

## CUPE 2950 General Membership Meeting Minutes

January 28, 2021 @ 12:00-2:00pm

Recorder: Chloe Martin-Cabanne

### Territorial Acknowledgment

1. **Roll Call of Officers** – Karen Ranalletta, Frans Van de Ven, Leslie Hodson, Jaimie Miller, Adam Huizinga (regrets), Hollie Griffin, Odette Rivers (regrets), Lily Lew, Vladimir Petchkovsky, Dagoberto Vargas, Rey Astronomo, Parvin Bolourani, Lyn Pedro & Chloe Martin-Cabanne
2. **Equality Statement** read by Rey Astronomo
3. **Adoption of Agenda** – Vladimir Petchkovsky/Jennifer Rebamontan **M/S/C** by Zoom vote
4. **Adoption of Minutes** deferred
5. **Business Arising from the Minutes:**
  - a. **Nominations for CUPE Local Executive (2021-2022)**  
Treasurer – n/a
6. **Unfinished Business**
7. **Executive Report (Karen)** – Karen is filling in for Trevor Davies, Secretary Treasurer for CUPE BC.

Indigenous Awareness Week is from February 1<sup>st</sup> to February 6<sup>th</sup>. CUPE BC released a video regarding reconciliation: [https://www.cupe.bc.ca/reconciliation\\_cupe\\_members\\_speak](https://www.cupe.bc.ca/reconciliation_cupe_members_speak). The University of Alberta is also offering a free course on the history of Indigenous people in Canada: <https://www.ualberta.ca/admissions-programs/online-courses/indigenous-canada/index.html>

In Labour Relations matters, our Employee relations manager, Korey Onyskevitch, has moved to a different portfolio. He has been replaced by Effie Taylor. The culture between CUPE 2950 and Human Resources is one of mutual respect, where we can pick up the phone and hash out members' issues before they escalate. We look forward to working with Effie.

Susanna Mulligan, our Professional Development Funds Manager, has reported that 44% remains of our CUPE 2950 PD Fund. Members have until March 15, 2021 to submit their claims before the end of fiscal year.

CUPE 2950 sent a letter to Minister of Advanced Education, Anne Kang, congratulating her on winning as MLA for the Burnaby-Deer Lake riding and inviting her to speak to CUPE 2950 members. She responded to the letter and we are continuing to build our relationship.

The presidents of CUPE BC University Locals met on January 22<sup>nd</sup> to discuss issues related to the COVID-19 pandemic. Common themes included reviewing safety plans and layoffs of ancillary staff. 300 staff members are on temporary layoffs from CUPE 116 and expect to be recalled after the pandemic. Layoffs are also occurring at the University of Victoria, Royal Roads and Thompson Rivers University. CUPE has organized a cost-share campaign to advocate for a post-secondary funding review on a federal level. Universities receive less than 50% of their funding from the government, the rest comes from the private sector, donors and tuition.

Karen presented in the "Education for All" campaign launch on January 21<sup>st</sup>. This is a joint advocacy campaign to lobby the federal government to invest in the post-secondary sector. Canadians require more training for their jobs, and post secondary education is sure to play a role in the post-pandemic recovery of the economy. <https://www.educationforall.ca/>

The CUPE BC convention will be online on May 19<sup>th</sup>-21<sup>st</sup>. More information on registration in our coming meetings.

Don't forget to apply for the BC Economic Recovery Benefit: <https://www2.gov.bc.ca/gov/content/economic-recovery/recovery-benefit>

Andrew Riter reminds us to claim our Home Office Expenses when we are submitting our taxes. UBC published guidelines on claiming these through the CRA: <https://finance.ubc.ca/payroll/your-taxes/claiming-employment-expenses>

Elizabeth Kukely inquired about the security of the UBC Pension Fund's investments during the pandemic. This question is best directed to the Pensions Office. Karen worked on the board and assured members that the pension investment managers select conservative, low-risk investments.

