

CUPE GMM May 26, 2022

12:00pm – 1:45pm

Recorder: Michael Behrmann

- **Territorial Acknowledgement** – Chloe
- **Roll Call of Officers:** President (Chloe Martin-Cabanne), 1st VP Grievance (Jaimie Miller), Treasurer (Danielle Hull), Recording Secretary (Michael Behrmann), Diversity (Odette Rivers), Communications (Lisa Hoang; excused), Sergeant-at-Arms (Louise Harrison), Business Agent (Frans Van de Ven), Administrative Assistant (Leslie Hodson)
 - **Regrets:** 2nd VP Contract (Adam Huizinga), Job Evaluation (Rey Astronomo), Education (Lily Liew), Communications (Lisa Hoang), Trustees (Jason Sum and Lloyd Balsler)
- **Equality Statement** - [Link](#)
- **Special Guests:** Neal Adolph & Rachel Allan from United Way presenting to us on their [Period Promise Campaign](#).
 - Promise campaign: what is it? Presentation to members via Zoom.
 - A primary goal is increasing access to free menstrual products in our community and reducing period poverty. Period poverty is the lack of access to menstrual products, menstrual hygiene education, toilets, hand washing facilities, and/or waste management.
 - [Link to donate](#)
 - Our goal is to raise \$500. You can also donate menstrual products directly to the CUPE office, or we can pick them up from you! We'll be collecting these until June 7th.
- **Adoption of [Agenda for May 26, 2022](#)**
 - Small correction – name for nominations for Mobilization/Strike committee – to Rejiv Menon
 - Adoption passed by vote.
- **Adoption of [Minutes from April 21, 2022](#)**
 - Small correction – name for nominations for Mobilization/Strike committee – to Rejiv Menon
 - Adoption passed by vote.
- **Business Arising from the Minutes**
 - Open positions for **CUPE Local Executive**.
 - You can nominate yourself or anybody else.
 - Nominations for the position of **Chief Shop Steward**
 - Keith Warner-Harder: would like to nominate [Karen Clare](#).
 - She will attend the next GMM on June 30 to confirm her nomination.
 - No further nominations after 3 calls.
 - Opening nominations for the position of **Health & Safety Chair**
 - No nominations after 3 calls.
 - Opening nominations for the position of **Sergeant-at-Arms** (1 position)
 - No nominations after 3 calls.
 - Open nominations for **Mobilization & Strike Committee**.
 - This is a leadership opportunity. You'll be mapping departments, raising awareness of bargaining, and organizing social events. Training will be provided.
 - Nominee: Rejiv Menon
 - Stands for nomination, acclaimed to committee.
 - Chloe MC serves as a de-facto committee member.
 - No further nominations after 3 calls.
 - We're looking for other folks to be on committees for Health & Safety, Stewards, etc. Your homework is to find folks who'd be good for these roles and get them interested!
- **Executive Report (Chloe)**
 - It's busy in the union office. We're spending a lot of time organizing. We've **signed on the invigilators at the UBC Centre for Accessibility for CUPE 2950 membership** and the application is at the labor board. UBC is challenging the application. We're working with CUPE National to show that 2950 members do invigilation work and the application should be accepted.

