abuse to their child.

---

Dear E,

*At the tender age of twelve, you find yourself facing the pain of loss. I'm so sorry for the death of your cousin K, who you loved so much. They were still so young.*

*They deserved a better life. They deserved a safe place to heal from their difficult experiences, a loving community that embraced them, regardless of their drug use. They deserved a safe place to do those drugs, so that they could survive them. So that, in the future, if they decided to, they could seek treatment. Or attend your birthday party.*

*You deserve better. Watching you cry, hearing your howls, I was reminded of my own losses. It came to me that I was watching the transfer of intergenerational pain. This is how it gets passed down, one devastating loss at a time. The loss of our cousins, one by one.*

*At twelve, you are on the precipice of adulthood. You have much that you carry – your younger siblings and your mother with her physical challenges. Your other family members with their substance and mental health issues. (They went to residential school, after all. They survived more than I hope you ever have to know about.)*

*Don't let that dark cloud lead you to the very escape that led to K's permanent exit. Don't let your thoughts turn so dark that you leave your younger siblings in the same position you are in right now. This is how you heal. This is how you change your family tree. This is how you rebuild our Nation.*

*But it's not all on your shoulders – far from it. You are surrounded by aunties, uncles, kokoms, mosoms, cousins and siblings. Our love is all around you, and we carry the weight of our communities with you. Many hands make the burden light.*

*But also: you don't know who you are, little E, for no one has told you. You don't know where you come from. What you come from.*

*You are the entire universe. You are the sun, moon and stars. You are the dew drop on the*

---

*blade of grass, the petals as they open to the late morning sun. You are the entire ocean in a single drop, as Rumi says. You are the descendent of Elders, hunters, medicine people, singers and dancers.*

*You are a relative of the animal kin. The wolf, the bear, the eagle, the weasel, the owl and the bee – they are all your family. As is every plant on these beautiful lands. The fern, as it unfurls. The cedar bark, as it so willingly allows itself to be peeled, by tender hands that have known it since time immemorial. The fuzzy plantain leaf, the mushroom, the nettle, the cattails, waiting so patiently for you to turn to them for help. They offer themselves to you, and they reflect your value back to yourself.*

*The spirit world – all around you since birth, but invisible to you if you don't know where to look – they guide you, whispering in your tender ear with their hush-hush winds. They hold you while you sleep, giving you missions, giving you lessons, showing you the way.*

*They are waiting for you to acknowledge them. Take some tobacco. Bring it to the river. Let your tears flow as you place it on the Earth, an offering for all you've received. For the song in your heart, the breath in your lungs. The tiny hand that pulls on yours. Give thanks for K, that they ever walked the earth, that they held you tight, that they laughed with you. Give thanks for their smile. For how much they loved, as best they could, for nineteen years.*

*They are on her way to the ancestors now, carrying with them all the love they received on earth. Your heart. Your mother's. Their mother's too. They are free now, and surrounded by the type of light you and I can't even imagine, except in those moments, when, silently, we lay down our love for them.*

*Love,*

*Aunty Eden*

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*The Diversity will be donating \$100 to each of the following:*

[Indian Residential School Survivors Society](#)

[Kilala Lelum](#): Urban Indigenous Health and Healing Cooperative

Orange Shirt Society: send e-transfers to [donations@orangeshirtday.org](mailto:donations@orangeshirtday.org)

*The committee will be hoping to recruit at least one more member as we will be losing Pat in 108 days as he walks down his path of retirement.*

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***Respectfully submitted***

***Laurie Whyte, Chair VIDC Diversity Committee Chair***

***Pat Shade, and Page DeWolfe, VIDC Diversity Committee Members***

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**VIDC Resolutions Committee Report – October 15, 2022**

The Committee is excited to welcome Nykita Downie to the committee.

