

CUPE 2950 General Membership Meeting Minutes

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

Recorder: Leslie Hodson

Territorial Acknowledgment -

1. **Roll Call of Officers** – Chloe Martin-Cabanne, Jaimie Miller (regrets), Danielle Hull, Dr. Parvin Bolourani, Rey Astronomo, Dagoberto Vargas (regrets), Odette Rivers. Lily Lew, Lyn Pedro, Frans Van de Ven & Leslie Hodson

2. **Adoption of Agenda** – M/S/C Lyn Pedro/Parvin Bolourani

3. **Adoption of Minutes** of June 24th M/S/C Danielle Hull/Jennifer Orme
of September 23rd M/S/C Rey Astronomo/Caitlin Mayne

4. Business Arising from the Minutes:

a. **Nominations for CUPE Local Executive (2020-2021):**

b. **Nominations for CUPE Local Executive (2022-23)**

President - Chloe Martin-Cabanne acclaimed

1st Vice President Grievance - Jaimie Miller acclaimed

2nd Vice President Contract - n/a

Treasurer - Danielle Hull acclaimed

Chief Shop Steward - n/a

Communications - n/a

Diversity - Hema Ratnasami nominated by Hema Ratnasami (stands)

Odette Rivers nominated by Lily Liew (Odette stands)

Education - Lily Liew acclaimed

Health & Safety - Parvin Bolourani acclaimed

Job Evaluation - Rey Astronomo acclaimed

Recording Secretary - n/a

Sergeant at Arms (2 positions) – Lyn Pedro nominated by Lily Liew, Lyn declined

Trustees (3 positions) - n/a

5. **Unfinished Business** - none

6. **Executive Report (Chloe)** – learning about Parliamentary procedures. Member servicing, getting to know members, distributing masks and agreements, learning who the management is. Working on Strategies to engage members – including worksite visits, workshops – facing management, assertiveness training, know your agreement, bring snacks and swag. Keep our members up to date with latest news. Let us know if you need a mask or what you are encountering in the workplace. Learning through classes, coaching, Executive and office staff. Liaising with CUPE BC Universities Committee, Environment Committee, pushing for public transit and remote work. At ER new counterpart – Sabriena Ajula. ER will be reshuffling and hiring new ER manager. Working well with them. New vaccine mandate. Public Health order affects our members working in the hospitals. Oct 25th first dose, 2nd dose Nov?? Undeclared or unvaccinated members will be dealt with on case-by-case basis. Unpaid LoA, working remotely or reassigned to another location. UBC has been forthcoming but don't have answers of non-compliance. No place to grieve. Get vaccinated or get accommodation. Shehnaz - UBC does not do scientific collection of vaccination data. Doesn't included non-union or non-UBC staff. We don't have numbers. Reason for not wearing mask in office is not interacting with students. Large department (over 50). We should demand more accurate collected data on rates of contagion. Chloe - Faculty pushing for this. We can raise with ER. Shehnaz – people asking to work remotely because they are compromised or taking care of dependents who are compromised. Not getting response. Jaimie – if someone is making a request due

to preference, there is a pilot program in place and one should make request for pilot program. Accommodation would require declaring and providing medical documentation. ER may require additional documentation. We have not seen any cases of members being denied accommodation. We have seen member's preferences where they've been denied. Do we not have a clause in the agreement, that the request should not be refused unreasonably. Jaimie – no specific right to have remote work. If mgr does not allow remote work, member should ask for specific reasons. We can go from there. Preference vs accommodation – accommodation has a lot of weight for remote work. Remote work should be standardized between departments. Bringing up as bargaining issue. Members who refuse vaccination are not prioritized for remote work. Will deal with on individual basis.

7. **Business Agent's Report (Frans)** – back in the office. Returning to in-person servicing. Some departments still prefer to zoom. In-person more efficient. 2 meetings on accommodations, another scheduled for tomorrow. Meeting with lawyer re: ongoing investigation next week. We don't know what's happening across board on campus with remote work. Suspect there will be latitude re: remote work. HR generally gets 2 days remote work. May become more general in future.
8. **Treasurer's report (Danielle)** – budget looks great, under quite a bit. A few lines where we are over budget, mostly due to accounting errors. Books look good.
9. **Committee reports:**
 - a. **Grievance Committee (Jaimie)** – committee met 2 days ago, dealing with impact on mandatory vaccinations in clinical areas, and how it affects our members in those areas. Desirable in non-clinical areas. Grievance update – flextime grievance has been withdrawn as member moved to another department. Issue may come up again. Grievance in Theatre – benefits not being paid, resolved as we were advised that the cheques have been cut and cashed. Education Library – grievance resolved. Reached end of what we can do from our end. Still may involve other job family. Paediatrics - close to being resolved. Int'l Student Advising – offer in place, relying on information provided by employees. Hope to have a practical outcome for those folks.
 - b. **Contract Committee (Adam)** – n/a
 - c. **Communications Committee (Dagoberto)** – n/a
 - d. **Diversity Committee (Odette)** – Equity staff survey deadline Oct 29th. For those who have completed thank you, for those who have not, please log in to complete survey. Book club meeting tomorrow from 2-3 p.m. Thank you for those who have responded to invite. Open to other members to attend. Do not have specific books to talk about, open to suggestions. Send email to Odette for link to join. Hear from anyone who has experienced to bullying or harassment on religious beliefs, or practices please contact Odette or union office.
 - e. **Chief Steward (Hollie)** – n/a
 - f. **Education (Lily)** – putting together some lunch and learn sessions. Open to suggestions for different sessions. Call for new members. Use PD fund. \$1400 per year. Must submit receipts within 60 days.
 - g. **Health & Safety (Parvin)** – Lunch and Learn sessions popular. Yesterday on Stress. Working with office and Chloe to bring in CUPE experts on H&S and courses on H&S to our local. Open to subjects for H&S courses to offer to our members.
 - h. **Job Evaluations (Rey)** – reach out to a couple people who expressed interest in joining JE. If you don't mind send email to remind who you are. Looking for other members to get involved with committee or

