

CUPE 2950 General Membership Meeting Minutes

June 24, 2021 @ 12:00-2:00pm

Recorder: Chloe Martin-Cabanne

Territorial Acknowledgment

1. **Roll Call of Officers** – Jaimie Miller, Frans Van de Ven, Leslie Hodson, Danielle Hull, Adam Huizinga (regrets), Hollie Griffin, Odette Rivers, Lily Lew, Vladimir Petchkovsky, Dagoberto Vargas (regrets), Rey Astronomo, Parvin Bolourani, Lyn Pedro (regrets) & Chloe Martin-Cabanne
2. **Equality Statement** read by Chloe Martin-Cabanne, Jaimie Miller, Odette Rivers and Vladimir Petchkovsky
3. **Adoption of Agenda** – Hollie Griffin/Kristin Wong **M/S/C**
4. **Adoption of Minutes** from March 25th – Yvette Kharoubeh/Louise Harrison **M/S/C**
Adoption of Minutes from April 29th – Andrew Riter/Veronica Maynard **M/S/C**
Adoption of Minutes from May 27th – Odette Rivers/Andrea Louie **M/S/C**
5. **Business Arising from the Minutes:**
 - a. **Nominations for CUPE Local Executive (2021)**
President
 1. Chloe Martin-Cabanne nominated by Jaimie Miller
 2. Jaimie Miller nominated by Wendy Osborne
 3. Hollie Griffin nominated by Marcelo Lince
6. **Unfinished Business**
7. **Executive Report (Jaimie)** – Karen gave us a heartfelt goodbye less than a month ago. She started her new role as President of CUPE BC. It's a huge job to fill, with 85,000 members to support, and the issues go up a couple of huge jumps in terms of government relations. She's dealing with hundreds of employers instead of just one. Karen is wonderful and we will muddle through without her. Frans, Leslie, Jaimie, Chloe and the rest of the Executive have been pitching in to support the needs of our members.

We have received questions about the return to campus. It's misnamed because many people have been working on campus throughout the pandemic. For those who are looking at increasing the amount of time they are working on campus, we see your questions and that you've been having conversations with colleagues. Keep those conversations going. There are as many issues and concerns as there are individual members. We empathize with all of your concerns and are endeavouring to supply members with the best and most current information we have, understanding that things will change. We're going to get everyone vaccinated and make COVID-19 routine to manage, it will not be an emergency anymore. We will get there. For more information:

Campus Return Plan: <https://covid19.ubc.ca/campus-return-plan/>

Remote Work Guidelines: <https://hr.ubc.ca/remote-work-ubc>

Our Employee Relations rep, Effie Taylor, has returned from leave. We made formal submissions regarding many issues to the employer and are waiting for their formal replies next week. We are going to take part in significant meetings with the employer to push forward. Effie is learning about the history and interpretation of our Collective Agreement. It's a whole new relationship.

Personally, I am busy juggling union duties with my full load of work at the Library.

8. **Business Agent's Report (Frans)** – We're continuing with day-to-day servicing remotely, which includes performance meetings, as always. We are having our first experience with UBC's current version of the sexual misconduct policy, and are working through procedural challenges and seeking legal advice.

We restarted a conversation we had during bargaining regarding the application of Article 19, Tech Change. We were essentially put on notice by the employer that they wanted to see changes in the way it had been applied historically. We did not decide on anything and are picking up the issue with Effie Taylor – my equivalent at UBC – and need to formulate a common understanding about how it goes forward. The agreement between the union and employer is not something that needs to be litigated. In the interim, departments have not had clear direction about when to issue layoff notices under Article 19 or 34. Article 19 has not always been applied consistently, so this is an interesting discussion to pick up next week.

We are pivoting towards what may be a normal work day. We have a meeting scheduled with the new AVP HR on Monday. We'll see how that goes and will report on significant impacts.

If you haven't had your second dose of the COVID vaccine, register again by phone or on the net. My experience was that I had to call to get my second dose, and I had to book an appointment two months out. If you've had your first vaccine, check back in the system because you might be missed.

9. **Treasurer's Report (Danielle)** – We got our income statement back last week and we had a chance to look it over. Everything looks good, we're not over our annual budget on any line items. We have an ongoing issue of member dues. We haven't been receiving them since UBC switched over to Workday. We recently moved \$200,000 from our chequing account into a cashable GIC and are now collecting interest.

10. **Committee reports:**

- a. **Grievance Committee (Jaimie)** – The committee met on Tuesday, June 22nd and completed all business to date. We set up a labour committee meeting with the employer on June 28th at 3pm. We'll catch up on a lot of things and it will be great to see them instead of sending emails back and forth. As Frans described, we have knowledge of an independent investigation process and are looking into how we can best support our members. We had a success with tuition waivers, as there was an issue of accessing the benefit as part of a larger grievance. We had specific employees who were unable to access their tuition waivers through Workday, so HR has put a manual process into place for those members.

We are already seeing mentions of employers asking for medical notes for casual illnesses/absences, which is not a great use of medical system resources. If that is happening to you, please let the union office know. We have put the employer on notice. The employer has conceded to the PPE grievance and is looking for a speedy resolution. The employer conceded to the Theatre grievance and we are waiting for them to do what they promised. We are waiting for the employer to give us a formal reply on the Snow Policy grievance, which started 2.5 years ago. We have news that the Education grievance has advanced and are waiting to hear what it is.

