



## GENERAL MEMBERSHIP MEETING

Thursday, October 18, 2018

5:00-7:00pm

LACC 121 at Interurban & Ewing 346 at Lansdowne

### MINUTES

#### Call to Order

Keith Todd, President, called the meeting to order at 5:07, welcomed the members on both campuses and acknowledged the traditional territories on which the meeting was being held. There were 4 members present at Interurban and 12 members present at Lansdowne for a total membership representation of 16 members.

#### 1. Roll Call of Officers

President	Keith Todd	present
Vice-President	Erynne Grant	present
Secretary-Treasurer	Petty Wong	present
Recording Secretary	Michel Turcotte	present
Chief Shop Steward/Office Coordinator	Dawn Svendsen	present
Correspondence Secretary	Kelly Speak	regrets
Education Coordinator	Shelley Butler	present
Interurban Campus Steward	<i>vacant</i>	
Lansdowne Campus Steward	Naji Yazdi	absent
Health & Safety Coordinator	Shane Johnson	present
Job Evaluation Coordinator	Milo Anstey	present
Member-at-Large	Mellissa Davidson	present
Member-at-Large	Ranbir Prihar	present
Communications Officer	Rosanne Harvey	present
Student Society Sub-Local Representative	Mike Glover	present

#### 2. Reading of the Equality Statement

Keith Todd read the CUPE Equality Statement

#### 3. Initiation of New Members

Two new members were sworn in:

- Daniele Murphy, Facilities Services
- Ronald Hinde, Facilities Services

#### 4. Approval of Minutes of the Previous Meeting (*June 28, 2018*)

MSC: To approve the June 28, 2018 minutes.

#### 5. Business Arising from the Minutes

There was no business arising from the minutes.

#### 6. Secretary Treasurer Report

Petty has done the reconciliation to the end of September and everything was looking good in terms of the budget and we are on track to run a surplus.

#### 7. Membership Report

Petty reported that there were 266 p/t and 389 f/t members for a total of 655 members at September 30, 2018.

MSC: To approve the Treasurer and Membership report

#### 8. Executive Board Recommendations – none

#### 9. Executive Board Expenditures

The following expenditures were announced

- 10.1 Retirement Gifts: \$477.55 paid to Cavan Specialty Advertising Ltd. for four watches
- 10.2 Hardship: \$100 grocery card to member

## **10. Reports of Executive Committees & Delegates**

### **President Report**

Keith reported he was able to attend CamFest on both campuses in September and then was on vacation until the end of September.

### **Chief Shop Steward/Office Coordinator**

Dawn expressed her thanks to Erynne Grant for her help in the transition required for Dawn's upcoming retirement. There were fewer files this fall and the cause for this change is uncertain but it has provided a good opportunity for transition planning.

### **Board of Governors (BOG)**

No Report

### **Communications Report**

Roseanne Harvey, Communications Officer, reported that she is working on a communication strategy for bargaining and that she would appreciate it if people would like the CUPE 2081 Facebook page.

### **CUPE BC Colleges**

The next meeting is on December 4, 2018.

### **Diversity Committee**

No Report

### **Education Report**

Shelley presented a written report that provided an SD fund update and that subject will be discussed under new business. The retirement planning seminar will not be taking place this Fall, due to facilitators not being available. The retirement planning training has increased in length from 2 days to 2.5 days, creating a possible extra cost for release time.

### **Joint Advisory Job Evaluation Committee (JAJEC)**

No report

### **Labour Management Cooperation Committee (LMCC)**

The next meeting is on October 31 but the CUPE SD fund was the main topic of discussion at the last meeting.

### **LMCC – Anti-Contracting Out**

Painting of outside stairs and lines was done by members on overtime over the Labour Day weekend as opposed to being contracted out.

### **Occupational Health and Safety**

Shane reported that there was a meeting this afternoon and that the committee is trying to document near misses. Julie Oakley, manager, is doing a good job coordinating committee issues. There will be level 1 training for new members soon and Shane and the management rep were invited to the last SLC meeting.

### **Scholarship Committee (Greater Victoria CUPE Scholarship Committee)**

No Report

### **Student Society (CCSS)**

Michael reported that the CCSS participated in the BC Big Shakeout. CCSS members are looking to bargain shortly as the employer has given notice. There was a Political Sustainability Day yesterday at Lansdowne and a student debt film screening on November 8<sup>th</sup> to which everyone is invited.

