

VIDC

Vancouver Island District Council

Agenda

December 02, 2023

Coast Bastion Hotel, Nanaimo BC

Minutes

September 23, 2023



Meetings

Executive Meeting: December 02 – 9:00 am (hybrid- opens at 8:45am)

General Meeting: December 02 – 1:00 pm(hybrid – opens at 12:45pm)

HOLIDAY SOCIAL: December 2 – 7:00 pm – everyone welcome!

Send reports in advance to:

VIDC Secretary: Sherrene Ross vidcsecretary@gmail.com

[See page 5](#) for Quarterly fundraiser information.



GENERAL MEETING AGENDA **December 02, 2023**

RECOGNITION OF TERRITORIES

Vancouver Island District Council would like to acknowledge and respect the 54 distinct First Nations and cultures on Vancouver Island and Powell River on whose traditional ancestral unsurrendered (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 02, 2023
5. APPROVAL OF THE MINUTES – September 23, 2023
6. MATTERS ARISING FROM MINUTES
7. TREASURER'S REPORT
8. COMMUNICATIONS AND CORRESPONDENCE
9. REPORT OF THE VIDC EXECUTIVE BOARD
10. CUPE BC REPORT
11. REPORTS OF THE COMMITTEES/WORKING GROUPS
12. AREA REPORTS
13. NOMINATIONS, ELECTIONS AND INSTALLATION OF OFFICERS
14. UNFINISHED BUSINESS
15. NEW BUSINESS
16. GOOD AND WELFARE OF THE COUNCIL
17. ADJOURNMENT



December Fundraiser

Grass Roots/Kind Hearts – Campbell River




The Grassroots Kind Heart Society provides home-cooked meals seven nights a week to elders, family and friends who currently reside on the streets. The organization also feeds those who are at risk of being homeless and those living in poverty. In 2017, the society received a cheque for \$5,000 from Chances Playtime Campbell River as part of GatewayGIVES’ 25 Days of Giving.

GatewayGIVES is Gateway Casinos' community giving and engagement program.



We are located in Campbell River BC

Our group provides dinner and support to our elders, friends and family on the streets & low income families. We serve dinner every evening @ 5 pm currently at Radiant Life Church right now. The reason I started the group was cause my family and friends were hungry and there was no dinner for them anywhere we also take donations of blankets tents tarps clothing shampoo etc. We are growing and we now are a society and I'm hoping this is the right move I don't want things to change 😊❤️ just cause we are a board. 

VIDC contact: Andrea Craddock - Andreacraddock1@gmail.com

QUARTERLY FUNDRAISERS

February 2024
PAWS for Hope
Contact – Sarah Fairbrass

May 2024
Umbrella Society
Contact – Tara Knight

September 2024
Soap for Hope
Contact - Tiffany DeWildt

December 2024
Breakfast Club
Contact – Stacey Watton

February 2025
Rise Bridge Project
Contact – Hailey Fielden

May 2025
New Roads Recovery
Contact - Tara Knight

Sept 2025
Q'Walayu
Contact – Andrea Craddock

December 2025
Surrounded by Cedars
Contact – Tara Knight



PERSONAL INFORMATION PROTECTION ACT

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

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

AREA REPORTS

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

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

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

KEEPING OUR MEETINGS SCENT FREE

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

DELEGATES LUNCH

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

MEETING DATES

2024

Feb 2nd & Feb 3rd – Nanaimo - Coast Bastion Hotel –
Feb 2nd Executive 6:00pm - Feb 3rd General meeting
10:00am

May 4th – Victoria - Chateau Hotel – May 4th
Executive 9:00am & General meeting 1:00pm

Sept 13th – Strategic Planning – Nanaimo - Coast
Bastion Hotel 9:00am – **Executive only**

Sept 14th – Nanaimo - Coast Bastion Hotel
Executive 9:00am & General Meeting 1:00pm

Nov 23rd – Parksville - Beach Club Resort –Executive
9:00am & General Meeting 1:00pm - **Holiday Social
7:00pm**

2025

Jan 31st & Feb 1st – Nanaimo - Coast Bastion Hotel– Jan
31st Executive 6:00pm - Feb 1st General meeting
10:00am

May 10th – Victoria – Chateau Hotel – Executive 9:00am
& General meeting 1:00pm

Sept 12th Strategic Planning – Victoria – Chateau Hotel
9:00am - **Executive only**

Sept 13th - Victoria – Chateau Hotel - Executive 9:00am
& General meeting 1:00pm

Dec 6th - Nanaimo - Coast Bastion Hotel - Executive
9:00am & General meeting 1:00pm – **Holiday Social
7:00pm**



ISLAND DISTRICT COUNCIL EXECUTIVE

President – CUPE BC GVP

Amber Leonard
C: 250 516 3371

Cupe459officer@gmail.com

Term:
June 2022 – May 2024

Vice-President

Sarah Fairbrass
T: 250 661 8417

vpcupe374@gmail.com

Term:
May 2023 – May 2025

Treasurer

Amy Issel
C: 250 886-1256

treasurervidc@gmail.com

Term:
May 2023 – May 2025

Secretary

Sherrene Ross
C: 250 715 6734

vidcsecretary@gmail.com

Term: June 2022 – May 2024

Sgt. At Arms

Bill Newman
T:

gakx@hotmail.com

Term: June 2022 – May 2024

Diversity Executive Member-at-Large

Laurie Whyte
T: 250 812-8485

lwhyte@uvic.ca

Term: May 2023 – May 2025

Executive Member-at-Large

Nykita Downie

T: 250

souliere@uvic.ca

SOUTH REGION (South Island up to and including Cowichan Valley)

Locals: 917, 951, 1978, 3886, 4163

Term: May 2023 – May 2025

Executive Member-at-Large/CUPE BC RVP

Kirk Mercer

T: 250 580-5804

sleestak@shaw.ca

SOUTH REGION (South Island up to and including Cowichan Valley)

Locals: 374, 459, 947, 2081, 3136, 5101

Term: May 2022 – May 2024

Executive Member-at-Large/CUPE BC RVP

Dan MacBeth

T: 250 385 6023

dan_macbeth@hotmail.ca

SOUTH REGION (South Island up to and including Cowichan Valley)

Locals: 50, 358, 382, 410, 441, 2011

Term: May 2023 – May 2025

Executive Member-at-Large

Hailey Fielden

C:

haileyfielden@gmail.com

CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)

Locals: 606, 788, 873, 1767

Term: Feb. 2022– May 2024

Executive Member-at-Large

Stacy Watton

C: 250 720 5132

Cupe118@gmail.com

CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)

Locals 118, 401, 727, 3403

Term: Sept 2023 – May 2025

Executive Member-at-Large/CUPE BC RVP Alt.

