

CUPE 2950 General Membership Meeting Minutes

May 27, 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, Lily Lew, Vladimir Petchkovsky (regrets), Dagoberto Vargas (regrets), Rey Astronomo, Parvin Bolourani, Lyn Pedro & Chloe Martin-Cabanne
2. **Equality Statement** read by Chloe Martin-Cabanne and Hollie Griffin
3. **Adoption of Agenda** – Hollie Griffin/Chloe Martin-Cabanne **M/S/C**
4. **Adoption of Minutes** deferred to June
5. **Business Arising from the Minutes:**
 - a. **Nominations for CUPE Local Executive (2021-2022)**
Treasurer – Danielle Hull - acclaimed
6. **Unfinished Business**
7. **Executive Report (Karen)** – I am honoured to be here with you today, as this is my last meeting as President. My bid to become CUPE BC President was successful, and I am now the president of the largest union in the province! This is an exciting opportunity, but it is bittersweet. I spent the majority of my adult life at UBC. I started here as a student in 1999 and graduated in 2003. I took a few years off to “find myself” and taught English, an unregulated industry, and when the owner of the school told us that we were making too many photocopies and he was deducting the cost from our paycheques, I quit because I didn’t know that it was illegal for him to do so. I answered a Craigslist ad with the heading “\$\$ Union Job \$\$” and went for an interview at a temp industry. I was given the choice of a job at BC Hydro at \$16 an hour for 6 months, or a job at UBC for 3 weeks at \$19 an hour. I picked UBC, and I showed up at Irving K. Barber Library in 2007. I spent 8 years there as assistant to the director, and I remember walking past the circulation desk one day when Felicity Dunfield, a union activist, said that she was going to the union meeting and asked if I wanted to come with her. I said sure, I wanted to see who I was paying dues to. In the meeting, I remember Frans talking about a juicy sexual harassment grievance and got caught up in the interesting drama. I learned about unions and helping each other out, the power of the collective, and I wanted to be part of it. I became president of the union in 2014 and have loved it the whole time.

I wanted to thank all of you members for being awesome. The work that you do at UBC is really important, and it’s an honour to represent such a great group of folks. I’ve had the opportunity to work with great executive members. I wouldn’t be here without you. I’d also like to thank Richard Hare, who passed away a few years ago. He encouraged me to get involved in our Health & Safety Committee and nominated me to join the executive. Nancy Forhan, our previous president, and Susanne Lester showed me what solidarity, feminism, mentorship and standing up for the working class meant. For the past 8 years, I have worked alongside Leslie and Frans. They are my union family, and sometimes I think of them as my union mom and dad when I have to referee their disagreements. They are amazing co-workers and friends. Thank you everyone.

Our union is very important to me. All of you make me feel proud of representing the workers out here. UBC wouldn’t be the world class institution it is without all of the work that you do. I’m stepping down as President, but our executive is full of good folks, so I’m leaving the union in good hands. I’m taking on a big job and am going from representing 1,500 members to representing 100,000 public sector workers. I’m the first woman in 16 years to hold the position of president of CUPE BC, and I’m also the youngest. I’m calling on you to join me in what the future holds in these unprecedented times.

Thank you everyone!
8. **Business Agent’s Report (Frans)** – Karen’s election is a historic moment in the union office. I’m here in the office dusting off my desk, looking at papers and looking ahead at the future. No doubt Karen has left our local in good shape, we’ll take it from here. That’s all I can say from the background!

9. **Treasurer's Report** – n/a

10. **Committee reports:**

- a. **Grievance Committee (Jaimie)** – Karen has a standing invitation to *all* CUPE 2950 events. You're still our member, we're counting on you being here. Our last grievance committee meeting was on May 11th. We dealt with the discovery that certain "super temps," Hiring Solutions staff with over 1,800 hours of service, are not able to access their tuition waivers on Workday as they should. We are working through the glitch with HR. It's going to take some time for UBC to get through all of the oversights and errors with the program. Thanks to the members who have reported the issue, we've followed up with the employer and they are in agreement that staff members should have access to their tuition waivers.

We have resolved everything else that we reported on last month, most issues are in the same place. Our employee relations liaison, Effie Taylor, is away right now, so everything on her desk is on hold. We have other folks taking over in her office, but things that were slow due to COVID are not speeding up.

HR agrees 100% with our positions on PPE, the theatre grievance and the tuition waiver grievance. It's all a matter of putting their money where their mouth is.

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

- c. **Communications Committee (Dagoberto)** – n/a

- d. **Diversity Committee (Odette)** – We have an EDI Book Club meeting coming up tomorrow, May 28th, from 2pm-3pm. Email orivers@mail.ubc.ca for a Zoom invite. If you want to come by and listen to the round table discussion, you are free to do so. You don't need to talk if you don't want to. Our book club is meeting on the last Friday of every month.

I met with Lily Liew and Lyn Pedro to put together a webinar on care planning for elderly parents and loved ones. The first webinar is on Wednesday, June 9th from 12pm-1pm. Leslie will send an invitation out to members.

- e. **Chief Steward (Hollie)** – Welcome Naureen Khan, who is one of our new shop stewards. We're having regular meetings and steward drop-in sessions where members can ask general questions (contact us offline if you have specific questions about issues in your workplace).

The CUPE BC Virtual Convention was great, but we missed all the partying and the giant roast we normally have. There were over 300 voting delegates in attendance. 97 resolutions were sent in, but only 23 made it to the floor. Resolutions are sent in by locals and committees and their purpose is to get CUPE BC to work on projects to get issues pushed through to government and locals. Shane Koyczan did an awesome spoken word presentation at the end of the conference. I was crying and laughing, it was so cool, I wish that I could have hugged him and taken a selfie with him. I'd love to show you what we did, contact me at griffinhgriffin@ubc.ca.