- We're pleased to announce that the **Susanne Lester Memorial Scholarship** passed through the UBC Board of Governors last week. We received a thank-you letter from the UBC Institute for Gender, Race, Sexuality & Social Justice and the award totaling \$2,666 starts Winter 2022 semester (this September) and will be for a 4th year student majoring in GRSJ. This is a great legacy for Susanne Lester who founded our Local in 1974 and was a passionate women's rights activist.
- Spoke at the Mayors' Council meeting re: **Broadway Line extension to UBC**. It's looking good for the Broadway Plan and SkyTrain to UBC. UBC will contribute financially. This will make a big difference in the commutes and lives of our members.
- The **Bylaws Committee** met on May 3, we're in the process of updating our bylaws. We'll bring proposals to the membership for ratification once the committee has figured out all of the changes that we want to make.
- We've been spending a lot of time preparing for bargaining.
 - The **bargaining survey** closed on May 11. We received 953 responses, which is amazing. The results have been sent to CUPE National for data processing, and the bargaining committee is reviewing the data we have.
 - Also busy with **listening sessions** on-campus and beyond. Since we last met we've visited Sauder, BC Children's Hospital, and the Life Sciences Center. There are still more coming up. We'll be at VGH on June 2, Applied Science on June 8, and Robson Square on June 16. We'll also arrange a Zoom session for those who couldn't participate in person. If you cannot make time to attend a listening session, you can email us or call us, we're always happy to hear from you.
 - The bargaining committee **completed training** on May 11-12. Caucus dates are in June to work on proposals for bargaining. Once those are finished being drafted, we'll bring them to the membership (you) to ratify during a GMM. Once that is done, we'll sit across the table from the employer to bargain. Due to availability, this will probably happen in the fall.
 - We've heard from a lot of you re: wages (this is the #1 thing we hear about, these need to meet costs of living in Vancouver, though it is limited by PSEC). Remote work is another priority. We've also heard from you about benefits, transit subsidies, free access to UBC facilities, and the job evaluation system, as well as other things like ergonomic equipment, affordable on-campus housing, child care, tuition waivers for graduate courses, waiver eligibility for step-children, safety, resources for elder care, and many more.
- **Open floor**, are there any questions for Chloe or the Exec?
 - **Q:** How can we make a donation for Period Promise?
 - Please make a motion during New Business.
 - **Q:** Will the maximum accumulated allowable sick leave increase along with new legislated sick leave? With long COVID and associated extended recovery the maximum bank may not be enough for future sickness or emergencies. Can this be negotiated in bargaining?
 - There is no extension with the current legislation. We can have a look at this for bargaining.
 - **Q:** Is the new sick leave added to your sick leave bank?
 - UBC HR explains what that legislated sick leave balance is [here](#). The bank doesn't change but the way this is entered into Workday has changed slightly.
 - **Q:** With the latest and future UBC re-organizations, can we do anything for job security and procedures for new position placement, including having proper conversations with CUPE members before implementation?
 - UBC has the right to re-organize units and to eliminate positions. We can look at this as well for bargaining.
 - We agree and have been discussing this very issue. The employer has been using Article 19 or 34 in the process of laying members off whose positions are disrupted. Our Union takes the position that our members should be getting the greater benefit which is 3 months' notice, while the employer looks like they are sliding towards the 1 month benefit. We've taken that position with the employer over the last couple of years and expect it to be a bargaining issue to clarify this position.
 - **Q:** When will bargaining survey data be presented to members?

- Because there is some confidential info this will only be presented to the bargaining committee, but feel free to ask about survey data. If there is info relevant to membership we will share it.
 - Motion to receive Executive Report: passed.
 - **Business Agent's Report (Frans)**
 - One issue we're seeing that is now more common than it has recently been is accommodation because of a medical condition. To frame this, the employer has a legal obligation to accommodate medical conditions or other kinds of disabilities to the extent reasonably possible. i.e. you don't lose your job because you can no longer do it in the previously normal (for you) way. This requires documentation from a medical practitioner which will include any kind of tweaking to the work situation (hours of work, adaptive equipment, etc. depending on what the situation is). We have a couple of cases going and some are tricky. We're working through it with HR and return-to-work coordinators in HR. We'll report back once we know how this settles out.
 - Performance Appraisals. There is nothing specific here in the Collective Agreement. In general, feedback from managers to employees is expected and normal. Sometimes the process is more formal. If the meeting is not disciplinary, i.e. no steward, this means it's not grievable. But there's a catch-all article (23 – Employee Files) in our CA that includes practically anything that's written about you. You have a right to see your performance appraisal, and you have the right to make verbal/written comments about it. If it gets to the point where it is unfair/egregious or disguised discipline, it can be challenged/grieved and if successful, that document can be removed from your file. You always have access to your file and can always input to your file (i.e. to make comments, corrections, request assistance, etc.).
 - We have also had questions raised about our Job Evaluation plan: whether it serves its purpose and whether it can be improved. We're in preliminary discussions with our law office. A specialist is taking a look at it to see where we rank compared to other similar plans and if improvements can be made. Note that this plan is negotiated with the employer so we cannot make unilateral changes. Because it's technical this wouldn't happen in bargaining, we'd discuss this separately.
 - The bargaining committee meets on June 1. We'll hash out the process going forward and ID what we want to achieve, what are our goals/priorities, what is important.
 - Motion to receive Business Agent's report – passed.
 - **Aside from Chloe** – it looks like lots of folks cannot attend today's GMM due to meetings. If your office is scheduling meetings during a CUPE GMM, please let us know as this affects your ability to participate in union business.
 - **Treasurer (Chloe in lieu)**
 - Financials are good through April 30. We have a positive cash flow.
 - Motion to receive – passed.
 - **Committee Reports**
 - **Grievance (Jaimie)**
 - One of our members has been denied a tuition waiver, and the employer hasn't given a reason for the denial.
 - One of our members was let go in a health-care setting related to proof of vaccination. UBC requires declaration of vaccination status, but not vaccination. In health-care settings, BC legislation requires vaccination. One of our members did not declare their status and the inference is there is no vaccination, so they were not able to continue in that department. This is the first time this has occurred since beginning of pandemic, we're glad cases like this have been limited. There has been recent arbitration in BC where a union grieved the dismissal of employee for this reason and the union was not successful. Labor law has confirmed the employer can do this in a health-care setting.
 - **Communication (Chloe in lieu)**
 - Newsletters are coming along, Chloe and Lisa are figuring out a day for training.
 - We're looking to update the website as well.
 - **Contract (regrets)**
 - Let Chloe know of any questions.