Tiffany McLaughlin

tiffany.mclaughlin@viu.ca

CENTRAL REGION (North of Cowichan Valley up to and including Deep Bay, Port Alberni & the Gulf Islands)

Locals: 1858, 3570, 5278

Term: May 2023 – May 2025

Executive Member-at-Large

Kevin McPhail

T: 250 339 2707

kevin_mcphail@yahoo.com

NORTH REGION (North of Deep Bay & including Powell River)

Locals: 2769, 3399, 3479

Term: May 2022 – May 2024

Executive Member-at-Large

Andrea Craddock

C: 250-204-3857

president@cupe723.ca

NORTH REGION (North of Deep Bay & including Powell River)

Locals: 439, 556, 723

Term: May 2023 – May 2025

Executive Member-at-Large

Martha Higgins

T: 604 344 0552

recsec798@gmail.com

NORTH REGION (North of Deep Bay & including Powell River)

Locals: 476, 798,

Term: May 2023 – May 2025

TRUSTEES

Tara Knight

(2024)

C: 250-883-9590

cupe947tara@gmail.com

Steve Fielden

(2025)

fieldensteve@gmail.com

Christine Szaflik

(2026)

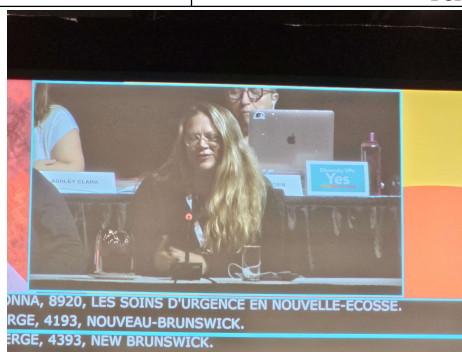
T: 250 203 8695

cmszaflik@gmail.com



Vancouver Island District Council Committee Chairs

<p><u>Anti-Privatization</u> Amy Issel C: 250 886-1256 amyrowe@uvic.ca Members: Michael Rheault, Sarah Fairbrass, Tiffany DeWildt Term: May 2023-May 2025</p>	<p><u>Anti-Poverty</u> Sarah Fairbrass T: 250 661 8417 vpcupe374@gmail.com Members: Sherrene Ross, Tiffany DeWildt Term: May 2023 -May 2025</p>	<p><u>Communication</u> Sherrene Ross C: 250 715 6734 vidcsecretary@gmail.com Members: Amber Leonard Term: May 2023- May 2025</p>	<p><u>Community Social Services</u> Tiffany De Wildt tdstewardcupe@gmail.com Members: Amy Issel Term: Sept. 2023-May 2025</p>
<p><u>Constitution</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Stacey Watton, Sara Fairbrass Term: May 2023 - May 2025</p>	<p><u>Diversity</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Page DeWolfe Term: Sept 2023-May 2025</p>	<p><u>Education</u> Tara Knight C: 250 883-9590 W: 250 475-4220 cupe947tara@gmail.com Members: Nykita Downie, Martha Higgins, Christine Szaflik Term: May 2023- May 2025</p>	<p><u>Environment</u> Andrea Craddock T: Andreacraddock1@gmail.com Members: Kevin McPhail Term: May 2023- May 2025</p>
<p><u>Hospitality</u> Stacy Watton C: 250 720 5132 Cupe118@gmail.com Members: Tiffany McLaughlin, Barb Gudbradson, Shayla Britton Term: May 2023-May 2025</p>	<p><u>International Solidarity</u> Nykita Downie C: 250-508-3919 souliere@uvic.ca Members: Andrea Craddock, Tara Knight Term: Sept 2023 - May 2025</p>	<p><u>Municipal</u> Dan MacBeth T: 250 385 6023 dan_macbeth@hotmail.ca Members: Martha Higgins, Sara Fairbrass Term: May 2023- May 2025</p>	<p><u>OH & S</u> Martha Higgins T: 604 344 0552 Recsec798@gmail.com Members: Sarah Fairbrass, Tiffany DeWildt, Nykita Downie Term: May 2023 - May 2025</p>
<p><u>Pensions</u> Kevin McPhail T: 250 898 4170 kevin_mcphail@yahoo.com Members: Stacey Watton, Christine Szaflik, Roberta Giaraulo Term: May 2023 - May 2025</p>	<p><u>Political Action</u> Tiffany DeWildt Members: Kirk Mercer, Amber Leonard, Darcy Lindberg, Dan MacBeth Term: May 2023 - May 2025</p>	<p><u>Resolutions</u> Laurie Whyte T: 250 812-8485 W: 250 721 7623 lwhyte@uvic.ca Members: Amber Leonard, Page DeWolfe, Nykita Downie Term: May 2023-May 2025</p>	<p><u>Skilled Trades</u> Kirk Mercer T: 250 580 5804 sleestak@shaw.ca Members: Shannon Mackenzie, Steve Fielden Term: May 2023 – May 2025</p>
<p><u>Technology</u> Steve Fielden fieldensteve@gmail.com Members: Kirk Mercer, Hailey Fielden Term: Nov 2023 – May 2025</p>		<p><u>Women's</u> Tiffany McLaughlin president@cupe1858.org Members: Laurie Whyte, Nykita Downie Term: May 2023 - May 2025</p>	
<p><u>Young Workers</u> Hailey Fielden C: 250 668 8518 haileyfielden@gmail.com Members: Term: May 2023 - May 2025</p>		<p><u>Adhoc Retirement & Recognition</u> Andrea Craddock C: Andreacraddock1@gmail.com Members: Sherrene Ross, Amber Leonard, Sarah Fairbrass , Amy Issel Term: Until completion</p>	





LOCAL	SECTOR	REGION
556	Municipal	Courtenay, Cumberland, Comox, Comox Valley Regional District and HIRRA Hornby Island Residents' & Ratepayers' Association
2011	Municipal	Saanich
3399	Municipal	Gold River
382	K-12	Greater Victoria School Board Outside
439	K-12	Comox Valley – School District 71
441	K-12	Victoria – School District 73
459	K-12	Sooke – School District 62
476	K-12	Powell River – School District 47
723	K-12	Campbell River – School District 72
727	K-12	Pacific Rim – School District 70
788	K-12	Gulf Islands – School District 64
947	K-12	Greater Victoria School Board Inside
2769	K-12	Vancouver Island West – School District 84
3570	K-12	Qualicum – School District 69
5101	K-12	Cowichan Valley – School District 79
917	Post-Secondary	Victoria – UVIC Trades, Maintenance and Foods
951	Post-Secondary	Victoria – UVIC Office, Technical and Childcare
1858	Post-Secondary	Cowichan, Nanaimo, Parksville-Qualicum, Deep Bay & Powell River – Vancouver Island University
2081	Post-Secondary	Victoria – Camosun College
3479	Post-Secondary	North Island College
5278	Post-Secondary	Vancouver Island University – Student Union
4163	Post-Secondary	UVIC Education Workers
410	Library	Greater Victoria – Public Library
873	SS & Health	Ambulance and Paramedics of BC
3403	SS & Health	Port Alberni - Assoc. for Community Living
8911	SS & Health	Emergency Communications Professionals of BC
50	Multi-Sector	Victoria Municipal, Victoria SPCA, Gorge Vale Golf Club Outside, Royal Oak Burial, Victoria United Way, Victoria Police Board, City of Langford
118	Multi-Sector	Port Alberni, Ucluelet and Tofino Municipal, Regional District of Alberni-Clayoquot
358	Multi-Sector	Duncan Municipal, North Cowichan, Cowichan Valley Regional District
374	Multi-Sector	Oak Bay, Sidney, North Saanich, Colwood, Metchosin, Esquimalt, Sooke and Abilities Community Services, Together Against Poverty Society, BC Healthy Communities
401	Multi-Sector	Nanaimo, Ladysmith, Parksville, Qualicum, Campbell River Municipal, Nanaimo Regional District, VIRL, North Cedar Improvement, Nanaimo Comm. Bingo Assoc., Lantzville, School District 85, Port Alice, Port Hardy Municipal