Also a reminder to register for the National Forum on Anti-Asian Racism. RSVPs are due by June 7th.

https://events.ubc.ca/national-forum-on-anti-asian-racism/?utm_source=ubc.ca&utm_medium=website&utm_campaign=redirect&utm_content=https%3A%2F%2Fwww.ubc.ca%2F%2Fanti-asian-racism%2F

- f. **Job Evaluations (Rey)** – Congratulations to Karen. She recruited me, and if it wasn't for her, I wouldn't be on the executive at UBC. I don't have anything specific to report regarding Job Evaluations. We have serviced a few members and answered their questions and concerns regarding job evaluations. If you have any questions, contact office@cupe2950.ca or rey.astronomo@ubc.ca. We are looking for one more member to join Eleanore Wellwood and I on the committee. If you want to know more about what we do, please send me an email.

Shehnaz Motani asked a question regarding upgrades of position due to the added skills and training necessary during UBC's migration to Workday. Members had to change their ways of work and learn a lot to use Workday. One specific VP said that the transition would result in renumeration for members. Has anything transpired that would benefit our members? Rey said that the answer was not simple. No group of individuals have been upgraded or had their job descriptions changed during the transition. That does not mean that there have not been individuals who benefitted from the transition, it's just that the committee does not have the data. It's still early on, but UBC being a large

organization, there is a lot to learn about Workday for both the end user and the organization. If changes have been made to pay or job descriptions, the union office hasn't seen them yet. We'll see what happens.

- g. **Education (Lily)** – The convention was very exciting and we are happy with the results. CUPE BC is offering a Challenging Racism webinar on June 24th. Take a look at it through their website and connect with me for details. We are continuing to plan the aging speakers series, the first webinar is on June 9th.
- h. **Health & Safety (Parvin)** – We have been organizing Health and Wellbeing sessions and held one on May 26th regarding sleep. The next one has been scheduled for the end of June, please register to attend. We are holding more webinar about health and the brain, contact me for details: parvin@mail.ubc.ca.

I encourage everyone to get vaccinated to create herd immunity. It's the only way to do it. After the first dose of the vaccine, you are 60% to 70% immune to the virus, and after the second dose you will hopefully be fully immune. In the meantime, be careful and wash your hands in public areas.

11. New Business

- **Workday** – Shehnaz Motani flagged the issue of Workday, skill upgrades and changes to work vs. pay grades for the Contract Committee and the Executive to pursue with Employee Relations in upcoming negotiations.

Jaimie said that if your job has changed, there is greater potential for a change in classification. If a member is doing the same thing that they were doing in FMS, it is not really considered a change of job. Members always have the right to have their job reviewed, but many folks should be mindful that they are doing the same thing in a new platform, so there is not a difference in their job. Taking on different duties and responsibilities triggers a review, and if in doubt, members should ask for an assessment of their job description. If one's job does not describe what they do, it needs to be reviewed.

Karen said that the Collective Agreement has a signed Letter of Agreement focused on IRP. The letter outlines the process in the back of the agreement. The exec should look at the requirement that parties include IRP as an ongoing issue in Labour Management meetings, which is the appropriate arena to raise those concerns.

Rey said that if you are concerned about your job description, get a copy from your manager and update it. If you have questions about what job evaluations look like, contact the union office.

- **New President** – a member asked a question about what happens with the new president. Karen answered that the Vice President moves up to take on the role, and the executive will appoint someone as Acting President until the election. Nominations open at the next membership meeting and they close at the September meeting. If only one person is nominated between June and September, that person is acclaimed. If there is more than one, there will be an election.

The executive is advised to circulate information about the transition.

- **Working Remotely & the UBC Disability Affinity Group** – Kale Gosen spoke to say that the UBC Disability Affinity Group is having a drop-in letter writing campaign regarding UBC's return to work mandate. The university has not consulted with disabled staff members about return to work, which has been very stressful. Kale had been trying to work from home for years and is anxious that it will be taken away. No one from UBC has spoken with her directly regarding the mandate. The disability affinity group created a template to write to President Santa Ono and to Marcia Buchholz, VP HR, voicing their concerns and the need for flexibility. The template is a starting point and members are encouraged to write to the university's leadership. The letter is adaptable for those who do not identify as disabled but want to write in solidarity: <https://docs.google.com/document/d/1hmLzDxd4AooBHzhnCidppi7bjT45STIL138ED9wxEaE/edit?usp=sharing>

Karen answered that the union has started conversations with the university regarding remote work. Nothing is concrete, we will be negotiating. Members may recall the Letter of Agreement regarding telecommuting and allowing members to work remotely (pandemic or not). In our past conversations, members may have had experiences where the university took the position that they were allergic to CUPE 2950 members working remotely, they thought that the university would fall apart, but COVID-19 demonstrates that that is not the case. People are happier, student enrolment has increased, and the university recognizes these things. There has been a commitment by the university in early, premature conversations that the remote work schedule *may* be similar to requesting flex time. It needs to be operationally feasible, so if you can do work from home and you have proven that you can, the request cannot be denied unreasonably. CUPE 2950 has more

foundation to work off than before, it's coming and they may not have consulted with the disability affinity group, but the language in the collective agreement will push it in that direction. We don't know exactly what it will look like.

- **Thank you Karen!** – Leslie spoke to acknowledge Karen for all the work she's done as President: the history project, building the Executive up to full capacity (a feat not achieved in Leslie's time!) and creating a scholarship in Susanne Lester's name. Karen took CUPE 2950 in a new direction, forging connections with the rest of CUPE and with the NDP. Her work highlighted disparity on campus and helped to build future relationships down the road. Karen, we applaud you, congratulations on your promotion!

Meeting adjourned at 1:13pm