### **Vancouver Island District Council (VIDC)**

Three representatives travelled to Nanaimo and attended the VIDC meeting.

### **Victoria Labour Council (VLC)**

No representatives are present but a written report was submitted.

### **Correspondence Report**

Kelly is not at the meeting but submitted a written report.

### **Political Action Committee**

Get out and vote!

### **Vice President Report**

Erynne submitted a fulsome written report.

**MSC:** To Accept all reports

## **11. Unfinished Business – none**

## **12. New Business**

### **12.1 CUPE SD Fund – update/discussion**

An SD Fund report prepared by the Education Coordinator was distributed. The Local wants the College to come up with more real time information going forward. It is anticipated that the fund will run out of money and members may not know that the Fund has run out of money, until they receive an email saying they will not receive reimbursement. The Local has put a system in place to monitor the Fund as closely as possible.

A suggestion was made that the fund be split into quarters and that members who have not claimed before get precedence. There was another suggestion that we could keep track of approval amounts and immediately subtract them. Keith stated that the Labour Management reps will be going back to LMCC and will put pressure on the employer. Erynne stated that the major issues with the SD Fund is overuse and the fact the College has been targeting it for training of its employees.

Dawn explained that the SD fund is a bit of a moving target and it is difficult to determine exact amounts. No approval will be fully realized, until it is actually paid. Regretfully, whatever the membership puts into place will disadvantage someone. It is important to note that in addition to the \$30,000 deficit carryover from the fiscal year ending March 31, 2018, a \$40,000 surplus carryover from the preceding year ending March 31, 2017, was also used. Thus, an extra \$70,000 was reimbursed, during the 2017-2018 year, on top of the contributions for that year.

- The Secretary-Treasurer expects the Fund will be exhausted this year
- The Chief Shop Steward thanked Shelley and Petty for their efforts.
- A member suggested a poll of members or taking the issue to CUPE BC/National or filing a grievance.

**12.2 Retirement Planning workshop** – unilaterally increased from 2 days to 2.5 days by CUPE National.

## **13. Nominations, Elections, or Installations (if required)**

**13.1 MSC:** THAT CUPE LOCAL 2081 send the President and one Delegate to the 58<sup>th</sup> Constitutional Convention of the BC Federation of Labour, Vancouver, BC, November 26-30, 2018, at an individual cost not to exceed three thousand three hundred dollars (\$3,300.00) per Delegate and for a total cost not to exceed six thousand six hundred dollars (\$6,600.00).

Erynne Grant was nominated, accepted the nomination, and acclaimed, to be a Delegate to the BC Fed convention.

**13.2 MSC:** THAT CUPE LOCAL 2081 pay the Colleges and Institutes Support Staff Bargaining Association (CISSBA) four thousand four hundred fifty dollars and three cents (\$4,450.03) at thirty two decimal one percent (32.1%)\* for our portion of the costs for the arbitration of the Provincial Grievance against the Post-Secondary Employers Association (PSEA) regarding prescription drug coverage from the last round of bargaining. (\*based on membership numbers)

13.3 **MSC (unanimous):** THAT CUPE LOCAL 2081 convey a Lifetime Membership on IDA COLANTONIO per Section 3B of the By-Laws.

**3B. Definition of a Lifetime Member**

*The Membership may convey a "Lifetime Membership" on an individual who has contributed to the betterment of the Local. A "Lifetime Member" shall have voice, but no vote, at all Membership Meetings of the Local.*

**14. Good of the Union)**

- Keith reported that Gord Rant, a CCSS Employee, ran one kilometer in the Good Life Marathon, raising close to \$2000 for the nonprofit gym for individuals with accessibility needs, which he uses.
- Keith thanked everyone who took the time to show up today.
- Erynne has been appointed the Chief Shop Steward/Office Coordinator from January 1, 2019 to the election for the position at the March 2019 AGM.

**15. Adjournment**

MSC: To Adjourn 6:14pm

Next General Meetings:

- 5:00-7:00pm, Thursday, November 22, 2018, Interurban and Lansdowne (Videoconference)
- CANCELLED: 5:00-8:00pm, Thursday, December 20, 2018, Interurban (Seasonal Social)