8. **Business Agent's Report (Frans)** – We are continuing to serve members online. One case of performance issues which may have required a medical accommodation was resolved and the member is back at work. The grievance committee is going over outstanding issues with Korey before Effie takes over his Employee Relations portfolio.

9. **Treasurer's Report** – The 2021 budget will be presented next meeting for approval by the membership in March.

10. **Committee reports:**

a. **Grievance Committee (Jaimie)** – We held a Grievance Committee meeting on January 13<sup>th</sup> and processed all of the business that has come to us. There has been no advancement of cases with Employee Relations. Some cases have been referred to Arbitration, and meetings have been lined up for future dates in late 2021 or early 2022.

A grievance in the Education Library has moved. Temporary assignments have been processed. A reclassification was reviewed by the Job Evaluation committee.

“Hot button” issues include members who are concerned that they are being overworked. Members sometimes work unpaid overtime on evenings, weekends and stat holidays for free because they are trying to get their work done. If you are feeling overworked, talk to your employer and ask the union to assist. Why work for free? It is not worth burning yourself out to do free work. The only result of overworking yourself is that the employer will think that you are capable of doing more than your 35 hours of paid work per week.

Felicia de la Parra asked about the UBC Library's PD Fund, but Jaimie responded that this program was a myth. Members can request PD Funds for job skills training through their department head or manager. The PD Fund is not required for in-job training, these expenses should be paid by your department.

b. **Contract Committee (Adam)** – n/a

c. **Communications Committee (Dagoberto)** – CUPE Metro is offering funds to those whose jobs have been impacted by the COVID-19 pandemic. Reach out to Karen for more information on accessing the funds. The United Way campaign also provides meals throughout the Lower Mainland. They are looking for volunteers to contribute to communities who have been impacted by the pandemic.

d. **Diversity Committee (Odette)** – n/a

e. **Chief Steward (Hollie)** – CUPE 2950 needs more stewards! Reach out to Hollie to arrange a meeting. We will also arrange Chief Steward drop-in sessions.

Leslie added that shop stewards have the ability to meet new people and network with those who hire at the university. It is a great role for moving around and getting promoted. Shop stewards acquire transferrable skills which can be used in future roles.

The next CUPE Education Intro to Stewarding online session is on Friday, January 29<sup>th</sup>.

f. **Job Evaluations (Rey)** – There have been no unusual upticks in Job Evaluation due to COVID-19 or Workday. We are experiencing normal activity concerning job evaluations and changes in job descriptions.

A reminder to be mindful about your work schedule and hours of work. Remember to log off at the end of the day to separate your work from your personal life. Even though we can't travel, remember to take your vacation! Have a staycation and hang out with your family, or have some self-time. We need to take time-off to improve our well-being.

g. **Education (Lily)** – Nine workshops are being offered on the CUPE Education website, including Introduction to Stewarding and Challenging Racism. The UBC Parent Council is hosting coffee chats, which are great for connecting with other parents at the university. They are offering a zoom workshop on January 28<sup>th</sup> about the Mental Health of Canadian Children. Stay tuned about CUPE 2950 lunch hour workshops!

h. **Health & Safety (Parvin)** – Please report any concerns regarding Health & Safety in your department to the union office. We hosted a lunch & learn on January 20<sup>th</sup> about Stress Management, where we learned about the science of what happens to our body when we are under stress, and how we can move on from it. We are offering a session on

Nutrition on February 17<sup>th</sup>, and on March 9<sup>th</sup> we will have a yoga session. If you missed the course on stress management, [www.wpl.ubc.ca](http://www.wpl.ubc.ca) offers a course about self-care and burnout prevention. We plan to host monthly webinars about Health & Safety, so reach out with your ideas!

- i. **Sergeant at Arms (Vladimir)** – The VDLC is organizing a Young Worker’s Caucus and are calling for young workers to join the committee. We are looking for a core group to identify the needs of young workers in Vancouver. We are also establishing a young worker’s caucus at CUPE 2950, so contact Vlad to join. Build networking nodes, identify the needs of young workers, and get the VDLC to help them.

**Meeting adjourned**

Meeting adjourned 1:00 pm