606	Multi-Sector	School District 68, School District 69 Family Resources Assoc., Community Social Services
798	Multi-Sector	City of Powell River, qathet Regional District, Powell River Public Library, and Inclusion Powell River
1004	Multi-Sector	Community Social Services
1978	Multi-Sector	Professionals at Island Health (VIHA), Westshore Parks & Recreation Society, Capital Regional District (CRD), Health Science (WSPR), Greater Victoria Housing Society (GVHS)
1767	Tr/Ag/Boards	BC Assessment Authority
NON-AFFILIATES		
3886	Post-Secondary	Royal Roads University
3136	Other	Craigdarroch Castle
5536	Community Social Services	



© Cam Sinek Photo - 000104151026



CUPE National Convention 2023
Quebec City



VANCOUVER ISLAND DISTRICT COUNCIL

Executive Meeting
September 23, 2023

Call to Order:

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 unsurrendered (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 colonization 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 – Martha Higgins
- b. Equality Statement – Shared
- c. Green Statement – Andrea Craddock

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 and presenters

2. Approval of the Agenda

MSC

- Add:
- Local 723 celebration
 - Trustees report

3. Approval of Minutes of the Previous Meeting

Update Treasurer email name to Amy Issel prior to sending her emails – thank you

Motion:

To adopt the minutes as presented

MSC

4. Matters Arising out of the Minutes

MSC

5. Treasurer’s Report: – Amy Issel

MSC

- Trustees Report
- Completed on September 22nd, 2023
 - Minor findings, missing receipts, duplicate payment, etc.
 - See full report attached

Committee Reported out on Executive out of Pocket expenses.

**Motion:**

To reconsider the motion from May 13, 2023 to change the donation from Douglas Street Supportive Recovery, to Soap for Hope, in the amount of \$500, from the Community Social Services Committee

MSC

6. Communication & Correspondence Report – Sherrene Ross**EMAIL:**

- National President, Mark Hancock reached out requesting support for striking Local 561-07 Fraser Valley First Transit
- United Way BC Day Kick Off Breakfast
 - The Coast Bastion Hotel – Nanaimo, BC – Tuesday, Sept. 26th – 7am – 8:30am – single tix \$40 or 10/\$400
- Local 5536 regarding issues with their affiliation (awaiting bylaw approval)
- Tabitha Tucker – Community Engagement & Development Officer re: information on the current Moose Hide Campaign
- Invitation from the Victoria Women’s Transition House AGM on Sept. 26th, 23
- Thank you card from Together Against Pover Society, The Council of Candians and Victoria Women’s House
- Mental Health First Aid Standard (virtual) – Lidstrom Consulting and Training
- CUPE BC Updates & Information
 - CoC BC Town Halls for Pharmacare May 31 – June 11
 - Pride Sway 2023 – See online request form
 - BCFED & BC Lions June 17th Kick Off Game Ticket Giveaway
 - CUPE Local 374 Steve Seekins Memorial Donations
 - Call for Nominations – 2023 Disability Activist Award
 - Call for support for injure CUPE member CUPE 399 – Victoria McGivern

7. CUPE BC Executive Report**Amber Leonard**

- Lobbied at UBCM last week
- How we find out what’s happening in communities
- Making connections with Mayor and Councils is important as a unionist and a taxpayer
- CUPE BC Executive is meeting next week – encourage folks to wear their orange shirts all week instead of just one day
- CUPE BC in a test phase of per capita being done online

8. National Committees**Hailey Fielden – Young Worker’s Committee**

- Engagement Guide has finally been completed – 500 copies will be produced and available at convention
- Bring a Young Worker to National!

Tiffany McLaughlin – Task Force

- Met early in the year
- Ended term on positive note



9. CUPE VIDC Committee Reports

Tiffany McLaughlin

Motion:

That VIDC donate \$200 to Cedar Woman House	MSC
That the International Solidarity committee add Tara Knight to the committee	MSC
That the Environment committee add Kevin McPhail to the committee	MSC
That Sherrene Ross, Amber Leonard and Sarah Fairbrass be added to the Retirement & Recognition committee	MSC
That Martha Higgins and Christine Szaflik be added to the Education committee	MSC
That Andrew Schneider be removed from the OH & S committee	MSC
That Barb Gudbradson, Tiffany McLaughlin, and Shayla Britton be added to the Hospitality committee	MSC
That Amy Issel be added to the Community Social Services committee	MSC
That Dan MacBeth, Kirk Mercer, and Darcy Lindberg be added to the Political Action committee	MSC
That Tiffany DeWildt, Nykita Downie, and Sarah Fairbrass be added to the OH & S committee	MSC
That Tiffany DeWildt be added to the Anti-Poverty committee	MSC

10. VIDC Sectoral Reports

K-12 – President's Council meeting the first week of October

Universities – Combined Colleges and Universities to have the same National Representative. There is a restructuring of departments.

11. Unfinished Business/Old Business

A. September fundraiser – Cedar Woman House – Nanaimo
Thank you to Tiffany McLaughlin for organizing

B. VIDC Purpose Statement update

The purpose statement created at strategic planning 2021 will be filed as the summary of the workshop.

C. Out of Pocket Expenses – Report from Committee

Committee prepared recommendations
Suggested that the executive circulate information and provide the information at the November meeting to implement in 2024.

D. Pride Updates

Amber had the privilege of participating in the first Cowichan Valley Pride event
Hailey participated in multiple events that all went very well!
Kirk joined Amber in Cowichan and Victoria for their pride events
Sarah shared her concerns around the H & S of the pets involved in or watching pride events on the hot days of summer. Martha and her will be reaching out to organizations to make a request for animal protection.



E. 2024 – 2025 Meeting Dates

2024

February – Nanaimo – Feb 3rd or Feb 10th

May – Parksville – May 11th or May 4th

September – Strategic Planning – Nanaimo – Sept 13/14 or Sept 20/21

Dec. - Victoria – Nov 30th or Nov 23rd or Dec 7th(need Saturday hotels as well)

2025

February – Nanaimo – Feb 1st or Feb 8th, or Feb 15th

May – Parksville – May 10th or May 17th

September – Strategic Planning – Nanaimo – Sept 12/13th or Sept 19/20th

Dec. - Nanaimo – Dec 6th or Nov 2 (need Saturday hotels as well)

*need to check resolution cut-off dates

**SuperCon 2026 in Nanaimo

F. Local 723 Celebration

Amber – what an amazing event that was held! Wonderful to have the opportunity to talk to folks that I have crossed paths with over my years at District Council. The historical information was abundant with timelines and old collective agreements.

G. VIDC Support of 2-day Conferences

The room appeared to be in favour of this idea yesterday at strategic planning. We need to ensure that folks are interested participating as there will be a lot of work to be done.

