

CUPE 2950 General Membership Meeting Minutes

January 27, 2022-01-27 @ 12:00-1:00pm

Recorder: Michael Behrmann

1. **Territorial Acknowledgment – Chloe Martin-Cabanne**
2. **Roll Call of Officers** – Chloe Martin-Cabanne, Jaimie Miller, Danielle Hull, Dr. Parvin Bolourani, Rivers, Lily Liew, Frans Van de Ven,
Regrets: Rey Astronomo, Leslie Hodson (technical issues)
3. [Equality Statement](#)
4. **Adoption of Agenda – M/Lily S/Parvin Carried**
5. **Adoption of Minutes of November 18, 2021 - M/Jennifer S/Jason Carried**
6. **Business Arising from the Minutes**
 - a. **Open Nominations for CUPE Local Executive (2022-2023)**
 - i. Chief Shop Steward – none
 - ii. Communications – none
 - iii. Sergeant at Arms (2 positions) – none
 - iv. Trustees (3 positions) – Jennifer Rebamontan, Lloyd Balsler, Jason Sum
 - b. **Close Nominations for CUPE Local Executive (2022-2023):**
 - i. Vice President Contract – Adam Huizinga – no further nominations. Adam lets stand. Adam acclaimed to contract committee chair.
 - ii. Recording Secretary – Michael Behrmann – no further nominations. Michael lets stand. Michael acclaimed to recording secretary.
7. **Unfinished Business**
 - a. none
8. **Executive Report (Chloe) –**
 - a. Happy new year! There is a lot to share with members. It feels like a pandemic marathon with Omicron. The holiday open house from early December feels like a million years ago. Then we had about 60 attendees, and it was great to meet people and see people meet each other. Fortunately we were able to do it safely. Looking forward to organizing more gatherings as safety allows – it is a good way to connect and make the union strong.
 - b. Re: **Omicron**, we received a note from Dr. Bonnie Henry confirming that they consider post-secondary institutions as low-risk for transmission of COVID-19. We have high rate of vaccination on-campus.
 - i. Classes were moved online until February 7 and UBC announced yesterday that the return to in-person learning for the majority of classes will be on this date. In the meantime, libraries in many departments have remained open and many of us are still working on campus. We will be seeing a lot more people on-campus as it re-opens.
 - ii. UBC has made a commitment to distribute medical masks to all staff members, students, and faculty. The expectation is that departments will distribute these to employees, as well as UBC reps who'll be wearing colorful vests. <https://srs.ubc.ca/covid-19/covid-19-return-to-campus/masks-or-face-coverings/>
 - iii. We have unvaccinated members working on campus who are required to access rapid tests. We also have unvaccinated members in health-care settings who have been placed on unpaid leave, including employees who had been working remotely. Note that we don't have the right to remote work in our collective agreement. We have been unable to place these employees back

in their original settings but have recommended that they look for work on-campus where they will be able to access rapid testing.

