

## CUPE 2950 General Membership Meeting – June 30, 2022

12:00pm-1:27pm

Recorder: Michael Behrmann

### Territorial Acknowledgement (Chloe)

**Roll Call of Officers:** Sung Wong (CUPE Rep), 1<sup>st</sup> VP Grievance Jaimie Miller, 2<sup>nd</sup> VP Contract Adam Huizinga, Job Evaluation Committee Chair Rey Astronomo, Diversity Committee Chair Odette Rivers, Recording Secretary Michael Behrmann

1. **Equality Statement** – Read by Hema, Adam, Chloe, and Jennifer
2. **Adoption of Agenda** – Jennifer/Anne
3. **Adoption of Minutes of May 26<sup>th</sup>, 2022** – Adam/Jennifer
4. **Business Arising from the Minutes**
  - a) **Close Nominations for CUPE Local Executive (2022-23):**
    - Chief Shop Steward (name will change to Lead Shop Steward once bylaws are updated)
      - **Nominee** – Karen Claire. She is on holidays today, but has submitted a written statement accepting the nomination.
      - **Further nominations:** none after 3 calls. Karen acclaimed to the position of Lead Steward.
  - b) **Open Nominations for CUPE Local Executive (2022-23):**
    - **Health & Safety Chair.**
      - **Nominations:** none after 3 calls.
    - **Sergeant-at-Arms.**
      - **Nominations:** none after 3 calls.
  - c) **Open Nominations for Mobilization & Strike Committee.**
    - This is currently Rejiv and I. I have received a written nomination from Jessica Gut to join. We'll be doing 1-on-1s, socials, and strike planning. This will be a really great committee. We have been exchanging lots of emails and ideas, and will be meeting in mid-July.
    - Jessica Gut acclaimed to the Mobilization & Strike Committee.
5. **Unfinished Business** - None
6. **Executive Report (Chloe Martin-Cabanne)**
  - I have been really busy. There is lots of **member servicing** to cover for Leslie and Frans while they are both on vacation, and I am learning how much work they do and how valuable they are. I'm fielding general inquiries on meal breaks, temporary promotions, and more.
  - There is currently lots of **servicing around accommodations**. I recently took a VDLC course on Duty to Accommodate/Return to Work, so I am feeling confident in supporting you in this.
  - I've been fielding **meetings on harassment and absenteeism**. UBC's respectful workplace policy is important and UBC takes it seriously. Be good to another, and also show up to your job and do so on time.
  - We just wrapped up **bargaining listening sessions**. Thanks to Michael for organizing at the session at UBC Robson Square. We got positive feedback from all who were able to participate.
  - UBC's Remote Work Pilot has been announced as permanent, now called the **UBC Hybrid Work Program**. Please think about what other items you want to improve your working conditions especially with language in our Collective Agreement. We're limited in our ability to bargain directly on wages, but are looking at creative ways to improve wages as this is number 1 thing that we hear about during listening sessions.

- You'll have received a notice that we're having **BBQs** again this year. I'm so excited for these! They will both be a really fun time. The VGH BBQ is on Monday July 11 from 11am-2pm. The Point Grey BBQ is on Thursday July 21. If you can make it please RSVP today and circulate to all your friends and colleagues.
- We're working through a few issues with the employer. One is related to dues which you'll hear more about later. It is an issue related to a cap that was put in during the launch of Workday, where a number of employees did not have dues collected. We're sorting through this with the employer.
- Working through **Long-term Disability for members on medical leave**. Usually the union covers these payments, but the employer has said that we cannot due to CRA requirements. We've gotten legal counsel about this and there is more to come.
- Working through **organizing invigilators at the Centre for Accessibility**. The employer is challenging this. We're waiting on the decision from the Labor Relations Board.
- Exciting news from the **United Way Period Promise campaign** (as discussed during last month's meeting): we raised \$935 which is amazing! Thanks to all who contributed, we got lots of physical and monetary donations including a \$500 donation from CUPE 2950.
- The Vancouver District Labor Council has formally endorsed some **municipal candidates** for Vancouver & across the Lower Mainland. We'll be ramping this up for the fall because elections are in October. Look out, we'll have lots of info available for the newsletter regarding progressive candidates who have been endorsed. We'll see what we can do to get them elected.
- I finished an **Organizing for Power course**. It was really cool and Adam was there too. We'll be bringing what we've learned into member servicing, committee work, and organizing of our Local.
- **Motion** (Chloe/Jaimie) to adopt Executive Report – passed.

#### 7. Business Agent's Report (Frans Van de Ven) – NTR

#### 8. Treasurer's Report (Chloe in lieu of Danielle)

- a) The budget and finances are looking good. We're waiting on our June statement.
- b) We have a trustee audit coming up on Tuesday.

#### 9. Committee Chair Reports

##### a. Grievance Committee (Jaimie Miller)

- i. On every grievance we're either waiting for date for the employer to meet with us, or in some cases (ex. Dues as mentioned earlier) the employer has conceded grievance and we're looking at how it will be fixed.

##### b. Chief Shop Steward – NTR

##### c. Communication Committee (Lisa Hoang)

- i. I'll be taking on the July newsletter.

