

GENERAL MEMBERSHIP MEETING

December 16, 2020

Via Zoom Video Conference

5pm-6pm

Minutes

1. **Call to Order**

Keith Todd, President, called the meeting to order at 5:02 pm and acknowledged the traditional *Lekwungen and WSÁNEĆ* territories on which the meeting is being held. The members were told that the meeting was being recorded to enable minutes to be taken. There were 24 members present at the meeting.

2. **Roll Call of Officers**

President	Keith Todd	present
Vice-President	Shane Johnson	present
Secretary-Treasurer	Petty Wong	present
Recording Secretary	Michel Turcotte	present
Chief Shop Steward/Labour Relations Officer	Erynne Grant	present
Correspondence Secretary		vacant
Education Coordinator	Shelley Butler	present
Campus Steward	Jesse Scott	absent
Campus Steward	Naji Yazdi	present
Communications Officer	Jayne Wilkinson	present
Health & Safety Coordinator	April Atkins	present
Job Evaluation Coordinator	Milo Anstey	excused
Member-at-Large	Shirley Wendland	present
Member-at-Large	Alesha Peters	present
Student Society Sub-Local Representative	Michael Glover	present

3. **Reading of the Equality Statement**

Keith Todd, President, read the CUPE Equality statement to the assembled members

4. **Approval of the Agenda**

MSC: To approve the agenda

5. **Approval of Minutes of Previous Meeting**

MSC: To approve the October 07, 2020 General Membership Minutes

6. **Business Arising from the Minutes**

There was no business form arising from the October 7th meeting.

7. **Secretary Treasurer Report**

Petty Wong, Treasurer, shared her screen with the assembled members and stated that in 2019 capital funds (\$10, 000) for office improvements was put aside and we have expended about half of those funds over the last two years. Two laptops were purchased for the President and the Vice President to attend meetings and the CUPE BC provided \$3000 Covid-19 technology subsidy has offset some of those costs. When the \$3000 grant is applied to the office improvement account, approximately \$5000 in funds remains available. The Local is significantly under budget overall

due to the reduction of travel, education, and conferences. Some membership related expenses are over budget created by factors such the mask purchase and the electronic voting costs. Even with the increased expenses in some areas, Petty estimates that the Local will likely end the year being \$80, 000 under budget overall.

In terms of the membership report, the Treasurer reported that 52 new members have paid the initiation fee this year so far, but it is unknown what type of positions those members are/were occupying. Petty believes they are largely casual employees given the significant reduction in the number of permanent positions being hired.

Membership Report: 370 FT members and 183 PT members in October 2020

In tracking the membership over the course of the year, Petty pointed out that in January of 2020 there were 794 members which is the highest number ever. This number contrasts sharply with the 553 overall members in October 2020.

Keith said that he hoped the membership numbers would go back up again as the college moved towards more in person classes. It was also announced that Petty would be working on the 2021 budget with the help of some executive members and that the budget would be coming to the membership in the new year. Keith concluded by reminding the members that the Executive is only the steward of the funds and that if a CUPE Local can have half a million dollars as a base in the bank, that Local is doing very well and can take a grievance to the end of the line.

MSC: To approve the Treasurer's financial and membership report

8. **Reports of Committees, Delegates and Executives**

A number of reports were distributed to the members with the agenda package and the chair gave members the opportunity highlights parts of their reports

- Shelley Butler, Education Coordinator, reported the SD Fund is doing well this year as there are fewer applications do to Covid-19 and she is recommending that we return to the previous limits (\$2000 ceiling including a \$500 maximum for recreation) for at least the new year. Alesha Peters will be assisting with the SD fund applications for the next few months as Shelley will be helping to establish the new Service Improvement Fund that was established during collective bargaining.
- April Atkins, Health and Safety Coordinator, highlighted that she is the CUPE rep for the Joint Early Intervention Program and she spoke highly of the team that exists right now which is working hard to support members in their return-to-work April reminded members that it is important not to judge their colleagues who are off sick. April is hoping to get more training on the duty to accommodate.

April also went on to say that she also is the co-chair of the JOSH Committee and that has been running well and efficiently. They have dispersed responsibilities among the committee members with everyone has a purpose and doing a lot of work. If members have concerns related to Covid-19 they should talk to April as the union has a voice and can channel the message to those who need to hear about the concern. April thanked the membership for attending the BCFED Convention and found that to be an eye-opening experience.

Keith mentioned that April is also getting the word out about the first aid attendants and that the college needed to recruit some additional attendants so that the security guards are not performing that function.

- Jayme Wilkinson, Communications Coordinator, attended her first union training when CUPE BC hosted a Zoom meeting with Amber Mac who does a technology show. The training concentrated on strategies for communication and much of it was high level, but Amber Mac talked about a Local that had purchased the wellness app Calm and it was something Jayme thought we should look at and it could make our Local look like it is providing something to the members. Purchasing the Calm app had been a positive experience for the other Local that Amber Mac had referred to.

Erynne told Jayme that the wellness app was brought up at the last executive meeting, but discussion was put off to the next meeting as Jayme was not there and Erynne wanted to ensure that Jayme could put the lens of her experience on the discussion.