*The 2023 CUPE BC Convention will be held in person in Victoria, BC – April 26-29, 2023*

*The deadline for submitting resolutions to CUPE BC is: I think 90 days prior to convention, which should be some time in February. I'll have the date for the November VIDC meeting.*

*The convention kit which will be sent to locals should be available soon on the CUPE BC website and will include the Resolutions Guide, Resolution Checklist and Resolution Submission Form and the deadline for submitting resolutions. I recommend you read each of these documents before sitting down to write your resolution(s) and definitely before you submit your resolution(s).*

*You can submit a resolution through your local or through VIDC. The CUPE BC Committees will be submitting resolutions, however VIDC will not be re-submitting those same committee resolutions as it is no longer necessary to do so.*

*If you would like to submit a resolution through VIDC, please email your resolution to me ([lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)) no later than 4 days prior to the next VIDC meeting [insert date] so that the VIDC Resolutions Committee can review your resolution and prepare it for presentation to the VIDC delegates for approval prior to the March 22, 2021 CUPE BC deadline.*

*If you would like help writing a resolution, please email me ([lwhyte@uvic.ca](mailto:lwhyte@uvic.ca)) and the committee will be glad to help you. If you have ideas for resolutions and would like us to write the resolution, please email me with an outline of what you'd like CUPE BC to do and why. Include some facts about the issue for us to include in the 'Because' part of the resolution – i.e. your arguments for why CUPE BC should take action.*

*Your local is welcome to submit any VIDC resolutions providing they understand any revisions or additions to the resolution will create a new resolution.*

*Please feel free to email me with any questions you have regarding submitting a resolution to the 2023 CUPE BC Convention.*

*Respectively submitted*

*Laurie Whyte, Chair,*

*Committee members:*

*Amber Leonard,*

*Page DeWolfe*

*Nykita Downie*

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Hospitality Committee

Oct 2022

13 draws today:

Goats on Roof Coffee – Hailey Fielden

Goats on Roof Coffee – Jeff Parker



Every Child Matters Pin – Amber Leonard  
 Every Child Matters Pin – Michelle Waite  
 Eco Cloth- Hummingbird – Sarah Cibart  
 Eco Cloth- Orca – Kate Boyd  
 Eco Cloth- Feathers – Angela Leong  
 Eco Cloth- Birds – Martha Higgins  
 Vancouver Island Sticker – Vancouver Island Sticker  
 Save Our Oceans Sticker – Stacy Watton  
 Horizon Sticker – Amy Issel  
 Aboriginal design reusable bag – Pat Shade  
 2023 SPCA Calendar – Sarah Fairbrass  
 Stay tuned for Christmas social updates to come. Save the date....Sat.Dec 3  
 Submitted by Stacy Watton - Chair Hospitality committee  
 With thanks to Tiffany McLaughlin -committee member.

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### **Anti-Privatization Committee (APC)**

#### **The Anti-Privatization Committee:**

- Encourages locals to review the contracting out language in their collective agreements and recommends adding and/or strengthening the language when entering bargaining.
- Is reminding locals to review the "[Bringing Our Work Back Home A guide to standing up for public services](#)" on the CUPE BC webpage.
  - **Page 93:** Contracting in the "7-step" Quick Reference Guide
  - **Page 94:** Anti-Contracting Out The "3-Step" Local Executive Guide

#### **Respectfully submitted:**

#### **VIDC Anti-Privatization Committee**

Amy Issel, Chair  
 Sarah Fairbrass  
 Michael Rheault

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## **CUPE Vancouver Island District Council** **Affiliates Report Form**

**Local Number and Name:**

**Delegate Reporting: Date:**

Report on current substantial issues, accomplishments, trends at your local or workplace, bargaining issues, etc. Indicate how your local was affected, with specific details about how problems/grievances were resolved, and key information that might be valuable to other locals. Use reverse if space provided is insufficient. **CUPE 723, School District 72 Support Staff**

**Andrea Craddock, President October 15, 2022**

**A letter was sent to EAs from Management informing them there would be no Leaves Without Pay for the 2022/23 School Year. My email blew up with angry comments. I've explained this is in recognition of Occupational requirements and Retention and Recruitment issue that's not new, i. i. just reached a new crisis level. The Director of Learning Support Services has been in contact with NIC to see if subsidized night courses can be offered for those interested in becoming EAs.**