##### d. Contract Committee (Chloe in lieu of Adam [had to leave early])

- i. Adam wanted me to share that the BCGEU took a strike vote and voted to have ability to strike. They do before they get to the bargaining table so they have it as an ace in their pocket. Their results will affect us because normally wages negotiated by BCGEU determines what our wages look like. This will be exciting to watch.
- ii. The Bargaining Committee is continuing to meet in July/August and once per week in September. Lots of work has been done on proposals thanks to the listening sessions and bargaining survey results.
- iii. Re: Remote work, Adam wanted me to say that we're going to make a proposal to ensure this as a right in our Collective Agreement.

**e. Diversity Committee (Odette Rivers)**

- i. I have some good news and bad news to share. The good: I've accepted a promotion to an M&P position in my current department. The bad news is this means it's my last day as member of CUPE 2950.
- ii. During my term we started the EDI book club, where we've always had engaging conversations. I hope my successor will continue with this. As well, we've started an EDI library at the CUPE 2950 office. I encourage as many members to drop by CUPE 2950 office and check out the books.

**f. Education Committee (Lily Liew) – NTR**

**g. Health & Safety – NTR**

**h. Job Evaluation Committee (Rey Astronomo)**

- i. Day to day servicing has been quiet. We have a couple of people asking questions and the committee is answering them. There are no appeals as of this date and no notable changes from last month.
- ii. We're going to be having a meeting with CUPE National and their Job Evaluation experts in preparation for bargaining to see if there are words of wisdom or ideas that we can use to further improve UBC's 2950 Job Evaluation process. We're looking forward to improving it and seeing how to do that. Those meetings are coming soon. Hopefully can roll that into our bargaining language.
- iii. This will also be my last 2950 meeting as Job Evaluation chair because I have accepted an opportunity to work for CUPE National. This opportunity wouldn't have come to me if I hadn't been actively involved in past 7+ years with CUPE 2950 here at UBC, so I'm very grateful. I'm also humbled by messages I've been getting from some members who knew that I would be leaving. Having said that, I hope somebody here (or someone you know) is willing to step in to push our union into greener pastures as our Job Evaluation chair, which will be open for next month. I'm not 100% leaving because I'll visit when Chloe calls me to chat Job Evaluation.

**10. New Business**

a) **Rent Strike Bargain** Special Guests – Ben Ger, Vladimir Petchkovsky, Steph Langford, Kenmore Thompson.

- <https://www.rentstrikebargain.com/>
- RSB is a coalition of Tenant Unions & Labor Unions. We want to build capacity for the renters movement by seeding tenant unions across BC, to promote & win collective bargaining rights for renters in BC.
- RSB has endorsements from VTU, VDLC, CUPE 15, Unite Here Local 40.
- Presented a slide show to the membership.
- **Q:** I can see how this works for purpose-built rentals/large buildings with single landlords. How does this help renters with private landlords ex. Strata owners?
  - [In those situations] there are different approaches to bargaining. This could be at neighborhood or street level. Or a whole building if there are multiple landlords within it. Most renters are in large multi-unit buildings with a single landlord. While we don't want to leave anyone behind, private landlords are the minority, so we're focusing on the larger units.
- **Q:** I understand the BC government has new proposals for rent caps as of last couple days, do you have any responses to that?
  - What we've seen in past year is that the BC NDP are not particularly renter-friendly. For the coming year the rent increase may not be tied to inflation, but they've also carved out loopholes in the RTA where landlords can apply for increases beyond the cap. Tenants are experiencing precariousness. There is the ability to restrict rents, to an extent, but landlords have more ways to get around those restrictions.

- **Follow up Q:** What would you say is a fair response to increased maintenance costs, levies, and insurance increases experienced by landlords? What is a mechanism for fair/equitable distribution of these costs between landlord and tenant, particularly for individual landlords who are often workers themselves?
    - a. The Vancouver Tenant's Union and the Canadian Centre for Policy Alternatives have both done research. It looks like it's in the single-digit percentages for individual renters. There is a huge recent increase in land purchases by mega-corporations. In terms of equitable distribution of costs, our campaign is about renter's rights. Our concern is not how landlords lobby the government to support them with their increasing costs. We don't want tenants to be unhoused. Housing is increasingly a commodity. We are seeing disrepair etc. due to landlords wanting to extract as much wealth as possible.
    - b. Equity comes from democracy and transparency, which don't exist under the current RTA.
  - **Q:** Are there any student housing tenant associations?
    - There is a history of student tenants organizing, but we're not currently aware of any existing groups like this. Some tenants at the University of Victoria campus have reached out to us about organizing,
    - **Adam:** UBC still increases rent to students by inflation + 2% even though the province's rent cap is just inflation.
  - **Q:** I hope you're not missing the boat on the current sea change in both government and where the economy is regarding increased funding available for co-op housing but a lack of organization. It takes a lot of human power to put together co-op housing organizations. There is no better way to control costs than non-profit housing where the residents **are** the members. This is a way that folks thought would be the future in the 80s until funding ceased. More funding was announced by the federal government a couple of years ago, but it didn't really happen. There has been some funding available and there will be more in future. Where is your group at with those efforts?
    - We believe these things work hand-in-hand. We're renters and not co-op members, but we see co-ops as a good thing. In some areas, tenants have won the first right of refusal to buy a building in order to turn it into a co-op when building is sold.
  - **Chloe:** RSB's asks to members are for endorsement, for the RSB to survey members, and for a rep from CUPE 2950. Let's think about how we can support RSB and their organization in the future.
- b) UBC's [Pick Your Peak Stair Challenge](#) This is a campus-wide challenge for health and wellness, we hope you can join and participate.

**Motion** (Michael/Rey) to adjourn at 1:27pm – passed.