CUPE2081
ON THE FRONT LINE

ANNUAL REPORT

2021-2022 ANNUAL REPORT– EDUCATION

Mar 21, 2022

Greetings,
The past year has continued to be unique and challenging due to the global pandemic. There have been over 460 million cases of Covid-19 and over 6 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.

This year has seen a return to some face to face course and recreation activities for ourselves and the students we serve. With return to many activities we have seen an increase in applications, particularly in the recreation category. It is good to see our membership be able to engage in activities that support their professional, social, mental, and physical health.

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. I would also like to give a special thank you to Alesha Peters, Member at Large who has been attending meetings regularly to assist in the process and she is also able to attend meetings in my absence.

Staff Development Fund Year End Review

The Staff Development fund is a shared benefit in lieu of wages.

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 three fiscal years of 2018/19, 2019/20, 2020/21 has resulted in us being able to grow the fund back. This last year due to the health of the fund we were able to increase the SD amounts back to $2,000 per member, and increase the recreation amount (of the $2,000) back to $500. In addition, we also allowed for the submission of health and wellness apps for smart devices for up to $100 per fiscal (from the $2,000 allotment.

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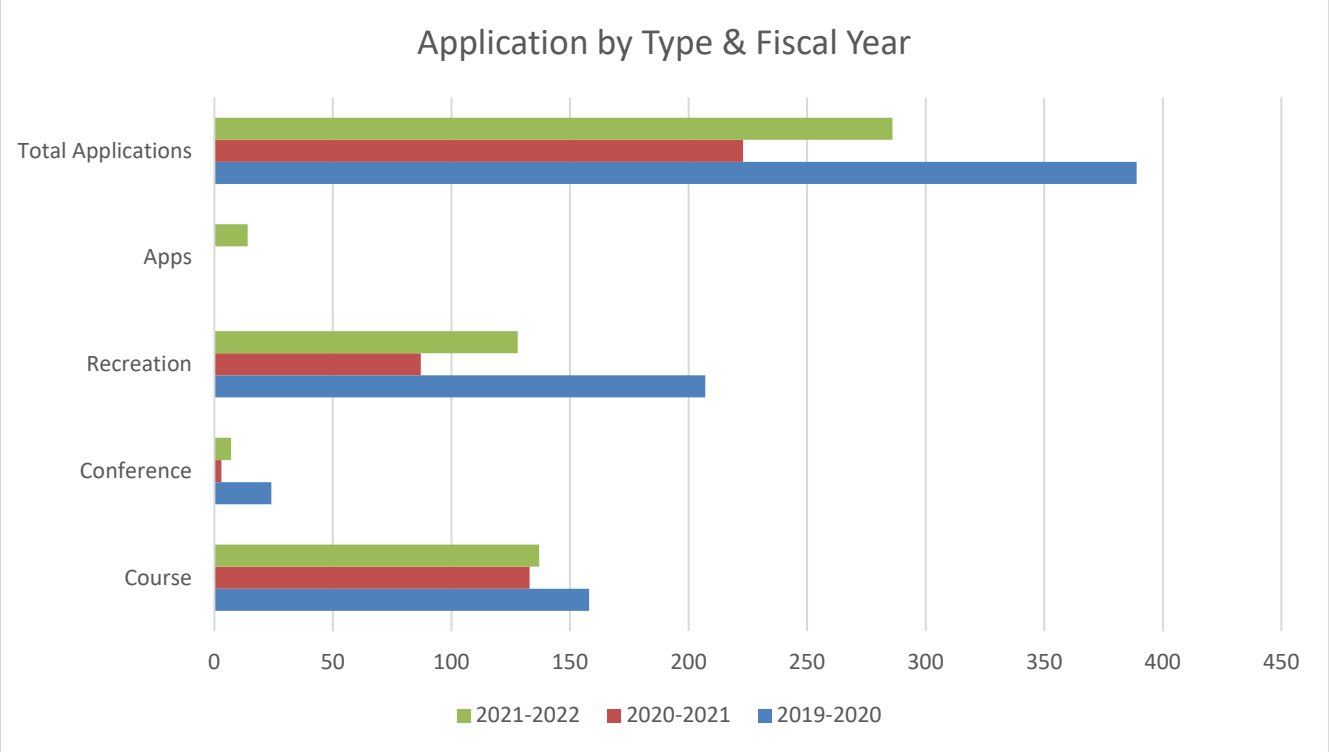
Below are "unofficial" estimated figures of the fund for 2021-2022 (as Feb 28, 2022)

