



ANNUAL REPORT

2018-2019 ANNUAL REPORT– EDUCATION COORDINATOR

Shelley Butler

As your Education Coordinator, I have been busy this past fiscal year with monitoring the health of the CUPE SD fund, meeting with the SD Sub-Committee to review SD Applications and perform follow-up where required, coordinate CUPE 2081 workshops on campus, and attend Labour Management Cooperation Committee meetings with other union executive members.

Staff Development Fund

The Staff Development fund is a shared benefit in lieu of wages. As a shared benefit it would be financially impossible for all members to receive the maximum amount allowable in any given fiscal year.

We experienced a significant deficit of \$29,930 of the 2017-2018 SD Fund. This was communicated by the College to CUPE 2081 in early May 2018. This was unexpected, with a higher than average volume of submissions for the February and March 2018 period. As a result the Executive put immediate measures (i.e. freeze on the funds) into effect until a review and decision could be made on how to move forward for the 2018-2019 year in a sustainable manner.

Communications were sent out by the Union to the membership in May to advise members of the situation. At the LMCC on May 30 a decision was made to cut the available funds by 50% to members as a temporary measure for 2018-2019. This resulted in an available amount of \$1,000 for courses/conferences, of which \$250 of the \$1,000 could be used for recreation.

The College is responsible for administering the paperwork and payment of the funds. They were unaware of the deficit until one month past the start of the new fiscal year. The reporting and tracking mechanisms were not sufficient to predict the health of the fund at the end of March 2018. As such, no measures could be put in place in advance to mitigate the situation.

As a result of our experience, Petty Wong and I have implemented “unofficial tracking systems” to monitor the health of the fund throughout this fiscal year. This is in addition to the Colleges tracking of the fund. CUPE 2081’s tracking systems allow us to predict the current balance of the fund in real time with more certainty.

Below are my “unofficial” estimated figures:

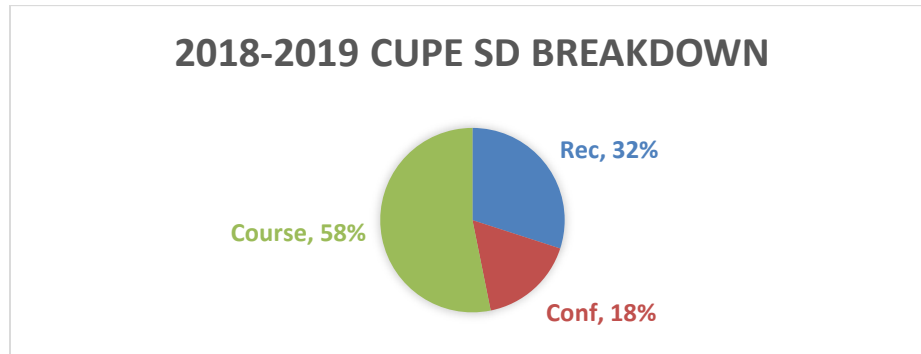
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- 2017-2018 Deficit: -\$29,930
- Total CUPE 2081 Member Contributions: \$172,526
- Total Request for Recreation: \$26, 521
- Total Request for Conferences: \$13,086
- Total Request for Courses: \$62,220
- Total Requests for Recreation, Conferences & Courses: \$101,827
- Contributions minus Requests & Deficit: \$40,769 (estimated year-end final balance)

Courses formed the bulk of the submissions, followed by Recreation and Conferences.



Educational Workshops

Union Supervisors in the Workplace was held June 20, 2018. It was attended by 24 members.

We planned on offering the Retirement Planning Workshop in the Fall of 2018. However, CUPE BC was unable to secure a presenter for us at that time. As such, we will be holding our Retirement Planning Workshop in the new fiscal year, April 11-13, 2019.

As per our targeted education funding initiative, Shane Johnson, CUPE 2081 Health and Safety Coordinator, attended the Canadian Labour Congress Winter School in January 2019 at Harrison Hot Springs on Parliamentary Procedure and Public Speaking.

For 2019-2020 our hope is to continue to offer targeted education for members to attend Fall School and/or Winter School if appropriate.