- b. **Contract Committee (Adam)** – n/a
- c. **Communications Committee (Dagoberto)** – n/a
- d. **Diversity Committee (Odette)** – Our next EDI book club meeting is on June 25th. If interested, send me an email at orivers@mail.ubc.ca and I will give you the Zoom link. In the middle of June, the UBC EDI office sent out a letter. It's available to read here:

<https://mailchi.mp/equity.ubc.ca/how-do-we-get-to-more-inclusive-universities-congress-2019-mmiwg-conference-equity-inclusion-funding-awarded-11193122?e=31f206cbf8>

- e. **Chief Steward (Hollie)** – We’ve had lots of interest in stewarding and recently held an info session and drop-in for members to ask questions. We have 12 stewards waiting in the wings – Jaimie Miller, Naureen Khan, Rey Astronomo, Chloe Martin-Cabanne and Jennifer Rebemontan are among the stewards at the meeting today. Most member questions can be resolved with a quick conversation with the stewards. Our next drop-in is on July 8th – come and ask your questions, chat with Hollie and other stewards. The link is included in the most recent union office email, click the link at the bottom to register, or email office@cupe2950.ca for access. As usual, I’m on Teams if you want to have a quick chat. We can also arrange Zoom meetings. I don’t like phone calls – UBC should be paying for them! Don’t use your personal devices for work. My email is hgriffin@finance.ubc.ca, reach out any time.
- f. **Job Evaluations (Rey)** – Nothing out of the ordinary to report regarding JE. We are answering questions from members. We’re looking for more people to join the committee, as there are only a couple of us at the moment. Contact rey.astronomo@ubc.ca if you’re interested.
- g. **Education (Lily)** – The committee has continued working on a series regarding aging and elder care. We had our first session on June 9th with Stephanie Chan from Home to Home. She gave an informative presentation with handouts – reach out for copies. Thank you Odette for organizing that. We planned a presentation with Dr. Roger Wall on July 27th, he is a clinical professor at UBC and will be discussing brain health and dementia prevention. If you have ideas on related topics, contact lily.liew@ors.ubc.ca.
- h. **Health & Safety (Parvin)** – Thank you Jaimie for the link to the UBC COVID-19 plan. It’s comprehensive for every department and building, check their websites as they must publish them. If you don’t see the plan on your unit website, reach out to your Communications person or Department Head. If you have concerns about health and safety, contact the CUPE office or parvin@mail.ubc.ca.

We have two upcoming health and safety webinars. On June 29th from 12pm-1pm, we have a presentation by Maria Takayama on the COVID-19 vaccines, why you should be vaccinated, side effects and questions. Echoing Frans, get vaccinated ASAP to protect the community through herd immunity.

In July, we have a webinar called “Sitting is the New Smoking.” Get registered for that one! We are organizing another speaker to discuss anxiety and change, especially as we go back to the new normal and the changes of returning to the office. The CUPE office will distribute information about those webinars.

11. New Business

- **Return to Work and COVID Plans** – “post COVID” sounds too good to be true. Many staff members have participated in one of the portfolio-wide town halls, though not all portfolios are hosting them. There is a lot of material for members to look over. If you have questions, ask your supervisor or your department. If you’re not getting answers, contact the union office. The documents are not fixed in time or details and things can change. It’s nearly the end of June and we’re expecting changes to the plans this summer, with a big leap in Septembers. Part of the plans is that they won’t stay the same. UBC owns the plans and have to work within the guidelines of the PHO, WorkSafe and the Collective Agreement. We’ll hold them to it.

Plexiglass barriers will not be provided by UBC when Koerner Library reopens in September according to provincial guidelines. A member wanted to know what the union can do. Jaimie answered that UBC is required to provide PPE and that is required by WCB, UBC Risk Management and the PHO, but employees don’t get to direct what the PPE looks like. Masks will be optional in September according to the PHO. Parvin agreed with what Jaimie said about the UBC policy and says that they probably won’t provide plexiglass to the libraries given the PHO news release. Masks are still recommended in the workplace and it will be up to the employer to provide them. The university makes the decision regarding plexiglass barriers, it’s not up to the union to decide. A member posted a link to the Vue Shield, which was recommended to students who work in labs. It’s like a plexiglass barrier for your face: www.vue-shield.com. Hollie recommended bringing up plexiglass with managers and sending it up the UBC chain. Do some sleuthing and look up WCB requirements for other libraries and retail

spaces in the city. If they require plexiglass in those workplaces, UBC can step up – employment standards is a guideline, there's nothing wrong with doing better. Speak up together, the more people who speak up, the stronger we are. Odette suggested that the Executive discuss the issue and express concerns to the VP's office in order to have them consider plexiglass barriers.

A question was asked regarding the employer asking staff to come into the office on a particular schedule to clean up work stations in preparation for September. The member wanted to come in on the weekend, but her request was rejected. The employer sets the workplace, hours of work and job description, and employees don't have the right to change their hours of work to work on the weekend. The employer's request to have staff come into the office on a particular schedule is legitimate. Some cleaning is CUPE 116 work.

Parking is oversubscribed and there is not enough parking for all staff when they return in September. A member asked if there was any way for CUPE 2950 members to get free or discounted parking. In their town halls, UBC said that they would not make parking free. Transportation to work is a staff member's responsibility. Parking is expected to sell out, so it is recommended that staff members find alternate modes of transportation to get to work – carpooling, transit, cycling, walking or even rollerblading.

Members who wish to work remotely should make the request to their supervisor and department head. The process starts from the request and the employer assesses whether or not it can be accommodated. Check the UBC Remote Work guidelines for details.

There are lots of changes on the horizon and the union office is here to help. Have a very good summer and take the opportunity to take your vacations. Our next GMM is in September, we look forward to seeing all of you then.

Motion to adjourn, **M/Hollie, S/Odette, C**
Meeting adjourned at 1:50pm