Motion:

That VIDC plan 2, 2-day Conferences, hosting twice annually

MSC

12. New Business

A. Committee Budgets

Motion:

That the Anti-Poverty committee submit a budget in the amount of \$2000

MSC

That the Anti-Privatization committee submit a budget in the amount of \$2000

MSC

That the Communication committee submit a budget in the amount of \$2000

MSC

That the Community Social Services committee submit a budget in the amount of \$2000

MSC

That the Constitution committee submit a budget in the amount of \$500

MSC

That the Diversity committee submit a budget in the amount of \$2000

MSC

That the Education committee submit a budget in the amount of \$2000

MSC

That the Environment committee submit a budget in the amount of \$2000

MSC

That the Hospitality committee submit a budget in the amount of \$2000

MSC

That the International Solidarity committee submit a budget in the amount of \$2000

MSC

That the Municipal committee submit a budget in the amount of \$2000

MS

Amended Motion

That the Municipal committee submit a budget in the amount of \$2500 due to the increase of hotel costs

MSC

That the OH & S committee submit a budget in the amount of \$2000

MSC

That the Pension committee submit a budget in the amount of \$2000

MSC

That the Political Action committee submit a budget in the amount of \$2000

MS

Amended Motion



That the Political Action committee submit a budget in the amount of \$2500 with elections being held next year	MSC
That the Resolutions committee submit a budget in the amount of \$500	MSC
That the Skilled Trades committee submit a budget in the amount of \$2000	MSC
That the Technology committee submit a budget in the amount of \$2000	MSC
That the Women’s committee submit a budget in the amount of \$2000	MSC
That the Young Worker’s committee submit a budget in the amount of \$2000	MSC
That the Retirement & Recognition committee submit a budget in the amount of \$2000	MSC

Motion:

To send the President and Tiffany DeWildt – Political Action Chair to the 2023 NDP Convention MSC

B. 2024-2025 Fundraisers

February 2024

PAWS for Hope
Contact – Sarah Fairbrass

May 2024

Umbrella Society
Contact - Tara Knight

September 2024

Soap for Hope
Contact - Tiffany DeWildt

December 2024

Breakfast Club
Contact – Stacey Watton

February 2025

Rise Bridge Project
Contact – Hailey Fielden

May 2025

New Roads Recovery
Contact – Tara Knight

Sept 2025

Q’Walayu
Contact – Andrea Craddock

December 2025

Surrounded by Cedars
Contact – Tara Knight

C. 2023 NDP Convention

Amber Leonard and Tiffany DeWildt have been motion to attend.

D. September Elections – 2-year Trustees



Nominations at the General meeting

E. New Local (Tiffany DeWildt) 5536 BC Harm Reduction Workers

New local has not yet received approved Bylaws

Welcome!

13. Good of the Council:

Motion:

That VIDC cover the cost of the social room for the winter social

MSC

14. Adjournment: 12:15pm



SOLIDARITY



**Vancouver Island District Council
General Meeting
September 23, 2023**

Call to order: 1:06pm

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 unsurrendered (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 colonization 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: Martha Higgins
- b. Equality Statement: Shared
- c. Green Statement: Kirk Mercer

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:

Rodger Oakley – National Representative
Tina Meadows – National Representative – Education
Tony Rebelo – CUPE BC General Vice-President

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

- 17 delegates
- 5 guests
- 2 staff

3. Obligation of New Delegates:

MSC

4. Approval of the Agenda – September 23 2023

MSC

Add: Trustees Report under Treasurer

5. Approval of Minutes of the Previous Meeting – May 12 2023

MSC

6. Matters Arising Out of the Minutes:

MSC

7. Treasurer's Report: Amy Issel

MSC



Trustees’ Reported

- Completed September 23 2023
- Report attached
- A big thank you from Amy for the hard work of the Trustees

8. Communication & Correspondence Report – Sherrene Ross

EMAIL:

- National President, Mark Hancock reached out requesting support for striking Local 561-07 Fraser Valley First Transit
- United Way BC Day Kick Off Breakfast
 - The Coast Bastion Hotel – Nanaimo, BC – Tuesday, Sept. 26th – 7am – 8:30am – single tix \$40 or 10/\$400
- Local 5536 regarding issues with their affiliation (awaiting bylaw approval)
- Tabitha Tucker – Community Engagement & Development Officer re: information on the current Moose Hide Campaign
- Invitation from the Victoria Women’s Transition House AGM on Sept. 26th, 23
- Thank you card from Together Against Pover Society, The Council of Candians and Victoria Women’s House
- Mental Health First Aid Standard (virtual) – Lidstrom Consulting and Training
- CUPE BC Updates & Information
 - CoC BC Town Halls for Pharmacare May 31 – June 11
 - Pride Sway 2023 – See online request form
 - BCFED & BC Lions June 17th Kick Off Game Ticket Giveaway
 - CUPE Local 374 Steve Seekins Memorial Donations
 - Call for Nominations – 2023 Disability Activist Award
 - Call for support for injure CUPE member CUPE 399 – Victoria McGivern

9. Report of the VIDC Executive

Motion:

To reconsider the motion from May 2023 to Douglas Street Supportive Recovery, changed to Soap for Hope in the amount of \$500 from the Community Social Services committee

To reconsider the motion from May 13, 2023 to change the donation from Douglas Street Supportive Recovery, to Soap for Hope, in the amount of \$500, from the Community Social Services Committee

Motion:

- | | |
|--|-----|
| That VIDC donate \$200 to Cedar Woman House | MSC |
| That the International Solidarity committee add Tara Knight to the committee | MSC |
| That the Environment committee add Kevin McPhail to the committee | MSC |
| That Sherrene Ross, Amber Leonard and Sarah Fairbrass be added to the Retirement & Recognition committee | MSC |
| That Martha Higgins and Christine Szaflik be added to the Education committee | MSC |



That Andrew Schneider be removed from the OH & S committee	MSC
That Barb Gudbradson, Tiffany McLaughlin, and Shayla Britton be added to the Hospitality committee	MSC
That Amy Issel be added to the Community Social Services committee	MSC
That Dan MacBeth, Kirk Mercer, and Darcy Lindberg be added to the Political Action committee	MSC
That Tiffany DeWildt, Nykita Downie, and Sarah Fairbrass be added to the OH & S committee	MSC
That Tiffany DeWildt be added to the Anti-Poverty committee	MSC
That VIDC plan 2, 2-day Conferences, hosting twice annually	MSC
That the Anti-Poverty committee submit a budget in the amount of \$2000	MSC
That the Anti-Privatization committee submit a budget in the amount of \$2000	MSC
That the Communication committee submit a budget in the amount of \$2000	MSC
That the Community Social Services committee submit a budget in the amount of \$2000	MSC
That the Constitution committee submit a budget in the amount of \$500	MSC
That the Diversity committee submit a budget in the amount of \$2000	MSC
That the Education committee submit a budget in the amount of \$2000	MSC
That the Environment committee submit a budget in the amount of \$2000	MSC
That the Hospitality committee submit a budget in the amount of \$2000	MSC
That the International Solidarity committee submit a budget in the amount of \$2000	MSC
That the Municipal committee submit a budget in the amount of \$2000	MS
Amended Motion	
That the Municipal committee submit a budget in the amount of \$2500 due to the increase of hotel costs	MSC
That the OH & S committee submit a budget in the amount of \$2000	MSC
That the Pension committee submit a budget in the amount of \$2000	MSC
That the Political Action committee submit a budget in the amount of \$2000	MS
Amended Motion	
That the Political Action committee submit a budget in the amount of \$2500 with elections being held next year	MSC
That the Resolutions committee submit a budget in the amount of \$500	MSC
That the Skilled Trades committee submit a budget in the amount of \$2000	MSC
That the Technology committee submit a budget in the amount of \$2000	MSC
That the Women's committee submit a budget in the amount of \$2000	MSC
That the Young Worker's committee submit a budget in the amount of \$2000	MSC
That the Retirement & Recognition committee submit a budget in the amount of \$2000	MSC
To send the President and Tiffany DeWildt – Political Action Chair to the 2023 NDP Convention	MSC
That VIDC cover the cost of the social room for the winter social	MSC
That the Diversity Committee donate \$200 to Two Spirits Bc	MSC
That VIDC donate \$200 to Gender Generations Project	MSC



That VIDC write to the BC Premier to demand that he and our political leaders condemn the actions of the anti-trans hate groups and organizations in BC and across Canada

MSC

That VIDC write to the Human Rights Commissioner demanding they publicly denounce the actions of the anti-trans hate groups and organizations in BC as a direct invasion of human rights and the BC Human Rights Code (email:info@bchumanrights.ca)

MS

No motion passed as it was already done politically.