- c. Working on a **Chan LOA** to allow staff to work in academic venues aside from the Chan Centre (Old Auditorium, Roy Barnett hall, etc.). We are clarifying language with UBC and the department with the hope that it benefits both our members and UBC.
 - i. **Q:** When will the Chan letter be signed?
A: As soon as possible. We sent a reply to UBC few days ago and are awaiting the next piece of communication.
- d. Lots of **committee meetings**, discussions including municipal elections, CUPE BC Environmental Committee (just transition and transit subsidies), EFAP committee and UBC Joint Occupational Health & Safety Committee (JOHSC).
- e. We sent out a **remote work survey** last Friday: thanks so much for all your responses!
 - i. We had a response rate of approximately 50% (886 responses from 1648 emails sent). 76% of respondents had remote work agreements approved, with the majority working from home 2 days/week. We are processing data, planning to compare results between departments and positions and then share the results.
 - ii. To be clear we don't have the right to remote work or to choose the form of workplace in our collective agreement. Some members prefer to work in an office environment. Going forward, we need to convince managers that remote work is as valuable as in-person work. We do have a LOA with language around telecommuting, but we'll need to look at this further during bargaining as it relates to remote work.
 - iii. The UBC Climate Action Plan calls for an overall reduction in greenhouse gas emissions. Commuting is a big factor here, so this is one tool in our toolkit for bargaining. Remote work can also be positioned as a benefit moving forward/good for employee retention. Convenience and financial benefits. Increased productivity for some. Office environments can be noisy. Reduced stress for many. More accessible for those who need to manage accommodations.
 - iv. Survey **still open** for folks who want to complete it.
- f. One **bargaining issue** is wages. Wages are mandated by PSEC who oversee collective bargaining to preserve 'equity'. The expectation this year is that we will receive this at bargaining table.
 - i. Other things we can bargain for include benefits, remote work, transit subsidies, improvements to SunLife (dental, paramedical, vision), vacation benefits, and language improvements. There are also changes that could be made to language surrounding respectful work environment (clause 9.01).
 - ii. Ultimately we want to hear from **you** what you want in bargaining. We will send a survey out as we near bargaining, but we are all ears anytime.

9. **Business Agent's Report (Frans) –**

- a. Regular business goes on. We are trying to involve/attract new stewards. Kudos to Jennifer Rebamontan!
- b. Looking forward to bargaining. Not sure what the signals are from the government. We have a conduit to CUPE BC and Chloe is in conversations as well, so at some point we'll know what to expect.

10. **Treasurer's report (Danielle) –**

- a. The November statement looks good as with the rest of the year. We are under budget on most items, there are 2 items that we are slightly over. One is either an error or accounting cost increase.

11. **Committee reports:**

a. **Grievance Committee (Jaimie) –**

- i. Grievance committee most recently met on January 18 and resolved all business. Biggest update is our pediatrics grievance which after a very long wait has a February 14 arbitration date. We hope to resolve the grievance before arbitration and we're very close to doing so.
- ii. One issue that comes up frequently is remote work agreements. For members: if you don't have a remote work agreement you can apply for one under the pilot project. Please do apply if you

want. Your department will review the request. If you don't agree with their response, feel free to loop us in for support.

- b. **Chief Shop Steward (Chloe)**
 - i. We are looking at a training program for stewards.
- c. **Communications Committee (Chloe)**
 - i. We have a new newsletter as you have seen. Kudos to the committee members for their great work.
- d. **Contract Committee (Adam)**
 - i. Right now it is a waiting game. We encourage all members to think about what you want to see in bargaining. There is a lot we can do that is not wage-related. We'll be reaching out via a survey at a later date. In the meantime think about it, talk to your coworkers, and let them know bargaining is coming up.
 - 1. Jaimie: chiming in to support what Adam is saying. Highly encourage folks to send in suggestions for bargaining.
 - ii. There is a rumor in nursing that they were told to register where they could work. The implication is that that nurses need to be strike-ready. We may have 'company' if we're looking at labor action.
- e. **Diversity Committee (Odette)**
 - i. The next EDI book club meeting is tomorrow, Friday January 28 from 2pm-3pm. Thanks for those who have already requested to join. If you are interested, [send Odette an email](#) and she will send you the Zoom invite.
 - ii. The newsletter includes a [survey link](#) from CUPE BC regarding anti-racism initiatives. The BC Government is working on anti-racism data legislation. The survey asks for how you think race-based data can be used to improve equity and how the data can be collected in a safe and respectful way. Thanks to those members who have already completed survey. Ask that those who haven't to please complete it.
- f. **Education (Lily)**
 - i. We had a successful Assertive Communication workshop a few weeks ago.
 - ii. Upcoming workshop: Aging & Elder Care with Lynn Pedro and Odette Rivers.
- g. **Health & Safety (Parvin)**
 - i. Thanks to those who attended yesterday's workshop. We have more coming up on February 4 ([Health, Wellbeing and Benefits Resources Overview](#)) and on February 23 ([Self and Community Care with Truelove Twumasi-Afriyie](#)). Please join if you can. We are organizing a few more which will be included in the newsletter.
 - ii. Ongoing 'Member Show & Tell' in the newsletter. We want to hear your stories, recipes, artwork, etc. Please share your thoughts and fill out [survey](#). Feel free to [email Parvin](#) with questions or suggestions.
 - iii. **Q:** How much interaction is there between CUPE H&S and various JOHSCs and LSTs on campus? Should there be more? CUPE H&S is never mentioned in Arts JOHSC.
A: This is one reason Chloe has joined the UBC Admin JOHSC. We are all ears for suggestions on improving this communication. Lily is also on the UBC Admin JOHSC. Both are happy to pass back suggestions for improving communication. There has been discussion regarding sending our more targeted newsletter items directly to subcommittees and LSTs.
- h. **Job Evaluations (Rey) – n/a**
- h. **Motion to accept reports M/Jaimie Miller S/ Lloyd Balser Carried**