anyone who has questions about JE.

11. New Business

- a. **M/S/C Lyn Pedro/Eleanore Wellwood** - Reschedule November membership meeting moved to Nov. 18th due to conflict with CUPE National Convention.
- b. **NOTICE OF MOTION:**
M/S/C Executive/Eleanore Wellwood
That CUPE 2950 create a \$50,000 endowment fund to honour Susanne Lester's legacy.

Susanne Lester Memorial Scholarship - I would like to speak to the motion as recommended by the Executive that CUPE 2950 create a \$50,000 endowment fund to honour Susanne Lester's legacy. The Susanne Lester Memorial Scholarship is a project that Karen started to commemorate Susanne Lester, who passed away on March 26, 2020. The scholarship is a method of perpetuating Susanne's legacy by supporting young activists studying labour history at UBC. Early this year, Karen was in contact with the Development Office to determine the framework for a scholarship to commemorate our friend and union activist, Susanne. Susanne started working at the UBC Library in 1969 and dedicated 50 years to the university and the labour movement. She was an organizer for the Association of University and College Employees (AUCE) Local 1, the first union to represent the clerical and library workers at UBC. Fought for working women's issues to be addressed demanded equal work for equal pay. Susanne was integral in the negotiations of our first Collective Agreement in 1974. Negotiated the first fully funded maternity leave top-up in Canada, no employee should lose her job or seniority in case of pregnancy. The collective agreement also resulted in average wage increases of 54%, making UBC clerical workers the highest paid in the province. After a hiatus to raise her children, Susanne joined the Executive as Chair of the Contract Committee and a member of the Job Evaluation Committee in the late '90s. She assisted with the development of existing benchmarks and negotiated 6 collective agreements under government mandates. I had the pleasure of working with Susanne on the Bargaining Committee in 2018-19. Her co-workers called her "a rock of competence and calm". She was always there to advocate for those who needed it and fought injustice when she saw it. She was a skilled activist and a shining example of the importance of stewards in our union. During our Executive Meeting on May 5th, 2021, our Executive proposed the motion to create this scholarship. The executive envisions that the scholarship will go to an undergraduate student studying women's labour history. The course is offered through the Faculty of Arts - Department of Gender, Race and Social Justice. The awards department works with the faculty and department to ensure that the candidate pool is large enough to make the award annually. Scholarships – merit-based awards that recognize academic achievement. Endowments support the award in perpetuity, require a minimum of \$50,000 to set up, which is why the motion was brought forward to our membership. CUPE 2950 provides the university with one-time initial capital investment. The Awards Office would administer the scholarship. The investment generated by the capital is used to provide an award each year. As the fund increases in value, the amount that the award is worth increases over time. The current rate is 4%, so the first award would be worth \$2,000 with the \$50,000 investment. If we do not outlay the \$50,000 up front, we can pledge an endowment over a number of years, but this would delay the award being granted. Money would have to sit and accumulate interest in the account. There is a mechanism for the union to review the details of the award every 5 years to ensure that the Purpose Statement is upheld in the spirit of the award. We would have the applicant write a statement about their interest in the scholarship and the subject of labour history. The department of Gender, Race and Social Justice offers a wide candidate pool of students who share Susanne's values and those of the labour movement. The scholarship recipients would be invited to GMMs and featured in newsletters. This is a great opportunity to develop a scholarship that helps students gain a better understanding of the labour movement while also perpetuating the history of our local and the members who made it what it is.

Jaimie – talked about this for several years. Was originally Susanne’s idea, a very good idea. A way to support labour issues in post secondary education. CUPE 2950 previously approved for a much smaller amount in the past. Modest proposal was made earlier. In discussion with UBC and other organizations we learned that with more sustainable program would need to pledge larger number. For a scholarship of \$2000 would amount to \$50,000 investments. Costs of conferences and bookoffs have been down due to covid. The local has the resources. Express support for this motion. Great way to honour the woman who did so much work for this local. Eleanore – in favour of this. Based on personal experience – will we have option to revisit to ensure the endowment is ongoing? Chloe – yes. Jennifer – also in great support of this scholarship. Honor Susanne’s legacy. Safeguard union members. Continue to pass labour education on to future generations. Nova – very much support motion. We had the benefit of sharing our work experience with an exceptional member and a great way to honour her.

Joanne Savory – work 80% remotely for the past 1.5 yrs. Has parking been reduced? Leslie reported that you can purchase limited pass that you don’t need to use every day. Jennifer reported that it’s the multi-pack.