Tina Meadows – National Representative – Education

- Looking at the 2 full-day workshops highlighting ‘hot topics’ in your region, twice per year
- Motion passed earlier has allowed your Council to participate and be the leader
- Lots of options available

10. CUPE BC Report

Tony Rebelo

- Thank you for having me at your Strategic Planning and today at your meetings
- Recently spent time at the UBCM speaking with Mayors and Councillors throughout the Province, spreading the labour messages
- CUPE social is always the best one there
- Political Action is key for CUPE BC – next year will be another important year with elections – We need to Get the Vote Out!
- Speak to your members, have the conversation, help educate them, teach them how important their vote is
- Greetings on behalf of the CUPE BC Executive

Amber Leonard

- Proud to be able to participate and stand up with the SOGI protest
- Hate doesn’t belong in our schools
- United we stand – divided we fall!
- We are large numbers but our voices aren’t being heard
- We are the people in the community – let your voice be heard!

Dan MacBeth

- Attended the AVICC

Tiffany McLaughlin

- Attended the CUPE BC Think Tank in July
- Have been appointed to the Chair of the Universities committee

11. Reports of the Committees, Sectorial & Working Groups

Anti-Privatization – attached

Anti-Poverty – NR

Communications - attached

Community Social Services – attached

Constitution –

Submitted Bylaws to National – approved for the most part



Diversity – attached

DRAWS

Education – attached

Environment – attached

LIFESTYLE BREAK

Hospitality – attached

O H & S – Happy to new chair

Pensions – attached

Political Action

Grown committee to 4!

Excited to attend 2023 NDP Convention

Resolutions

Laurie has sent VIDC resolutions to National

Skilled Trades – NR

Technology

Technology has gone well. One of first Councils to use hybrid model

Special thanks to James for his technical support

Women's – attached

Young Worker's

Encourage Young Workers attending National to seek out Young Worker forums, etc.

Recognition & Retirement – attached

Motion to accept all the reports

MSC

12. Area Reports

798

- We have one room available for National Convention – contact Martha Higgins by Sunday night
- 1 grievance with the Regional district cleared at step 1
- JE projects now complete so Collective Agreement can now be signed off

606 – NR

374 – verbal

118 – attached

50

- 3 sub units settled bargaining
- Started an arbitration yesterday – 11 month should be full time
- Rolling right along
- United Way BC launched their campaign and announced a \$5 million dollar goal for the year

5536

- First VIDC report to Council!
- Have hit the ground running



- Just signed an agreement with the Drug Coalition as well as other unions
- Will start to lobby with WorkSafe as we are currently not covered by consumption but we are doing the work
- We have had deaths, so WorkSafe is our first move

4163

- In middle of member engagement
- Hoping to see influx of membership

1858 – attached

951 – attached

917

- Failed to ratify CA in March
- We did ratify in June – with a July 1st start to new CA
- Labour Management next week to discuss new CA
- Job Evaluation in the Fall
- Elections in October

5101-attached

947

- First k-12 to complete bargaining and just finally got our final draft from BCPSEA
- Another new Director of HR in 3 years
- Held a hire session this week to ‘support’ the employer
- Significant shortage of Education Assistant’s
- High turn over of new employees
- Excited to have bargained in 2 new mentorship programs – 1 for clerical, 1 for education assistants

723 - attached

476-attached

459

- Applied for National Cost-Share this year \$60,000 for our 60th year!
- Highlighting members and what they do, who they are
- Free skate, swim days for community
- We are up 750 students this year

Motion:

To accept all reports as presented

MSC

13. Nominations, Elections, and Installation of Officers

2-year Trustee	Nominated Steve Fielden cast one ballot	Nominator Christine Szaflik
-----------------------	--	---------------------------------------

14. Unfinished/Old Business

1. No unfinished business

15. New Business

1. Moment of silence
2. Christmas Social – December 2nd – 6pm Coast Bastion - all delegates welcome



Motion:

That VIDC cover the cost of the room for the Christmas Social

MSC

16. Good and Welfare of the Council

Christine – on my travels across Canada this year wearing my CUPE shirt made me very proud to be CUPE – people acknowledged it everywhere!

Hailey – thank you to anyone who went out to the counter-protest that happened. Just want to show my gratitude to step forward to acknowledge pride in a peaceful way

FINAL DRAWS

NDDLDC – contact Tiffany McLaughlin for info.

17. Adjourn: 3:25PM

Trustees Report (Christine Szaflik, Tara Knight)

The 2022/23 audit was completed on Thursday, September 21, 2023, here at the Coast Bastion Hotel in Nanaimo.

First, we would like to thank Steve and Amy for all the hard work that goes into keeping track of our finances and all the other added tasks.

- Minor findings related to calculation errors, missing receipts or missing backup were identified. **Amy will make the necessary adjustments and contact members as required.**
- A duplicate payment was discovered; however, we think the original cheque issued, which has not been cashed, was lost and the payment was reissued via etransfer. **Amy will follow up and document.**
- One transaction requires clarification as to which budget it was to be paid from. **Amy will follow up with the committee and adjust if required.**
- We found that it was not always clear to identify payments related to motions. **Amy had already identified this as an issued and has developed a tracking system.**
- We found that some motions for donations are outstanding. **Amy will follow up for the necessary information and issue payments as required.**

A detailed list of the above transactions has been provided to Amy and the Trustees will follow up to ensure they are completed.

The Trustees would like to make the following recommendations:

1. Expense vouchers need to be completed in full with as much detail as possible.
2. When adjustments are made to receipts, expense vouchers, etc. there need to be a written explanation for the change.
3. Reminder: you do not need to make a motion if quarterly donations are already part of your approved budget. If you do make a motion, for the record, please mention that this is considered in your budget already.
4. Please deposit cheques as soon as possible or consider switching to etransfer.
5. When the Sargent at Arms collects funds for lunch at the Executive Meetings a deposit slip should accompany it with all supporting details when handed in to the Treasurer.

We are excited for all the ideas Amy has to make changes and improvements which include: reducing paper and making things easier for everyone.

In Solidarity

Tara Knight



AREA REPORTS

Local Report - CUPE 951 - VIDC September 23,2023

June was busy meeting with our CUPE lawyer as we prepped for arbitration. The update is that both parties were able to come to a settlement one day prior to the hearing date and signed off on June 29, 2023.

