

CUPE 2950 General Membership Meeting Minutes

November 18, 2021 @ 12:00-2:00pm

Recorder: Leslie Hodson

Territorial Acknowledgment – Parvin Bolourani

1. **Roll Call of Officers** – Chloe Martin-Cabanne, Jaimie Miller, Danielle Hull, Dr. Parvin Bolourani, Rey Astronomo (regrets), Dagoberto Vargas (regrets), Odette Rivers. Lily Lew, Lyn Pedro, Frans Van de Ven, Leslie Hodson, Chris Losito
2. **Equality Statement** – Chloe/Lyn/Lily/Odette read equality report
3. **Adoption of Agenda – M/S/C** Jaimie Miller/Lily Liew
4. **Adoption of Minutes** of October 28th (Amendment: acclaimed positions for 2 years is from January 1, 2022 to December 31, 2023) **M/S/C** Michael Behrman/Lyn Pedro – as amended.
5. **Business Arising from the Minutes:**
 - a. **Nominations for CUPE Local Executive (2022-23)**
 - 2nd Vice President Contract – Adam Huizinga nominated himself
 - Chief Shop Steward - n/a
 - Communications - n/a
 - Recording Secretary – Adam Huizinga nominated Michael Behrman
 - Sergeant at Arms (2 positions) – n/a
 - Trustees (3 positions) - n/a
 - Diversity - Hema Ratnasami and Odette Rivers – both read their mission statements. Odette was elected to the position of Diversity Chair.
6. **Unfinished Business**
7. **Executive Report (Chloe)** – what a crazy rainstorm. Hope everyone was safe. The United Way campaign launched a donation program for the victims of flooding. Met with our new Employee Relations Manager, Sabriena Ajula. She seems reasonable and willing to work with us. Met with Presidents of CUPE 116 and 2278. Discussed common issues and strategies for bargaining. Attended VDLC, Universities Committee CUPE Metro meetings. Executive strategic planning includes member engagement and bargaining. One major issue is remote work which we do not have language for yet. We do have a telecommuting agreement which includes negotiating terms of reference on remote work. Some work can't be done remotely. We have proven we can keep UBC running while working remotely. We will bring remote work to the bargaining table in 2022. Vaccine policy – C/A does not have any language to protect members who choose not get vaccinated. They may be placed on unpaid leave. Do not have stats on staff. There are rapid-testing sites on campus. IRP plan is coming to end and will be renewed for next year. IRP plan contribution rate will be going up from 1.5% to 2.0%. Spike in open claims (40 new claims vs 20 claims in past) will cause increase in rates. Covid affects mental health which has caused an increase in IRP claims. We are looking at tools to help members with mental health, including launching workshops and providing resources. We hear members are having difficulties with communicating with managers. SunLife increased the psychologist benefit from \$2500 to \$3,000. Q - When did the IRP numbers double? A – mostly during pandemic. What are the rate of claims since September? We do not have that information yet. We also do not know why they are on disability other than general information. IRP cases are approved by physician, potentially sunlife physician and the qualifying bar is quite high. This is a serious medical decision, more than someone just being stressed out because of remote work or returning to campus. We do have health supports, can't hurt to ensure members have best access to those resources. The CUPE National convention will be held next week – Virtual. Voting on resolutions and National Executive. COVID rapid testing

is a provincial order, not a UBC policy. Q - What can we expect for wage increases in next round? A - that is unknown at this time, we are bound by PSEC mandates. Over the previous 30 years our wages have been falling behind inflation by an average of 1% over the past 25 years. Wages come from Provincial budgets to the University. UBC doesn't bargain compensation. Gains outside the mandates have been improvements to benefits, rights, days off, etc. Our wages to inflation show the employer the disparities. Q - Have there been more discipline meetings? A - no. Will discuss in Business Agent's report.

8. **Business Agent's Report (Frans)** – with bargaining, let's not be coy. Our wages will be set by PSEC, a bureaucratic arm of the government. We go into bargaining knowing the wages and term will be set by Province, but there may be openings to improve our financial situation. UBC is back to business. 18 temporary layoffs at Robson Square, due to renovations and covid. Of the 18 members laid off, 14 have been recalled back to work. Robson Square is also gearing up again. Remote work – things have changed. Members are working remotely ad hoc. No guidelines, no language – will be addressed in bargaining. HR can work 2 of 5 days remotely. Most of our meetings with HR are via zoom, but there are more meetings being held in person. In terms of servicing – GRTW, Medical accommodation – some psychological or psychiatric issues rose from COVID and a push to remove mental health stigma. Worrisome given increased numbers of IRP claims, but overall good sign as there are resources for those members. The employer is onside. Normal servicing – performance issues. Innocent incompetence – member can no longer do their job, cognitive? Come to end of working lives? Workload issues exasperated by remote work? Remind members the work is managed by managers, their responsibility to ensure it is divided equally among members. If anyone is in a situation where they can't handle workload, to approach management to prioritize. Advised members there are boundaries and insist on them.
9. **Treasurer's report (Danielle)** – income statement looks good under budget on most line items, identified items over budget items due to a few accounting errors.
10. **Committee reports:**
 - a. **Grievance Committee (Jaimie)** – UBC employee manager is new. Grievance meeting held on Oct. 26th. Outstanding business wrapped up. Nothing new to report except grievance in Int'l Advising almost resolved. No current grievances on remote work, is still issue. Working to ensure members can understand how to make a proposal. If the proposal is not approved, union's role is to ensure the employer is not acting unreasonable or in bad faith. If you have an issue of remote work being denied, I hope you contact the union.
 - b. **Contract Committee** – n/a
 - c. **Communications Committee (Dagoberto)** – n/a
 - d. **Diversity Committee (Odette)** – EDI book club will meet Friday Nov. 26th from 2-3 pm. Send Odette email and she will send you a zoom link. No particular books to read, any book recommendations on diversity and inclusion welcome. We are starting an EDI book library. Anyone welcome to borrow books. Dec. 6, 1989 14 women lost their lives in Montreal. Next Wednesday in women in applied science will be holding a memorial. If you have time to attend, I strongly encourage your attendance.
 - e. **Chief Steward** – n/a
 - f. **Education (Lily)** – not much to report. Organizing workshops helping members cope with current situation such as communication, reach out to Pension Office for workshop specific to our members. Resources – website – Mindwell, HR has link to events for coping with stress. Open to suggestions.
 - g. **Health & Safety (Parvin)** – also organizing H&S workshop. Stress management – well attended. Few series on women's health, and men's health. Working with Chloe to bring someone in from CUPE National to possibly shorten H&S courses for members to have accessibility. Open to suggestions for workshops.
 - h. **Job Evaluations (Rey)** – n/a

M/S/C Michael Behrman/Lyn Pedro - Members to approve all reports by Executive and business agent.

11. **New Business – Karen Ranalletta** – CUPE BC will be putting out a call for unions to donate to a flood relief fund. Keep paramedics and first responders in your thoughts through this difficult time.

M/S/C Odette Rivers/Danielle Hull – to adjourn