

CUPE 2950 General Membership Meeting Minutes

Date @ 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 (regrets), Vladimir Petchkovsky (regrets), Dagoberto Vargas, Rey Astronomo, Parvin Bolourani, Lyn Pedro & Chloe Martin-Cabanne
2. **Equality Statement** read by Hollie Griffin
3. **Adoption of Agenda** – Linda Wensveen/Eleanore Wellwood **M/S/C**
4. **Adoption of Minutes** for February 21st – Whitney Preminger/Jennifer Rebamontan **M/S/C**
5. **Business Arising from the Minutes:**

- a. **Nominations for CUPE Local Executive (2021-2022)**
Treasurer – n/a

6. Unfinished Business

7. **Executive Report (Karen)** – Dr. Bonnie Henry is holding talks with the post secondary sector regarding a safe return to campus. A memo is being circulated by department heads. Managers are spreading rumours that CUPE 2950 is pushing for a return to campus. We have had no conversations with the Employee Relations or received WorkSafe plans regarding a return to work, and CUPE 2950 has had no conversations with the employer. At 2:30pm, I have a meeting scheduled with the Minister of Advanced Education about expectations for a return to campus, and I will share this information when I have it.

CUPE BC and photographer Joshua Berson profiled Chan Centre members about the work they are doing in the venue. It is one of the only venues that has remained open for recordings.

https://www.cupe.bc.ca/the_show_must_go_on

8. **Business Agent's Report (Frans)** – I was recently summoned to campus for my first in-person meeting since we started working from home. It was a run of the mill performance meeting. HR said that in-person meetings would have to be approved by the worker's supervisor to go ahead.

On March 23rd, we held a productive seminar with activist and lawyer, Adrienne Smith, "Solidarity Includes Everyone (Transgender Rights)". We talked about trans rights in the workplace and the employer's legal obligations surrounding them. Adrienne discussed empathy and dovetailed her talk into a transgender person's legal rights and the employer's responsibilities in the workplace.

In the meantime, servicing goes on remotely. Leslie fields many questions from our members. Thank you to the team.

9. **Treasurer's Report (Chloe)** –

10. **Committee reports:**

- a. **Grievance Committee (Jaimie)** – We held a grievance committee meeting on March 23rd, where we discussed an escalating grievance regarding PPE. According to Article 24 in our Collective Agreement, the employer must provide and maintain personal protective equipment in the workplace. The employer conceded that departments need to provide PPE to their workers, but that has not filtered down to the departments themselves. We invite members to discuss their PPE stories with the grievance committee as part of the grievance. The employer has conceded on most points of the tuition waivers grievance, they have made some changes to their website and we will meet them again at a later date. The snow policy grievance continues, if you recall, there was a snow storm last winter, and the employer released a memo telling students and instructors to stay home at 5AM, while employees were not told to stay home until 11:45AM, when they'd already had a difficult time making it to work. The university needs to remember that they

have staff and need to communicate to them in a timely manner.

There are rumours that departments are telling staff in meetings that the union is pressuring UBC for an in-person return to work in September. Another department is telling staff that the union is *preventing* them from returning to work in September! We have had no meetings with the employer, so both rumours are untrue. The union makes a convenient foil for some departments. We'll let you know what's happening as soon as conversations begin.

Another issue we're having is that the employer is not providing us with timely information about our membership. There is no union membership database on Workday, so the union cannot calculate their dues. Our union affiliates need the numbers, salaries and dues so that we can support them. We can't fulfill our obligations to affiliates because of the delay getting our membership database from UBC.

- b. **Contract Committee (Adam)** – n/a
- c. **Chief Steward (Hollie)** – CUPE National is holding a steward training session in April. We are arranging a shop steward information session for members. Hollie has masks, contact her to get some.
- d. **Communications Committee (Dagoberto)** – n/a
- e. **Diversity Committee (Odette)** – n/a
- f. **Job Evaluations (Rey)** – We have no Job Evaluations on our desks at the moment, which is a good thing. Please contact me for advice, I'm always here to provide it. Also wanted to encourage everyone to get vaccinated, especially as the numbers are increasing. Stay the course, we'll see each other soon.
- g. **Education Committee (Lily)** – n/a
- h. **Health & Safety Committee (Parvin)** – If you have any questions or concerns about Health & Safety in your office, contact the union. Take advantage of our monthly webinars, which take place on the last Wednesday of every month.
- i. **Youth & Allies Committee (Vladimir)** – The young worker's caucus has just been set up by the executive for members under 30 according to the CUPE guidelines. We would like to increase the age to 35, as it seems more appropriate. We wanted to gauge member's interest on joining the committee and are working to update the website. We also want to draft a survey to the general membership to see what issues young workers have in the workplace and what the union can do to resolve them. We want to bring in a guest speaker to talk about Rent Strike. High rents and low wages are a young worker's issue. Contact Vlad if you are interested in participating.

11. **New Business**

- a. **Vote for delegates to the CUPE BC Virtual Convention (8 delegates)**
 - i. Jaimie Miller
 - ii. Shehnaz Motani
 - iii. Hollie Griffin
 - iv. Chloe Martin-Cabanne
 - v. Kirsten Wong
 - vi. Lily Liew
 - vii. 1 more delegate + 1 alternate available!