In the event that comparable unique and challenging circumstances arise in the future, the University is committed to consulting with the Union, with respect to a decision restricting a Union official and steward, from performing their Union duties during a graduated return to work period, to ensure every possible option is explored before such a decision is made; and whereas in the event that comparable unique and challenging circumstances arise in future, the

University is committed to consulting with the Union whenever a decision to change and extend the graduated return to work period of a Union official and steward is contemplated to ensure every possible option is explored before a decision is made.

We thank CUPE National for all the support. Without the CUPE lawyer and National Rep this would of had a very large impact on our defence fund.

Our Strategic planning session on July 6, with the executive, trustees, and deputy stewards went well. Our group reviewed the policies, education evaluation tool for executives, the by-laws, our committees, and set up ad-hoc committees for the new Letters of Agreement 13,16,19 in the new Collective Agreement. There was time set aside for the Treasure and Trustees to work on the new budget for 2023-2024.

We met with EQHR on Monday September 18, 2023 to talk about the review of the University of Victoria’s Discrimination and Harassment Policy. This policy is essential to UVic’s ongoing commitment to fostering an inclusive and equitable campus community. This review is an opportunity to set new standards for and renew our commitments to preventing and responding to Discrimination and Harassment.

In Solidarity,
Kirk Mercer
President CUPE 951

Local 5101 VIDC Report **September 2023**

- we are all glad to be back after a relaxing summer break
- starting the year looking good with EA casuals and clerical
- Collective agreement was signed off at the end of August
- Bylaw changes passed with National – it’s official we now have a Full Time President in our bylaws and two new executive positions that will be added (Indigenous Worker and Young Worker) These new positions will be voted in at the Nov Member Meeting.
- 5 Executive members are going to the National Convention in Quebec
- Our school district is starting a Disability Committee, it’s just in the beginning stages so we will see how this committee evolves
- Provincial Job Evaluation – we have completed job matching all of our jobs to the new Provincial Job Descriptions. We found some were a no match and Provincial has now come back and provided us with what they think they should match to, so we are just going through those



- Our current HR Manager is retiring so she is done on Oct 5th, we look forward to working with our new HR Manager who is one of our CUPE members being promoted to the position.

In solidarity,
 Adam Clutchey
 President

CUPE 118 VIDC Report Sept 23, 2023

District of Tofino:

The Employer disagrees with the Union on who is entitled to work the general holidays. We had an agreement with the past CAO and agreed to schedule according to qualified & seniority and discuss at bargaining. During mediated bargaining we were told by the mediator that The Employer would enter into an LOU for the contract term on this subject and a different subject (these were the hot topics which were 2/3rds of why we had such a high strike vote. We agreed to 2 LOUs on their concerns but never got an agreement in an LOU on the entitlement yet the Employer implemented our concerns for the first 6 months after ratification and in July the Employer decided that is not what they want nor was agreed to and has gone back the practise that brought forward the original 8 grievances. So, We have mediation dates set for Nov 7. *Notes are very important during bargaining.

City of Port Alberni:

We are preparing for negotiations.... hot topics will be benefits, wages, and how to have retention within our membership. How the bargaining will help us. FT positions are going outside which never happened before...struggles still at the aquatic center. The Employer wants to offer more \$\$ to those jobs they think are worthy not to all members.

District of Ucluelet:

Preparing for bargaining.... same hot topics as CPA. Struggling there with slow HR communication and actions.

Alberni Clayoquot Regional District:

Ratified the CA in June with improvements to benefits, OT rates, meal tickets & per diem rates, vac allotment sooner, and wages (11% Over 3 years with the break down being 4%, 3.5%, & 3.5%)



Submitted by Stacy Watton

Since we last met, Local 1858 members have seen some changes at VIU. Namely, and until further notice, the main cafeteria is now going to be shut down for the summer (Jun-Aug) months.

As you may know, VIU is quite deep in debt and is likely looking at an accumulated deficit of well over approximately \$40m by the end of this year. We are seeing a 5% reduction in services immediately and a further 5% over the next two fiscal years.

In the coming weeks, there will be an announcement about how exactly the budget adjustments will be rolling out, but my joint adjustment committee members are lined up to meet with approximately 8 members next week. This committee tries to look for



ways to avoid an outright layoff, such as placing a member in a vacancy and has done great work in the past. In this present climate, however, I don't know how successful we will be. That said, we are looking at reductions in FTEs for these members. We have not discussed a section 54 workplace adjustment agreement simply because this round of layoffs will amount to less than 10 members. VIU will not be posting several vacancies across CUPE, Excluded, and Administrative units. Stay tuned for more news on other cuts. I believe the announcement is coming out next week.

In other news, 1858 Executive is migrating from the employer's server and Office 365 subscription to its own. Each Executive member has its own position-related email address. My new address is president@cupe1858.org, so please note that. The migration is taking longer than we had hoped, but we are trying to get all members on board by the beginning of October. While this is a pretty pricey project, it will mean that the next president, for instance, will get a password and have instant access to everything I've been doing.

On the labour relations side of things, our lead steward Quinn Ramsay has been keeping busy investigating forced vacation dates (we won), transfer of work (non-instructional faculty and managers doing our work, still under investigation), inappropriate use of security camera footage in a dismissal case, and continued anti-union animus and discriminatory behaviour on behalf of the management in one of our faculties. Just another day on the hill at VIU. Thank you!

Tiffany “Biff” McLaughlin, she/her
President, CUPE Local 1858

Delegate Reporting: Aileen O'Keefe - Pres. Date: 2023-09-22

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.

Busy and quiet all at the same time here. Some highlights:

-worked with L.798 to provide 2 Retirement seminars for our Members. -well received and we hope to be able to partner again.

- AGM we reinstated 3 Representing Stewards, a position we haven't had for many years.

Membership goals: more engagement (indiv./Dept/site) and community outreach.

Considerations of CostShare options, Hardship Funds/prg., Training & Education ...

Continued struggles:

Consistent and ongoing changes within the employers Leadership team as it expands.

The HR director is moving to a PRCity position in October.

SD is undertaking a name change process

entrenching TRC commitments as well as their agreement with the Tla'amin Nation (Tla'amin Education Agreement)

however, without quality, consistent and joint collaboration, understanding is hampered.



COMMITTEE REPORTS

International Solidarity Committee Report

Chair: Nykita Downie
Member: Andrea Craddock

MOTION: The International Solidarity committee would like to add new member Tara Knight - Welcome Tara!!

We have been busy researching fairtrade items to be able to use as give aways and donations. Suggestions are always welcome! I know we have used Cafe Etico in the past and am assuming that we want to support this company going forward, which we will do. I am looking for more members for the committee, please contact me if you are interested. I am looking forward to having the ability to make a difference and supporting those in need.

Regards,
Nykita

Women's Committee report: In addition to supporting our quarterly fundraisers this past year, the Women's Committee got our Handbags for Hope donations out to Haven House and Nanaimo Women Helping Women in December 2022. Both organizations were very grateful for those donations.

For the upcoming year, we plan to continue donating to our quarterly fundraisers and to do another Handbags for Hope drive, but we also want to provide \$200 to a member of VIDC to help them attend a conference such as SIUW, to source resources by women for women to provide to the hospitality committee as door prizes, and we will look for projects to fund. We welcome your suggestions.

