



# ANNUAL REPORT

## 2020-2021 ANNUAL REPORT– EDUCATION

Mar 10, 2021

Greetings,

The past year has been unique and challenging due to the global pandemic. There have been over 100 million cases of Covid-19 and over 2 million deaths world wide as a result. You or those you care about may have been impacted emotionally, financially, academically, physically, etc. I want to acknowledge and remember those who have been affected or who have been lost to the pandemic.

While it has been a difficult year there is hope in the coming months that we will be able to gather safely again in person and partake in our annual traditions. As we move toward that time our union finds itself with an exceptionally healthy amount of funding (e.g. Staff Development and Service Improvement) available for education, training, conferences, and recreation for the upcoming fiscal year of 2021-2022. It is my hope that members will access funds and partake in activities that feed their soul, bring social connection and normalcy into their lives, and help them help serve our students.

A portion of my time this past year has been devoted to the review and approval of applications for the Staff Development funding. I do this activity in partnership with a HR representative on the Staff Development Sub-Committee. From the fall 2020 onward Alesha Peters, Member at Large has been attending the meetings as well to learn about the process. In addition, she has provided coverage for me for the December, January and February meetings while I pivoted to developing the guidelines and communications for the new Staff Improvement Fund. I would like to extend my appreciation and thanks to Alesha for stepping up to help.

For the last quarter of this fiscal year we have begun the conversation on how we can support our members by providing SD funds for wellness apps that help our members achieve greater mental and physical health.

### Staff Development Fund Year End Review

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.

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This past fiscal year we continued to grow the fund back to a healthy level after going into deficit in 2017/18. Cutting the available funds by 50% in the last three fiscal years has resulted in us being able to grow the fund back.

Below are “unofficial” estimated figures of the fund for 2020-2021 (as Feb 28, 2021)

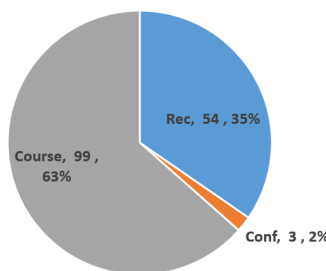
- Total CUPE 2081 Member Contributions: \$ 158,707
- Total Request for Recreation: \$ 9,522
- Total Request for Conferences: \$227
- Total Request for Courses: \$39,791
- Total Requests for Recreation, Conferences & Courses: \$49,540
- 2018-2019 Surplus Carryover: \$143,207
- **Estimated Year End Balance: \$(new surplus) \$260,000**

The health of the fund is currently strong. As such will be able to increase the individual members 2021-2022 allotment to its former level of \$2,000, of which \$500 can be used toward recreation. In addition, we will be piloting the ability for members to apply for self-directed wellness apps (for smart device or computer) for the fiscal year of 2021-2022. This will provide members additional access of choice for how they wish to recreate for wellness. We propose that members can use \$100 of their \$2,000 toward self-directed wellness apps for the period of 2021-2022. We will review the challenges and success of this initiative in the 4<sup>th</sup> quarter in 2021-2022 fiscal year. Look for updated guidelines and form starting April 1.

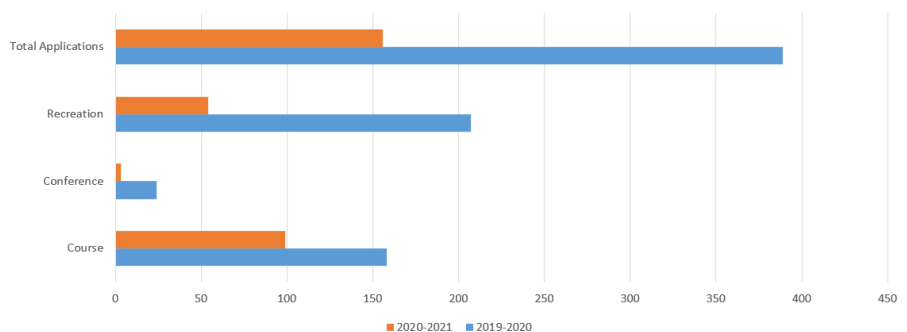
This report also includes graphs of the SD Fund to help members better understand how it is being utilized. Given the date of this report I am only able to report on the fund from the period of April 1, 2020 to Feb 28, 2021 (11 months).

### How many SD applications have we approved? What is the breakdown by type?

2020-2021 Total Number of Applications (LIVE)



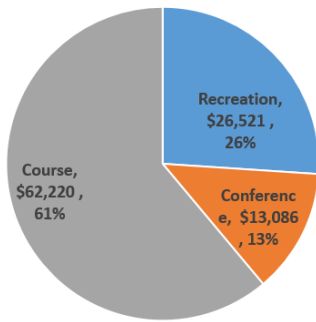
Number of Applications



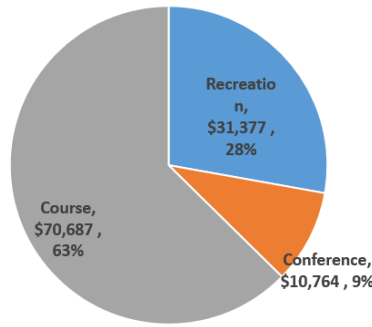
### Where does the money go?

The pie charts for the last three years show that the bulk of funds go toward courses, followed by recreation, and then conferences.