12. New Business –

- a. **Q:** I am working from home with a verbal agreement. Do I need a formal agreement?
A: There is a guidance document that UBC HR has produced and departments are working within that framework. Ultimately it is whatever you and your department have agreed to within that framework and within our collective agreement. If there are things you are uncertain about (ex. scheduling, where you can work from) you can have a conversation with your employer. If things don't make sense, loop us in and we can help you and your department.

- b. **Open Nominations for CUPE BC Convention**, Victoria, BC, April 27-30 (up to 8 delegates & 1 alternate)
 - i. We can have up to 8 delegates and 1 alternate. You may nominate yourself. Nominations will be closed during Feb GMM.
 - ii. Any member can attend. We will book you off (eg. you still get paid) and make travel arrangements on your behalf. The convention will take place at the Victoria Convention Center.
 - iii. Delegates get to write about their experience at convention in newsletter to be shared with the membership.
 - iv. **Nominations:** Adam Huizinga, Lisa Hoang, Hema Ratnasami, Parvin Bolourani, Arfa Hussain, Naureen Khan, Kale Gosen, Shehnaz Motani. Chloe goes automatically as President.
- c. **Open Nominations for the Contract Committee** (4 members-at-large + 1 notetaker)
 - i. You can nominate yourself. As with the convention you'll be booked off. We don't yet know what bargaining will look like this year (in-person, Zoom, etc.) so keep an open mind.
 - ii. **Adam:** for people who don't know what to expect, we'll form the committee prior to bargaining and before bargaining begins we will gather ideas, formulate what we're looking for, and look at our current agreement to see what we want changed. We may draft language we want to adjust or introduce. For bargaining we choose times with UBC to meet and sit across from them, exchange proposals, and talk about them. Often you are booked off for whole day. Last time bargaining went from September to March. A note on time commitment: there can be some long days (longer than your 7 hours). We try to accommodate all and work around child-care schedules, etc. Come join us!
 - iii. **Frans:** different unions have different styles of bargaining. We're pretty democratic. The bargaining committee doesn't get directions from the top-down, we all participate. Not just one person speaking.
 - iv. **Q:** Will this be separate from the Chan Component table committee?
A: Yes, it is separate as with past years.
 - v. **Q:** I am interested in joining but have a disability and am concerned about physically being able to attend bargaining with long days etc. But it is important to have the perspective of someone with a disability at the bargaining table. Thoughts?
A: Adam: I would encourage you to put yourself forward. We'll do all we can to accommodate. Last time one member wasn't able to be there on the last day. It's okay to miss days and we'll loop folks in if they miss something.
 - vi. **Nominations:** Kale Gosen, Hema Ratnasami, Jaimie Miller

13. Motion to Adjourn M/Jaimie S/Odette Carried