With Handbags for Hope, just a reminder that we are looking for bags and things to fill the bags with. Everything from toiletries to hats/socks/scarves/gloves, unopened packages of underwear, and so on. We will want to discuss how best to distribute these bags this December. Cedar Woman House, for instance, prefers financial donations only; Haven House will not take loose socks and underwear; NWHW takes almost anything and shares with Risebridge. These are all Nanaimo-based, so we may want to send things north and south this year to spread the love.

Thank you.

Tiffany “Biff” McLaughlin, she/her

Hospitality Report Sept 23, 2023

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

Draw winners from the May meeting were Christine S, Martha H, Nykita D, Tiffany M, Amy I, Amber L, Andrea C, Laurie W, Bill N, Kevin M, Steve F, Paige D, Wallis M, Angela L, Tara K, Darcy L, Mike R, Scott K

We want to thank delegates who graciously donate items to our draws throughout the year. This enables us to have more draws and keeps our budgets down. More great draws to be held at the September meeting on the 23rd. Keep your ears open for the Winter Social Scheduled for Dec 2/2023

Submitted by Stacy Watton and Tiffany McLaughlin

Hospitality Committee Chair and committee member



Retirement & Recognition Committee Report

September 23, 2023

Members of the Committee to be put forward today are:

Amber Leonard, Sarah Fairbrass, Sherrene Ross and Amy Issel. Are there any other present who are interested in joining?

The Retirement & Recognition Committee is continuing to pull together information and photos in pursuit of a larger project for some kind of historical book either of our own creation or in partnership with the Labour Heritage Centre. More information will be brought to our next meeting.

A number of Committee members have volunteered to help scan and collect photos of the Council and the idea of audio interviews of past executive members will also be explored. A list of names will be circulated at our next meeting where you can add names or you can submit names to president@cupe723.ca prior to the meeting. A suggestion was also made to include CUPE VIDC Past Achievements on the website as the Council has the capacity to upload them.

Currently, recognition for retiring members is a donation to a charity of their choice. Lifetime Members are brought forward via motion and decided by the membership.

Respectfully submitted by Andrea Craddock, Chair

VIDC Pension Committee

September 2023

Kevin McPhail (Chair)

Members - Christine Szaflik, Stacy Watton, Roberta Ciaraulo

Pensions are good!

It's that time of year when our annual pension statements are sent out by the employer. Although these are required to be sent out by the employer once per year, your statement is already available on your [myaccount](#) portal. You can find some interesting information on these statements like what are some of your key retirement dates and what are the estimated retirement benefits that you would receive?

It is important to note that the annual statement only shows estimates based on a single life option guaranteed for 10 years and/or the joint life option, so it is highly recommended to check out the pension estimator found in your pension account to calculate personalized calculations.

One of the key components in the pension statement calculations is the reduced vs unreduced. Although we have the option to collect pension funds in early retirement, if you have not met the full age and contributory service requirements, the pension amount



that you would receive in retirement would be reduced. If you retire before the age of 60 and/or your years of service plus your age are less than 85, your pension will fall into the ‘reduced’ category.

Due to the pension changes that took effect over the last few years for MPP and PSPP plan members, these calculations are different for each member depending on your contributory service before and after the plan change dates. As such, it is best to sign into your myaccount and check out the pension estimator which gives you estimates of your pension payment based on a few different scenarios that you have chosen. This will assist you in helping plan the other legs of the three-legged stool mentioned in the previous pension report.

CUPE BC Pension Committee

I’m happy to report that Roberta and I are back on the CUPE BC Pension Committee and are looking forwards to the OBCM event and first committee meeting coming up in Surrey on October 11th and 12th.

If you haven’t seen it yet... take a look at the CUPE BC Pensions Fact sheet; it was designed by a previous year’s committee:

https://www.cupe.bc.ca/?jet_download=19959

Sherrene – thank you for adding it to our VIDC Resource page!

CUPE National Articles

Since our May meeting, these articles have been posted by CUPE National:

June 1, 2023 ECEs want pensions, not RRSPs: Union

This is an article about early childhood educators in the Halifax area and a survey that went out designed by an RRSP-focused consulting firm that intended to create the results government wanted, rather than being neutral and weighing the pros and cons of pensions versus the investor-based risk of owning RRSPs.

https://cupe.ca/eces-want-pensions-not-rrsps-union?utm_medium=email&utm_source=CUPEToday

July 11, 2023 ESG: financial greenwashing or why “market solutions” to green investments don’t work

On the surface of it, ESG factors (environmental, social and governance factors) can be an excellent lens to look through the performance of investments and companies that form parts of our pension funds. This article highlights the risk of these concepts



being co-opted by the very companies they were designed to rate, and are being manipulated to mitigate financial risk to investors and shareholders rather than actually improving outcomes in those three areas.

https://cupe.ca/esg-financial-greenwashing-or-why-market-solutions-green-investments-dont-work?utm_medium=email&utm_source=CUPEToday

Aug 3, 2023 CUPE, ECEs Call for Defined Benefit Pension Plan

This article follows up on the earlier news out of the Halifax area. CUPE conducted their own survey about the desires of early childhood educators to have access to a defined benefit pension plan rather than RRSPs which is the government's push. Fully 81% of respondents leaned towards the safety of a defined benefit pension plan.

https://cupe.ca/cupe-eces-call-defined-benefit-pension-plan?utm_medium=email&utm_source=CUPEToday

September 21, 2023 Breaking up the Canada Pension Plan "Another bad idea from a Premier known for bad ideas"

In Alberta, the premier floated a poor plan whereby they feel they can pull over half of the assets of the CPP out of that plan and manage it themselves for Albertans. Respondents indicate that the math is fundamentally flawed in how they arrive as such a generous share of the assets of CPP, and note that the CPPs 10 year investment returns have outperformed AIMCO's (Alberta government's investment management corporation). It's another premier Danielle Smith fiction.

https://cupe.ca/breaking-canada-pension-plan-another-bad-idea-premier-known-bad-ideas?utm_medium=email&utm_source=CUPEToday

Municipal Pension Plan Updates (MPP)

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

The 2022 annual report was posted to this site on August 8th. The plan claims to be preparing for a "carbon-neutral future" by cutting the emissions intensity of plan investments to 55% less than 2020 levels by 2030. As mentioned in an earlier comment by CUPE about being wary of virtue-signalling around ESG (environmental, social and governance) factors, what does their statement of intent really mean? Who measures it?

The report indicates a decrease in the fund to \$71.5 billion, but remarked on the impact of the highest rate of inflation in 40 years.

Public Service Pension Plan Updates (PSPP)



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

The 2023 Report to Members was recently released showing that the plans assets have increased from \$41.3 billion to 42.3 billion as of March 31, 2023. Investment returns over the past year in the plan were still positive at 3.8%. This exceeds the benchmark rate of 2.8%. The annual report will be released later this fall which will contain more in-depth information as to the health of the plan.

I recently received a communications survey from BC Pensions through Ipsos with a response date of October 4th. The survey is legit and was sent out to those members who have had communication with PSPP. So, if you received this survey, please provide your feedback.

Canada Pension Plan

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

Remember, pensions are good!

CUPE VIDC Environment Committee Report

Previous Chair, Kevin McPhail has agreed to remain a Committee Member for the next 2 year term. We are hoping to have other interested delegates join us!