- Erynne Grant did not want to go over what was in her written report but said that 2020 has been a lot for everyone and we have had the most challenging experience many of us have every experienced in our lives and that we still have quite a distance to go. She has not been communicating through CUPE-All like she used to, but Erynne expressed that she is really struggling for time. Erynne suggested that when members return from the Christmas season that they try to temper their interactions with colleagues with empathy and sensitivity and help to provide emotional support to others while taking care of their own mental health.
- Shirley Wendland, Member at Large and shop steward, spent the summer supporting members going through the layoff process. In the fall she has been supporting members having questions about the CA and Manulife processes.
- Keith Todd, President, closed up this section of the meeting by mentioning that the Local had provided the college with the union's perspective of how all employees, who remain working, should be remunerated in case of a declared snow day. The Local specifically told the college that all employees, regardless of where they are working, who remain working after a declared snow closure should receive time and ½ and equivalent time off with pay. The Local will directly send out information to members if the college communicates a different interpretation of the rules. The Local remains willing to meet with the employer to discuss the snow closure issue.

MSC: To Approve the submitted reports.

9. **New Business**

- **Executive Board Expenditures**

It was reported that the Executive had made the following budgeted donations: \$200 contribution to both Victoria Transition House and to the Victoria Sexual Assault Center

- **Mothers Against Drunk Driving**

Information was included along with the agenda package and there were no further questions or debate.

MSC: To purchase a 1/8-page advertisement at \$399 for the next MADD Magazine

- **United Way Donation**

Keith Todd, President, informed members that there had been an additional request from the United Way and the Victoria Labour Council for additional donations to the United Way during this difficult period of time. Naji, previous Camosun United Way Co-Chair, also spoke strongly in favour of the motion.

MSC: Motion: to Contribute an additional \$500 to the United Way above the traditional \$1/per member donation.

Interjection/Point of Order

There was a point/interjection by Vice President Shane Johnson noting that votes could only be seen if members had their cameras on. Keith suggested members could unmute if needing to express a vote for or against, Erynne volunteered to monitor the chat for individuals who may not be comfortable having their cameras on. Michel suggested the raise the hand feature could also be used for voting.

A few more participants turned their cameras on, and a new member, Elena Rozenberg, (the new benefits coordinator) took the opportunity to introduce herself.

- **CLC Winter School Online Educational Courses**

Keith Todd reported that it looks like only three proposed attendees will need wage replacement and that there has also been a \$25 per-diem offered. Shane spoke in favour and pointed out that not a lot of good has come out of Covid-19, but the cost of attending online education is certainly cheaper and we are able to maximize our dollars in terms of getting members transformative education. Keith clarified that having 6 members participate online was about the same cost as sending 2 members in person. Petty stated she did the calculation and the estimated cost of having 6 online participants with partial salary replacement was about \$5000 and that it was great that more people could attend at a lower cost to the Local.

MSC: to send Executive Members to Winter School courses (held online) as follows:

- Erynne Grant to *Provincial Labour Law*, Jan 25-28 at a cost of \$250 (no wages required)
- Naji Yazdi to *Steward Training Level 1* January 11-14 at a cost of \$250 plus wages if required
- Shelly Butler to *Workers Compensation Level 1* January 25-28 at a cost of \$250 plus wages Shirley Wendland to *Women in Leadership* February 1-4 at a cost of \$250 plus wages if required
- April Atkins to *Return To Work* February 1-4 at a cost of \$250 plus wages
- Shane Johnson to *Member Engagement-Member Action* January 18-21 at a cost of \$250 plus wages if required

- **CUPE Post-Secondary Campaign Cost-Share**

Keith Todd, President, reminded those in attendance that information about this campaign was included with the agenda package. Keith was hoping our National Representative was going to be online to weigh in on this item but unfortunately he not in attendance. Keith went on to say

that CUPE had asked for \$10 per member but that he had countered with \$4000 and that revised amount seemed fine to CUPE. It will be an intense campaign that will run over a year. At the Covid-19 CET+ meeting with the college this morning, we learned that there will be a deficit between \$5 million and \$7 million and this campaign will seek to increase funding throughout the province. There was a time when 76% of Camosun's costs were covered by the government and we are now closer to 46-48% and we are relying on International students which Keith believes should not be funds we rely upon but rather only be a supplement to the system.

MSC: To contribute \$4,000 to the CUPE Post-Secondary Cost Share Campaign

- **Elections**

There will be elections for the odd year positions as well as some portfolios and committee chairs will be held in March at the Local's AGM. Keith expressed hope that he would see incumbents back or have other members put their names forward.

10. **Good of the Union** (*announcements, commendations, concerns*)

- Petty thanked the Trustees for the great and efficient work they did on the audit and mentioned that there will be one Trustee position elected in March at the AGM and that she hopes the incumbent runs again. One of the Trustees chimed in to thank Petty for being so organized and ready to go and said pointed out that Petty is very good at her job.
- Keith apologized to the Joanne, BOG Rep, for scheduling the last Executive meetings during the same time as the BOG meeting and suggested we owe her some additional people attending the next few BOG public meetings. Joanne said that she was surprised that more people did attend now that you did not have to sit there uncomfortably while people wondered why you were there. To attend as a visitor, you only have to let Heather Martin know and she will provide a link to the meeting.
- It was noted that Dave Kosik, long time custodian, is retiring after 30 years
- Reminder that the Local has a Comfort Committee so if you hear about members who have had a baby, are injured, or suffer a loss etc. please let the committee or the office know.
- A special thank you from Keith to Naji for taking over/working on some files. Naji responded saying it has been a great learning opportunity and he really appreciates the support and mentorship Erynne provides.

11. **Adjournment**

MSC: To adjourn

The meeting was followed by a festive Zoom social and some prizes