- **Diversity (Odette)**
 - The next EDI book club meeting is tomorrow (May 27) from 2pm-3pm. Thanks for those who replied to invite, it's not too late to join if you want.
 - We're open to hearing about books on the reading list, or other books you've read that you'd like to share.
 - We have books available for you to borrow at CUPE 2950 office!
- **Education (Chloe in lieu)**
 - We had a successful lunch & learn with Patrick Condon from UBC/The Tyee. We heard his argument that the housing crisis in Vancouver is due to land speculation, and the solution is non-market co-op housing.
- **Health & Safety (Chloe in lieu)**
 - Louise is setting up workshops for us pending the appointment of a new Health & Safety chair.
- **Job Evaluation (Chloe in lieu)**
 - Nothing to report.
- **Question** from a member – some CUPE staff have not been receiving feedback on a regular basis regarding job evaluations. Our job descriptions are not up-to-date. How can management evaluate our performance based on outdated job evaluations?
 - See Article 31 in the Collective Agreement for reference.
 - Job descriptions need to be current/up-to-date. Re: performance appraisals, job descriptions are samples and not exhaustive lists. Appraisals should be made on work that you actually do. If the issue arises that you're being asked to do work that's outside the scope of your job, taking on responsibilities without compensation, etc. this can be discussed during the performance appraisal. The employer is required to provide up-to-date job descriptions.
 - One possibility is to submit request for reclassification because this triggers the writing of updated JD. It doesn't necessarily mean a change in benchmark, but does provide an updated JD.
 - If anyone needs help with job evaluation, please call the union office, we're happy to help.
- Motion to receive committee reports – passed.
- **New Business**
 - **United Way Period Promise Campaign**
 - Jennifer Rebamontan: Motion to donate \$500 from CUPE funds towards this campaign. (Seconded: Michael Behrmann)
 - Passed by vote.
 - See also resources on where you can get [free menstrual products on campus](#).
 - **Go By Bike Week** organized by Hub.
 - They use data from this event and other events to show where infrastructure gaps are and where improvements need to be made.
 - You can win prizes by participating, the grand prize is trip for 2 to the Netherlands.
 - Chloe made a team for CUPE 2950. (search for "Workers on Wheels") . We hope members will participate and join our team!
 - Workday is **missing some contact info** for some CUPE 2950 members. After some back and forth we've discovered it's easy to get that contact info, but you need to enter it into Workday.
 - **Please log into Workday and update your contact information** (home address, work and personal phone numbers, email addresses) so that CUPE 2950 can get in touch with you.
 - We sent 6 delegates to the 2022 **CUPE BC Convention** in Victoria. It was a great opportunity. Our delegates travelled and took the ferry together to the Island which was a great team-building experience. We networked with activists across BC. You'll have seen reports from those who attended in the newsletter, we also wanted to open the floor to other folks who participated to share their experiences to the membership here.
 - **Jennifer Rebamontan:** I shared a report in our last newsletter. It was a great experience, more than I thought it was going to be. When people spoke for resolutions it came to life how they would impact people. I have heard from managers that unions are not relevant and we already have major benefits, but needs change and there are so many things still worth fighting for, so it

was great to meet all these learned and passionate people and hearing them share what they know.

- **Motion to Adjourn** 1:45pm – Chloe, seconded Jaimie.
 - Passed.