I was also elected to CUPE BC’s Environment Committee and will be attending the upcoming OBCM in October.

We have just experienced one of the driest and warmest summers on record with unprecedented lightning strikes, wildfires and forest loss. It has become clear that drought, fires and flooding are becoming common occurrences in BC as we feel the increasing effects of climate change. We are caught in an ongoing loop of crisis and are being forced to face some tough realities.

Governments are being pushed to respond to these crises through several initiatives, including Indigenous knowledge and Cultural Prescribed Fires to reduce the chance of larger, more damaging fires as well as a review of current forestry practices such as clear cut and old growth logging.

While it can feel completely overwhelming to know how to combat Climate Change and fight corporate and government management of resources and goods, there is a growing movement to live well with less. In a world where we are bombarded and encouraged to buy more and “better” products, we can choose to buy less, learn to repair and do without what we don’t need. Reducing is often overlooked in the 3 “R”s of Reduce, Reuse, Recycle and is truly the most powerful. The sheer volume of waste is unsustainable, let alone the dangerous environmental and health impacts it has on all life on earth. Without the consumer, business practices must change. Be mindful, make a thoughtful choice and know you are impacting your children and grandchildren’s future.



Respectfully submitted by Andrea Craddock, Environment Committee Chair

VIDC Diversity Committee Report (in lieu of a guest speaker and in light of the recent surge of anti-trans hate):

The British Columbia Federation of Labour stands firmly and proudly with the 2SLGBTQIA+ community in the face of a surge of anti-trans hate speech and actions across the country — ranging from regressive and harmful provincial education policy to resolutions passed at this month’s federal Conservative convention.

The same forces who have been using fear, disinformation, conspiracy theories and hate to whip up anti-trans bigotry are now coalescing in hate rallies in communities throughout Canada and BC on September 20. These rallies directly attack the 2SLGBTQIA+ community and the principles of equity and inclusion that are at the heart of labour solidarity.

It is outrageous that these organizations use the well-being of children as a pretext for hate. They are notoriously silent when it comes to the real needs of children, including decent, affordable childcare; a well-funded public education system; living wages and higher income and disability assistance rates for parents; affordable housing for families; and action to ensure a livable world for future generations. And they show no concern for the mental health of the trans kids and teenagers harmed by their hateful portrayal of trans people.

While the organizations’ rhetoric invokes a range of alt-right conspiracies and talking points, the events in BC specifically target our SOGI (Sexual Orientation and Gender Identity)-inclusive education, which helps to represent the diversity of families in BC. Along with the BC Teachers’ Federation, we stand with teachers and impacted students in BC against hate — and in full support of SOGI and other resources that make our schools more inclusive and welcoming for all students.

It's important that our community and our movement show, as we have time and again, that we reject hate and bigotry in all their forms. There are many ways to show your support:

- Join BCFED and union leaders and members at one of the many grassroots counter-protests being organized throughout BC. [You can find information on them here.](#)
- Encourage our political leaders and your MLA to condemn these actions. You can find their contact information here: <https://www.leg.bc.ca/learn-about-us/members>.
- Ask BC’s Human Rights Commissioner to publicly denounce this direct invasion of human rights and the BC Human Rights Code: email info@bchumanrights.ca.
- Consider making a financial or in-kind donation to local groups and networks that are coordinating counter-protest actions, as these are often led by trans and queer volunteers. Contact a local group to see what help they need most.

As we know only too well, these groups will not stop at targeting 2SLGBTQIA+ people. And recent incidents of violence and harassment in BC and across Canada make the real impact of this kind of hate starkly clear. Trans bodies and lives are on the line, and it’s up to all of us to take a stand. An injury to one truly is an injury to all.

AND

B.C. Human Rights Commissioner Says Trans Rights ‘Not Up For Debate’

Govender issues statement prior to rallies across B.C. opposing SOGI curriculum, related policies



Kasari Govender, B.C. Human Rights commissioner, released the final report on her inquiry into hate during the COVID-19 pandemic in Vancouver in March 2023, and has issued a statement that says the human rights of trans and LGBTQ2SAI+ people are not up for debate. (THE CANADIAN PRESS/Darryl Dyck)

B.C.'s human rights commissioner Kasari Govender says the human rights of trans and LGBTQ2SAI+ people are not up for debate, full stop. "Denying the existence of trans and gender diverse people — including calls to erase trans and LGBTQ2SAI+ people from our province's curricula — is hate, and hate should have no place in our community or in our schools," Govender said.

"Trans and LGBTQ2SAI+ people don't just have a right to exist — they have a right to thrive, to be loved and to have their human dignity recognized, represented and respected, as we all do." Govender made these comments as part of a statement denouncing a series of planned rallies Sept. 20 across B.C. and Canada. Their organizers calling themselves 1 Million March 4 Children say they are "advocating for the elimination of the sexual orientation and gender identity curriculum, pronouns, gender ideology and mixed bathrooms in schools."

Several counter-rallies are also planned and a number of organizations including BCTF and BCFED have issued statements of support for SOGI curriculum and solidarity with LGBTQ2SAI+ communities. They also have received support from Premier David Eby. "Without hesitation, I denounce threats, hate and violence against LGBTQ2SAI+ communities," he said in responding to a letter from BCTF's president Clint Johnston. "We are seeing a concerning rise in incidents where trans people are being targeted with threats and violence in person and online." Eby also addressed students. "We may not have met," Eby said. "I may not know your name and I may not know your favourite music, but I want you to know this: I accept you for who you are in every way. My job as premier is to ensure you all have a safe learning environment, so you can pursue your dreams."

A 2023 poll by Ipsos found almost eight out of 10 Canadians believe transgender people should be protected from discrimination in employment, housing and access to businesses. Looking across the globe, Canada has consistently ranked among the strongest supporters for trans-rights, behind leaders such as Spain and Argentina, but ahead of other western countries, including the United States, where a coalition of religious voices and their political allies in the Republican Party have passed a rising, increasingly restrictive number of laws aimed at trans and LGBTQ2SAI+ people. However, recent months have seen several development that have caused alarm within Canada's trans community and its allies.

Despite warnings of violating Charter rights, New Brunswick's government has restricted the rights of children under the age of 16 to use their preferred first names or pronouns at school and the recent policy convention of the federal Conservative Party saw delegates pass a series of resolutions (and presumably future government policies) denounced as anti-trans.

According to Statistics Canada, of the nearly 30.5 million people in Canada aged 15 and older living in a private household in May 2021, 100,815 were transgender (59,460) or non-binary (41,355), accounting for 0.33 per cent of the population.

Govender touches on the universal aspects of protecting trans rights in her statement. "When we stand together against anti-trans hate, we stand together against all hate," Govender said. "In recent years, trans people have become the focus of a surge of disinformation, conspiracy theories and hate. This is not only about hate on the basis of gender identity; these rallies are an affront to human dignity, expression and rights for all of us.

I condemn these rallies for their attempts to erase and marginalize trans and LGBTQ2SAI+ people. In our schools, in our communities and across our province, there is no space for hate." Govender paired her statement with an appeal to Eby to implement a dozen recommendations following the release of a report into the causes and solutions to hate.

Take care.

In Solidarity

Laurie



Laurie Whyte (she/her)

