

LEAD SHOP STEWARD/LABOUR RELATIONS OFFICER REPORT

November 27th 2020

Greetings,

Much like the spring and summer months of 2020, the fall period has been extremely busy. I have worked through the lay off process and I am pleased to report, everyone who selected 'Alternate Placement', was placed into a position and continues to work. Some selected to work for other agencies but are anticipated to return, while others chose to resign or retire. Everyone was empowered and supported to make the best decision for themselves and I ensured member rights were protected at all times. This work and the support given to members was my highest priority.

Over the summer months, I have tirelessly advocated for the cessation of lay offs for our Bookstore and the thoughtful and safe re-opening of our campus stores. I am pleased to report I was successful in negotiating for a 'pause' to the lay off process for our Bookstore members! After continued advocacy, and with the support of our CCFA and BCGEU colleagues, the College is re-opening our Interurban location, with all necessary safety protocols in place. Please consider supporting our campus community, and the workers, by visiting and purchasing snacks, supplies and sundries on campus.

I remain committed to working towards the safe re-opening of our Lansdowne location, but at this time, the College remains focused on Interurban.

Much of the work detailed in my previous report continues: I remain engaged in discussions with the College about COVID challenges and opportunities, ways of supporting our community, advocating for better communication from the College, while supporting the continuation of remote work. Committee meetings that suspended for the summer have resumed: Labour Management, Anti-Contracting Out etc, and we are working towards the implementation of the newly bargained professional developments funds: *Service Improvement Funding*.

Additionally, we have held one meeting to discuss the letter of agreement, negotiated to address JAJEC. As well, the use of casual workers letter of agreement process is pending.

It has been a never-ending roller coaster and I commend each and everyone for your hard work, dedication and continued goodwill and positivity. We are still working towards a return to campus, post pandemic, and it is with the continued strength of our community that will see us together again and what continues to carry the college forward.

I have included at the end of my report, notes from the BC Federation of Labour Convention(digital) and attached the Resolutions book in the CUPE ALL email, for those that may be interested.

Notes from BC Federation of Labour Digital Convention:
(a few technical glitches but overall, extremely smooth. only 1 minute per caller sped the discussion and order of business up considerably)

November 25 2020:

Welcome from Laird Cronk, President and Suzanne Skidmore, Sec/Treasurer

Resolution ...(pg 115): support new building passed with 96% support

Video message from John Horgan Premier and Harry Bains, Labour Minister

OHS Report

importance of presumptive coverage: covid

Education Report

over 800 exposures in the K-12 system, not enough PPE for staff, social distancing challenges, reminder that not all K-12 workers have paid leave if exposed- school exposures and shutdowns have impacted more than support staff and teachers; not all custodians have paid leave, additionally, impacts external trades workers performing on site services

Political Action Committee

continue to hold government to account, even though they are a labour government: must also hold Federal government to account: get involved, make sure you vote!
encourage union members to participate, run for positions and to vote!
build up candidates in advance so we have recognizable candidates

Women and Gender Rights : 548 in favour 12 opposed

paid leave for workers experiencing sexual and domestic violence
prompted creation of panel (pg 107 of committee book)
inequities facing women highlighted during COVID: primary caregivers: equitable reset on value of work women's work and the removal of barriers
decimalization of sex workers: pushing for labour movement to support unionization:
increase safety and supports: come out publicly in support: sex work is work
access to childcare: recruitment and retention of workers to support families: provincially
funding wage grid for workers and ECE's in the field
importance of pushing government on the issue of murdered and missing indigenous workers.
pandemic uncovered abuse: transition houses need more support: (see request for donation CUPE 2081 will be supporting via executive motion presented to general membership in December)

Young Workers Report(pg 112)

In shadow of covid: most likely group losing work as a result of covid
gig economy, precarious workers

****moving through approving reports at a great pace: able to add more resolutions for voting!

Resolutions added to the day, a day early!
(pg 116-146 versions will be debating)
recommendation of support or non-support from committee is with report/resolution starting with highest priority resolution identified by committee and proceed from there:

