**CUPE 2950 General Membership Meeting Minutes**

**January 25, 2018 IRC #3**

Recorder: Leslie Hodson

**Territorial Acknowledgment**

**1. Roll Call of Officers –** Karen Ranalletta, Harry Young, Susanne Lester, Rey Astronomo, Jed Cheng, Siobhan Ryan, Maria Ho, Dionne Halyk, Carlos Comba, Jaimie Miller & Frans Van de Ven

**Introduction of members in attendance**

**2. Adoption of Agenda –** amend to move the nominations for CUPE BC Convention to #5 Business Arising -  **M/S/C Dionne Halyk/Sara McGillivray**

**3. Equality Statement –** be excellent to each other!

**4. Adoption of Minutes** of November 30/17 - **M/S/C/ Alex Shirazian/Noval Leaf**

**5. Business Arising from the Minutes:**

**a. Nominations for CUPE Executive (2018-2019)**

* Treasurer
* Recording Secretary
* Trustee (1 yr term ending 2018)

b. Open nominations for CUPE BC Convention (Apr. 18-21): Nominees: Karen Ranalletta, Siobhan Ryan, Dionne Halyk, Susanne Lester, Rey Astronomo, Maria Ho, Hollie Griffin, Shehnaz Motani, Jed Cheng, Vanessa Fahr, Alex Shirazian, Harry Young, Davina Ridley

**6. Unfinished Business**

7. **Executive Report** - Karen

* CUPE President’s at Post-Secondary conference call – discussed 2019 bargaining. Holding coordinated bargaining university meeting in a few weeks. MSP Premiums reduced by 50%. UBC pays premiums. Gov’t has not released money to employers. We don’t have language to cover this. Not sure where we stand. Ross working with other sectors to see how to address. May go back into extended health benefits.
* Senior Executives leaving: VP Finance, VP Human Resources. Meeting with HR and presidents of all employee groups.
* Met with President Santa Ono. Covered who we are, what we do. Inclusion of 2950 in campus initiatives “strategic plan”. 2950 to be involved. VP/HR selection – no provision for staff to be on selection committee. Encouraged us to send letter to senate to change policy. Biggest issue is money, many of our members have second jobs and we have a lot of UBC Alumni in our local. Need equal pay for what we do. Housing/Transit-Commuting/COLA/Childcare. His commitment to mental health is a big issue for us. He was very receptive, respectful, open and showed a willingness. UBC President’s cannot make decisions unilaterally. He doesn’t have the power to change. He will be attending our summer barbeque.
* NDP accessibility budget comes out in February
* 2950 strategic planning meeting next week. Soliciting ideas from members.
* History project – digitizing history. 5 members of original contract committee are doing a video on bargaining history. We purchased a bronze plaque that marks a significant piece of our history (the first union in Canada to negotiate paid maternity leave. Looking for locations to place it. We will hold a big event to celebrate the founding of our union.

**M/S/C Dionne Halyk/Ron Fong To adopt the Executive report.**

**8. Business Agent’s Report –** Frans

* MSP premiums – there is nothing in collective agreement, other than it provides that we get medical coverage. Government has the discretion to change.
* Advanced non-appointment to Step 3. Very few would want to pursue. Member willing to take on injustice. She transferred to another position out of the union. We haven’t dropped. The manager was investigated and union did not hear outcome. We are concerned about future hires in this department.
* Meeting with HR to clarify job security. We don’t agree with HR interpretation. Mismanagement leads to problems resulting in layoff. Layoff is not an alternative to managing the workforce. Union and HR jointly assist employee in getting another job.

**M/S/C Rey Astronomo/Alex Shirazian To adopt the Business Agent’s report.**

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**10. Treasurer's Report –** no report

**11. Committee reports:**

**a. Communication Committee – Siobhan -** working on newsletter. Have working group next Thursday February 1st after work, anyone welcome. Updating website. Housing – UBC subsidizing. Housing only affordable to those making $70k plus. Connecting to members via bulletin boards. 20% know where their office bulletin board is. We need a work party to find the bulletin board for CUPE.

**b. Contract Committee – Susanne** responsible for negotiating collective agreements. We will elect the contract committee in the fall. Interested members should contact bargaining committee and take bargaining courses.

**c.** **Education Committee – Maria** The December lunch and learn was well attended. Maria working on Lunch and Learn sessions for 2019.

**d. Grievance Committee – Harry** reported the grievance committee is a small committee looking for more members. They meet every other Tuesday. Deal with flex time denials, contract violations and extension requests for temporary employees.

**e. Health & Safety Committee** – **Jed** attended CLC course on H&S Level 1. February meeting with UBC H&S/Worksafe Officers. Meeting with joint committees. Forestry/Medicine. Assist Siobhan with article on experience at CLC. Worksafe found UBC not in compliance with regulations. 24 H & S Committees. Administrative H&S Committee. Managers should be aware of new process. We have a list of all 2950 reps.

**f**. **Job Evaluation Committee** – **Rey** brought some members from Finance to the GMM. Encouraged members to join committee. JE directly related to job description accuracy. If not accurate, possible reclass. We can assist you with process

**g**. **Diversity Committee** – **Carlos** - Human rights, pension committee meeting. CUPE BC brought pension plans. Diverse among gov’t employers. Importance of RRSP vs. employer pension plan. Which is better? Bill C27 change legislation. Concerned about law changing precedent.

CUPE BC Committees: Maria Ho on Women of Colour, Harry Young on Pink Triangle, Carlos on Pension, Shehnaz Motani on Global Solidarity Advocacy. Shehnaz reported on advocacy for workers around the world (i.e. Bangladesh Factor file – Canadian company changed requirements to improve worker safety in Bangladesh), CoDev advocates for workers in Latin American countries. Women to do handwork. CUPE Embargo – lifted and put back. Labour brought in supplies, funded joint projects. Monitor projects to help conditions of workers. Migrant workers – advocate gov’t to change laws to help migrant works who pay into EI but cannot access. Canadian mining – bad track records, but worse in South America. Make them accountable.

Meeting adjourned 1:55pm