Andrea Craddock, President, attending today with Bill Newman, VP

Really busy start up and Administrative Assistants are all feeling overwhelmed and I'm hearing they are putting in unpaid hours of work. This will be raised at our next JCC

In an effort to try and bring CUPE members together in person, the Executive hosted a Summer's End Family Picnic where a few "friendly" school trustees came to mingle. It was very poorly attended and a lesson learned by our executive. We've frozen the food and are holding a BBQ at our AGM in November

Our Before & After Childcare Pilot has been delayed until January as the administrators at the 2 school sites felt it was too rushed. The govt has since provided funding for 1.2 administrative positions but the district has yet to announce the EAs who won the Childcare postings.

The district and Union held our first Fall Staffing Day for EAs on Friday and it went just as smoothly as the Spring Staffing Day. A survey will go out to EAs shortly to receive feedback on their experience and whether to continue the Pilot.

55 EAs are registered for the EABCS Virtual half day Conference, "Supporting Each Other in a Changing World" for the Oct 21st Pro D

I put forward the idea to host Adrienne Smith, Trans Lawyer, for an upcoming Pro D opportunity for our district and have secured them for March 6, 2023 to speak to trans/gender rights, from a historical and current day perspective, as well as ways to engage with students in the classroom and create more inclusive spaces. This will be cost shared by teachers, principals and vps, CUPE staff and the district.

Our local bargaining committee will be presenting the proposal package to the membership next weekend and we expect to begin bargaining with the employer early next month.

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**Trustees Report** (Tara Knight, Christine Szaflik, Amy Issel)

The 2021 – 2022 audit was completed on September 29, 2022.

1. Three minor findings with expense vouchers; two underpaid and one missing receipt.
1. Two motions from May 2022 appear to be incomplete.
  - a. **Pride:** That VIDC support Pride in the communities in our jurisdiction up to a total of \$2000.
    - i. Appears only \$1000 of the \$2000 was paid
  - b. **Period Promise:** That VIDC Support all three Period Promise campaigns to a value of \$500 each.
    - i. Appears only one \$500 of the \$1500 was paid.
1. One e-transfer, to VIDC, was accepted/deposited with no documents or information as to why it was received
  - a. This has been resolved and supporting information was provided.
2. At the end of August 2022, there were currently nine outstanding cheques; one of which is a cheque that was cancelled and reissued.
3. Trustees are requesting an updated copy of the Motion Log prior to each audit(s)
1. Trustees are recommending the following for the Treasure:
  - a. To advise all who are completing an Expense Voucher of the following:

- i. Complete expense voucher in full detail; including if the committee is making a donation to clearly indicate the committee name making the request
    - ii. Claiming mileage: include the to/from address and the total number of kilometers
    - iii. Claiming out of pocket (OOP) expenses: include the month(s) the expense is for
    - iv. Staple all receipts and corresponding information to the expense voucher to allow for easier reconciling
    - v. Only the detailed receipt is required (not the debit/credit receipt)
  - b. Ensure the correct date is reflected on the top of the Monthly Treasure Report(s)
  - c. When writing cheques ensure the Date, To, Amount and Re are filled out on the cheque stubs
  - d. When adjustments are made to the amount paid on expense vouchers/invoices provide detailed information as to why it does not match e.g., deposit paid; include when, how, etc. and reference to the cheque/e-transfer, if applicable
  - e. When receiving money via e-transfer; document and file details
  - f. Upgrade the 'binder tabs' to tabs that have sleeves/pockets to insert loose documents and/or cheques
1. After a discussion with the Treasure, the Trustees are recommending the VIDC membership discuss an increase in out-of-pocket expenses.

***Thank you to Treasurer, Steve Fielden, for all of his hard work, excellent organization, and phenomenal memory.***

Respectfully submitted,

**VIDC Trustees**

Tara Knight

Christine Szaflik

Amy Issel