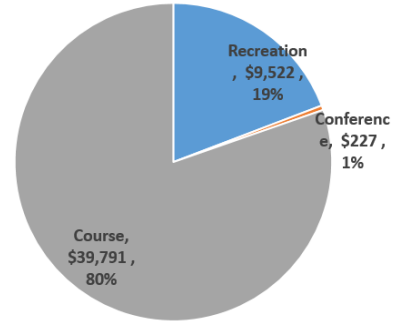
2018-2019 CUPE SD BREAKDOWN  
March 31, 2019



2019-2020 CUPE SD BREAKDOWN  
Mar 31, 2020



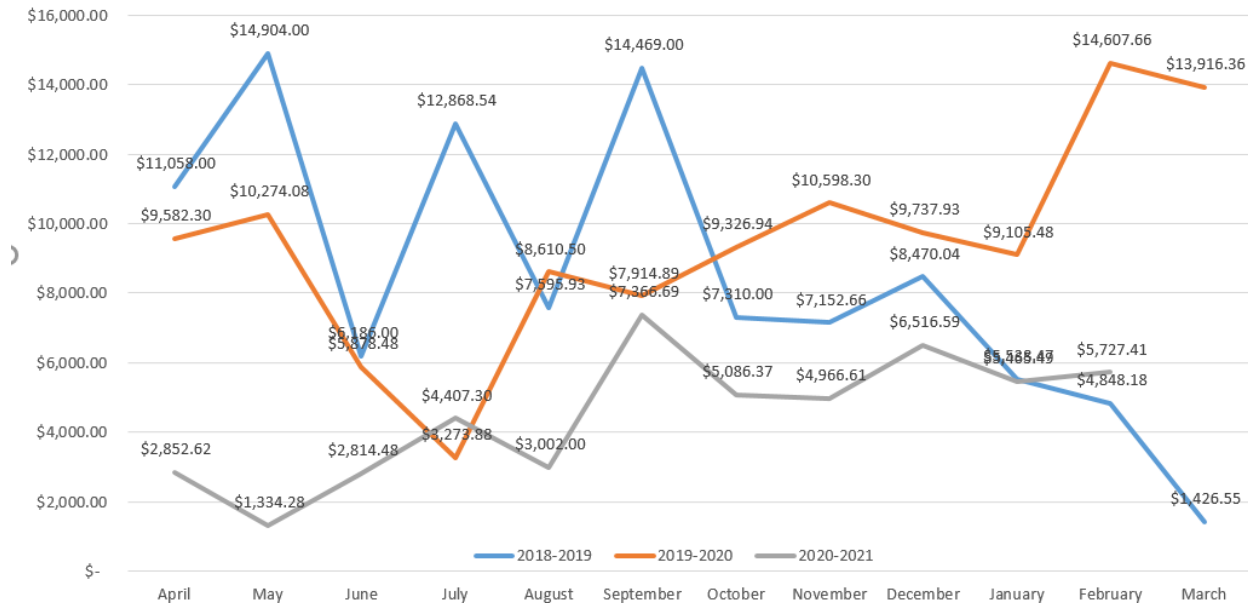
2020-2021 CUPE SD BREAKDOWN  
**LIVE**



### How is the fund utilized during the year?

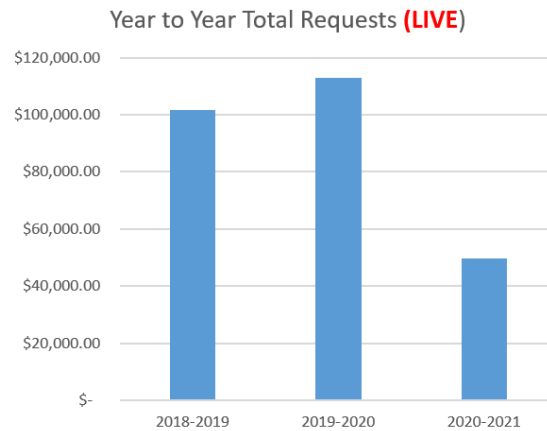
For 2020-2021 we had underutilization of the fund for the first ½ of the fiscal year (April – Aug), most likely due to the lockdowns and Covid-19. As opportunities opened up or went online members were likely to participate and request funding.

year to year live data



### What are the total funding requests for the last 3 years?

Most likely due to the lockdowns and Covid 19 the overall request for funding is half of what it normally has been the last couple of years.



### Service Improvement Fund **\*\*NEW\*\***

The Service Improvement Fund was bargained for in the new CUPE 2081 collective agreement. The Service Improvement Fund is for specific types of employee training and professional development activities that will enhance the delivery of services to students. This past year I have been working with the Labour Management Cooperation Committee to develop, review and approve guidelines, processes, procedures and communications to launch this fund to the membership.

On Mar 9, 2021 a CUPE All was sent to the membership with the application form and details on how to apply for the fund. We are still waiting for HR to add the information to the Intranet site. I will be monitoring and tracking the fund usage in a similar fashion to the SD Fund. Look for my upcoming reports in the new fiscal year.

### Workshops

There were no educational workshops in 2020-2021, mainly due to the pandemic. We hope to be able to offer some in the new fiscal year, pending availability.

Thank You.

**Shelley Butler** | Education Coordinator

CUPE Local 2081

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