Resolutions: November 25th

1. 182: Human Rights pg 131: urge BC government to continue safe supply program and decriminalize personal possession of drugs: pandemic creating skyrocketing of overdose deaths-mental health impact on workers, help people by removing stigma: poverty, indigenous, childhood trauma: health issue!
motion to refer back to committee: with instructions to define amount and type of drugs seeking to decriminalize: defeated: resolution not referred to committee:
Resolution: **PASSED** 518/64 (opposed)
2. 201 OHS pg 139: lobby WCB to expand presumptive coverage for PTSD coverage for ALL workers with respect to COVID: impact to ALL workers: individual and families: extend supports and coverage to ALL workers affected not just frontline-
frontline has been redefined in the pandemic: therefore should include all: **PASSED**
3. 174 a composite to cover 174 175: Community and Social Action, pg 171: housing affordability impacted even more by COVID
PASSED

**Resolutions will resume tomorrow: November 26th
Resumed at 10am**

1. 181 Education pg 130: increase funding to Post Secondary Sector: critical to recovery after COVID, minimum needs to maintain pre pandemic budgets and reduce the over reliance on international student fees and tuition, forced to respond to crisis by engaging in cuts-impacting services and staff. Post-secondary stimulates other sectors as well: many speakers so Chair called the question to cease debate
PASSED
2. 203 Political Action pg 141: spoke out against privatization of car insurance market: competition won't fix issues: look at condo insurance issue as a comparison: private isn't in service business but money-making business
PASSED
3. 204 Womens Right pg 142: free prescription access to contraceptives: critical to push for broad access in next budget: not just about cost but an equity issue for

remote and rural areas, call for broad variety not just the 'pill'

PASSED

4. 208 Young Workers pg 144: endorse #vote16: reduce voting age to 16: recognize and empower younger people who are politically engaged, young people are organizing and politically engaged-allow them their voice: embrace progress and change by supporting campaign in the labour movement, endorsed by Victoria Labour Council and many others, some spoke against due to age itself: believing 16-year olds are too 'young' to know about impact of their vote

PASSED (but split vote)

5. 162 Health Care pg 120: urge Provincial Govt to bring contracted out hospital workers back into public sector: better wages and benefits needed to support these important workers-need to be brought back 'in house', will improve services and reduce delays

PASSED

6. 177 Jobs/Economy pg 125: call on employers to pay COVID premium to ALL frontline works while under state of emergency due to pandemic: grocery workers deemed essential workers are burned out and not getting anything for work: overlooked and underpaid: reinstate \$ 2 dollar premium but should be extended to raising minimum wage to 15.20 and campaign for full living wage for all: poverty gap increasing and highlighted by COVID.

PASSED

7. **Emergency Resolution # 2: video posted to TikTok: Abbotsford mother telling story of daughter being asked to research 6 positive things about residential schools: must not be tolerated in school system: education needed on the harmful history of the Residential School Survivors:** whitewashing the rape of First Nations culture, wouldn't ask students to come up with 5 positive things about the Holocaust, why would we ask students to do this? We need to use social media to get the word out that this is not ok and will not be tolerated-take our voices beyond TikTok, lack of education causing real harm, still living with residential school experience in our Indigenous communities, we must broaden staff and school training to address intergenerational trauma about the impact of residential school

system: horrific era of Canadian history that must be taught for the horror it was and not represent it for anything else than what it was: instrument of cultural genocide. Strongly condemned by BCTF, deeply emotional discussion.
(asked to put up resolution 183 in your local and advocate for Government to do the same)
PASSED (after an attempt to refer back to Committee: this was defeated)

Remaining resolutions referred back to committee so we could deal with elections

1. 167 a covers 167/169 Health Care pg 122:
2. 207a covers 160,207/09 Employment Standards pg 126:

ELECTIONS: both re-elected by acclamation

President: Laird Cronk
Secretary Treasurer: Suzanne Skidmore

Executive Council Representatives for Labour Councils: 5 positions: all acclaimed, see BC Fed website

Trustees: Brenda Chu (elected at previous Convention until 2022): incumbents acclaimed: Rory Smith(BCGEU) and Frank Lee(CUPE)
Alternate Trustee: Jean Andrews(incumbent acclaimed)

Convention concluded

In Solidarity,

Erynne Grant | Labour Relations Officer
CUPE Local 2081

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