- Total CUPE 2081 Member Contributions & Carry Over from Previous Year : $ 414,875 (estimated)
- Total Requests for Recreation, Conferences, Courses & Apps: $103,295
    - Total Request for Recreation: $ 28,504
    - Total Request for Conferences: $1,321
    - Total Request for Courses: $72,274
    - Total Request for Health/Wellness Apps: 1,196
- **Estimated Balance for Feb 28, 2022: $311,580**

The health of the fund is currently strong. As such will be able to maintain the individual members 2022-2023 allotment of $2,000, of which $500 can be used toward recreation and $100 of which can be used toward health and wellness apps for smart devices.

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, 2022 (11 months).

How many SD applications have we approved by type and fiscal year?



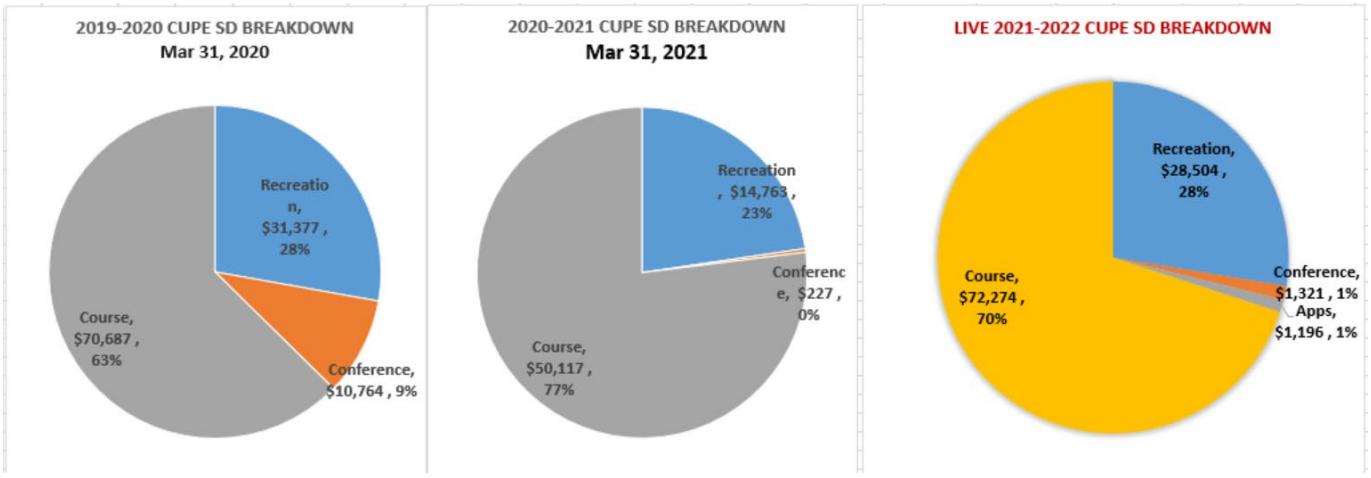
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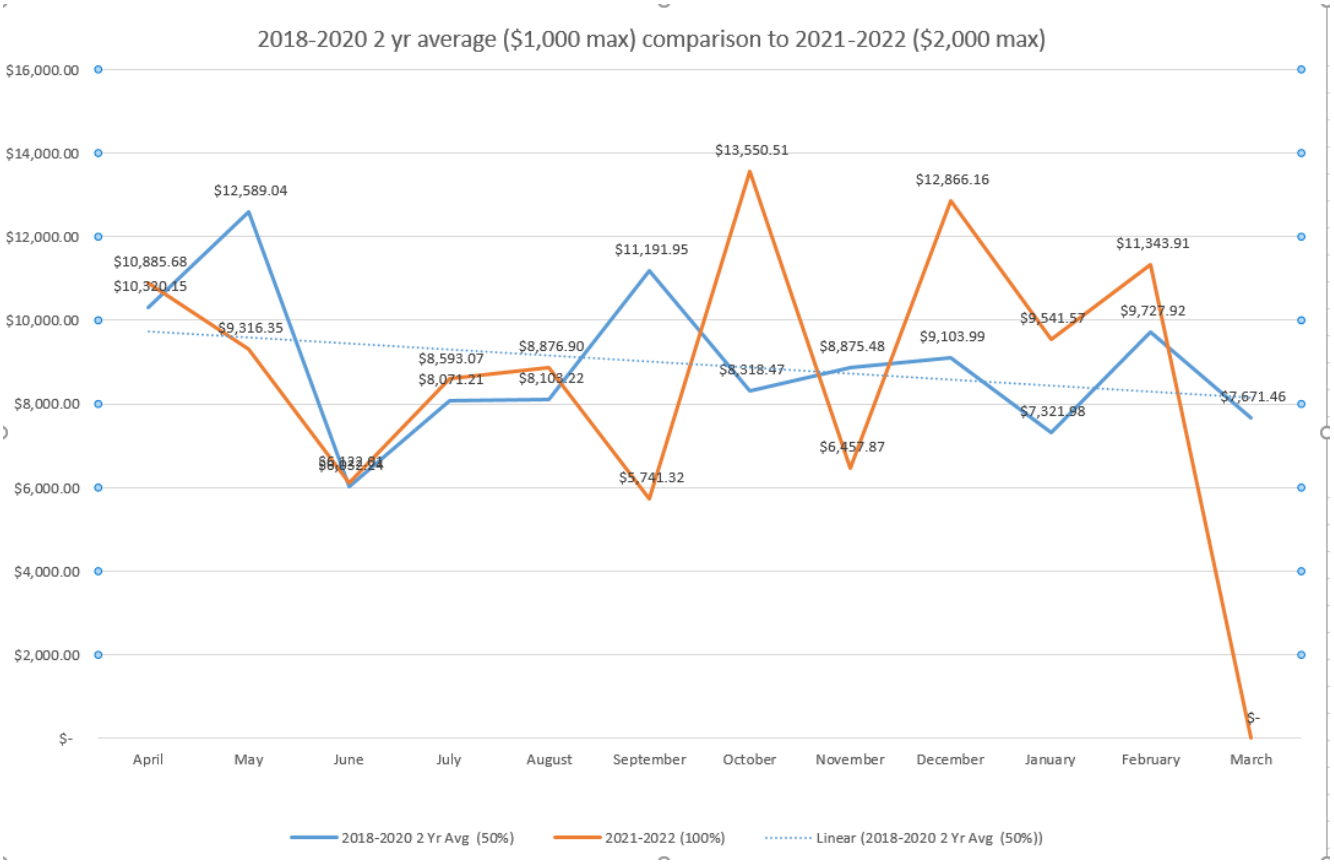
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Where does the money go?

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



How is the fund utilized during the year?



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Service Improvement Fund

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. Examples of activities that qualify for the SIF include, Indigenous cultural competencies, mental health and crisis management, accommodations for persons with disabilities, communications, conflict resolution, etc.

SIF Applications 2021-2022

Status	Applications
Approved	8
Declined	4
Submitted	2
Total	14

Total Approved SIF Applications 2021-2022 approximately $8,400.00

The SIF funded two college-wide workshops this past fiscal year for CUPE 2081 members which included Responding with Respect for Front-Line Workers by the Canadian Mental Health Association, and LGBTQ2IS+ Inclusion Workshop by Inclusion Incorported.

For more information on the Staff Development and Service Improvement Fund visit the HR Intranet page -
http://intranet.camosun.bc.ca/_hr_/forms/CUPEDevelopmentOpportunities.php

Thank You.

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