

CUPE Local 788 - General Meeting: Saturday March 6, 2021

22 in attendance Via Zoom

Members Present via Zoom:

Angela Thomas, Janice Shields, Tania Aguila, Angie Gray, Guy Reeves, Michael Mullen, Julianna Slomka, Mylene Dammel-Sherrin, Lynn Thorwaldson, Amy Sandidge, Linda Dzus, Mark Beveridge, Lenore Baxendale, Laura M., Jenny Langdon, Cathy George, Cynthia Marshall, Dawn Sawchuck, Carol Spencer, Rick Newfeld, Sue-Anne Donaldson, Campbell Jackson

Regrets: Debra Krause

Call to order 11:15 am

- I. Angela explained Zoom protocols
- II. Roll call of officers: Angela Thomas - President; Angie Gray - Secretary Treasurer; Tania Aguila - Recording Secretary; Lenore Baxendale – Trustee;
- III. Territory Acknowledgement
- IV. Equality Statement read by Angela Thomas
- V. No New Members
- VI. Approval of minutes November 28, 2020 moved/Tania Aguila and seconded/ Lynn Thorwaldson – Matters Arising: name correction and spelling. *Move minutes as amended by Tania/ Seconded Lynn / Matters Arising – none /Minutes accepted as amended.*
- VII. Correspondence –thank you cards from SSE and Mayne Island School for donation to the student’s food program. Thank you cards from Mariann MacLean and Paul Hutchenson for the retirement cheque and a thank you card from SSI Community services for the \$300 donation to the laundromat.
- VIII. Treasurer's Report –
Angela Gray reported:
General Account as of January 31st, 2021: General Chequing \$23,181.28
Defense Fund \$12, 447.03
Strike Pay \$9,210.73
Supplement Bank Benefit \$117,103.91.
Received a letter from the Greater Victoria Scholarship Fund, a cheque in the amount of 270 will be send. *Move Angie/ Seconded Lenore / Matters Arising – none /Report accepted as read*
- VIII. President’s Report – no meetings attended, there is no report at this meeting

IX. Committees Reports

▪ Education Committee

CUPE BC is trying to get courses online we are waiting to hear more about it.

▪ Health & Safety

New database system **Safety Admin** is being implemented to track all the District school's safety information.

COVID vaccination has been offered to all District employees.

Important for worksite's to complete **Site Inspection** forms on a regular basis.

Sd#64 Near Miss Form and **Worksafe Form 6** to be completed for all incidents to ensure an accurate tracking of all Injuries.

▪ Hospitality – * No report at this time

▪ JJEC

New CUPE Job descriptions were created for the following positions: **Facilities, Capital Projects and Transportation, Administrative Assistant and for the position of Connecting Generations Facilitator**

The **Indigenous Support Worker** position had a job review done

Awaiting reviews are the French **Immersion CEA and Grounds Crew Lead Hand**

Outstanding job review questionnaires for **Clerk V and Educational Assistant**

An extra meeting has been scheduled for June

▪ Labour Management – Committee has not met – no report at this time

▪ Layoff and Recall

The committee is on standby, as soon as we know anything about the positions affected by the closure of SIMS the committee will take action.

▪ EA Selection Day Committee Report - Committee has not met – Susan Garside and Ardice Macrae subcommittee for EA selection day coming up in June.

▪ Pro-D

Committee met and wanted to put forward a motion to increase the individual allotments maximum of 750 regular and temporary employees and 400 for sub casuals.

Move Angie/ Seconded Amy Sandidge / Matters Arising – none /Motion pass

Guidelines for the website pending.

▪ Bursary Committee – Committee has not met – no report at this time

▪ Shop Steward

The Shop Stewards Committee currently has one grievance in process and one pending.

- **Supplemental Benefit Bank –**
Helping 5 members at the moment

- **Trustees –**
2018 audit was accepted by CUPE National. Soon to do the audits for 2019.

Motion: to accept reports as presented – moved-Cynthia Marshall seconded by Linda Dzus /Matters Arising – none /Reports accepted as presented

X. Old Business

Computer for CUPE Secretary motion to purchase a computer for the CUPE secretary in the amount up to \$2,000. *Move Tania/ Seconded Cynthia Marshall / Matters Arising – none /Motion pass*

XIV. New Business–

- Human Rights Conference - Report attached
- CUPE BC convention in May19-21, 2021, Heather, Janice and Amy show interest.
- Nominating committee for elections at the AGM in June: 3 members to oversee the nominations of President, Treasurer and Trustee position. Amy and Campbell will be the nominating committee for the June AGM.

Good of the Union

Anti-Racism, Anti-Discrimination & Employment Equity Committee

Members of the committee: Rowan Wolf, Lisa Coles, Cynthia Marshal, Janice Shields, Tania Aguila

The committee meet CUPE 788 can help combat racism by making our workplaces, our union spaces, and our communities safer and welcoming for people who are Black, Indigenous and racialized. These are some ways how we can do that:

Acknowledging that racism and discrimination exist in our union.

Understand that there is no such thing as reverse racism.

Learn about anti-Black racism, systemic racism and oppression.

Create space for dialogue with the end goal to identify action points.

Commit to making space for Black, Indigenous and racialized people.

Amend our bylaws to ensure there is a spot at the table for racialized members.

Commit to participate in the movement to end discriminative policies in Canadian society.

Making it mandatory for executive members of our local to take mandatory anti-oppression training by CUPE.

Discussion on upgrading training for EAs. Reminder that there is some funding available to upgrade and this is a good time to do it.

XV. Adjournment - 12:45

HUMAN RIGHTS CONFERENCE REPORT

- Building Strong, Inclusive locals
- Equity seeking workers: resistance during COVID
- Bargaining for equity
- Anti Racism Strategy for CUPE
- Uniting our straggles, coming out of the crisis

Racialized workers are suffering more than ever true COVID. Covid is affecting more racialized communities due to fact that racialized people live in smaller crowded places, use public transportation etc.

Women continue to take on the doble burden, overworked and caring for the children at home. Level of stressed has increased, working under staff and overloaded is an issue.

Unemployment rate also increased notably among Black Canadians (+5.5 percentage points to 16.4%) and Latin American Canadians (+4.5 percentage points to 16.6%)

SOLIDARITY is of most importance at this moment as white supremacist ideologies are in the rice across Canada

Systemic racism, how the system is set to create more inequality

Allyship is important and it is only when you see resistance when challenging racism that advancement can happened.

The importance of language, instead of people with disabilities > people living with different abilities very important.

We need to move away from tokenism

Move out of the systemic problems to get ahead

Bargaining to eliminate systemic racism and inequalities

De-Colonizing by-laws using language that is inclusive.

Ensuring that the there is space for racialized workers in leadership roles in our union.

EDUCATION, EDUCATION, EDUCATION

March 21 is the United Nations International Day for the elimination of Racial discrimination

At CUPE's 2019 National Convention, delegates unanimously voted to create an Anti-Racism Strategy and it will be presented for adoption at the 2021 National Convention. Please look at the document in our website under resources and email antiracism@cupe.ca to provide input.