

CUPE 2950 General Membership Meeting – September 29, 2022

12:00pm-1:55pm

Recorder: Michael Behrmann

Territorial Acknowledgement (Chloe Martin-Cabanne)

- [Investigation into St. Paul's Indian Residential School site](#)

Roll Call of Officers: President Chloe Martin-Cabanne, 1st VP Grievance Jaimie Miller, 2nd VP Contract Adam Huizinga, Recording Secretary Michael Behrmann, Treasurer Danielle Hull, Communications Chair Lisa Hoang, Education Chair Lily Liew, Administration Assistant Leslie Hodson

Regrets: Lead Steward Karen Claire, Sergeant-at-Arms Louise Harrison

1. **Equality Statement** – Read by CUPE 2950 members
2. **Adoption of Agenda**
 - a. **Motion** (Chloe Martin-Cabanne) to adjust the agenda: put discussion of Concept Proposals for Bargaining after Adoption of Minutes and before Business Arising from the Minutes. **Seconded** Jaimie Miller, **carried**.
3. **Adoption of Minutes of June 30th, 2022** – **Motion** to accept (Adam Huizinga), **seconded** Ani Skala, **carried**.
4. **Ratification of Concept Proposals for Bargaining (Adam Huizinga)**
 - a. I'd like to highlight our committee members – Jaimie Miller, Ani Skala, Hema Ratnasami, Chloe Martin-Cabanne, and Kale Gosen (who is on leave).
 - b. **Process Overview.**
 - i. We started this process earlier this year with nominations and elections. We met in the spring to determine our strategy.
 - ii. We issued a member survey in May with over 60% of members responding. We met members at their worksites and over Zoom during the summer. From those we gathered a lot of information.
 - iii. As a committee we've spent the last number of months going through that information and determining what we wanted to prioritize based on feedback we were hearing from members.
 - iv. Not everything that came up in meetings made it into our proposals for two reasons.
 1. We can only propose so much.
 2. We determined there are different avenues (outside of bargaining) to pursue some of things we were hearing. That includes things where we decided that we need to do more organizing, education, or communicating with the membership about our Collective Agreement as it currently exists.
 - v. If there's something you don't hear in today's proposals that is important to you and relates to Health & Safety, Job Evaluation, etc. please reach out to us! We need more stewards, more Job Evaluation folks, more Health & Safety folks. If you want more work done in and you think that's you, please let us know.
 - c. For context around bargaining: in BC we do public bargaining under a provincial mandate (under PSEC). PSEC is a government body that, essentially, lays out the framework that all provincial bodies negotiate in throughout the year. You might have heard about what's happening in other negotiations, ex. BCGEU, HEU, BCTF, K-12 support, etc. We have more info on this than we did when we first started meeting with people re: bargaining.
 - d. Today we're going to share the proposals that we have. We will go through them line by line, and at the end will go back to for questions.
 - e. *Adam went over contract proposals (not included in minutes)*
 - f. **Motion** (Jaimie Miller) to accept concept proposals from contract committee, **seconded** Ahsan, **carried**.
5. **Business Arising from the Minutes**

- a. **Open Nominations for CUPE Local Executive (2022-2023):**
 - i. Health & Safety Chair – No nominations after 3 calls
 - ii. Job Evaluation Chair – **Caitlin Mayne** nominated.
 - iii. Diversity Committee Chair – **Lisa Hoang** nominated.
 - iv. Sergeant-at-Arms (1 position) – No nominations after 3 calls

6. New Business

- a. **Open Nominations for Hiring Committee** (3 executive members and 2 members-at-large)
 - i. Our Business Agent, Frans van de Ven, has retired after 24 years serving our local. We're looking to create a hiring committee to replace him.
 - ii. **Nominations:**
 - 1. Executive (3 positions)
 - a. Chloe Martin Cabanne
 - b. Michael Behrmann
 - c. Jaimie Miller
 - 2. Member-at-Large (2 positions)
 - a. Shehnaz Motani
 - b. Hema Ratnasami
 - c. Jason Sum
 - iii. Election of the committee will take place during the October GMM. Nominations close at this meeting. You can submit nominations in writing to president@cupe2950.ca. Candidates must put together a 250 word statement for their candidacy and what they would like to accomplish. Chloe will contact nominees with details.
- b. **Open Nominations for [BC Federation of Labour Convention](#)** (BCFED) (10 delegates)
 - i. The convention will take place from November 21-25, 2022 in Downtown Vancouver, BC. The convention is interesting and includes not just CUPE members, but all affiliates of the Vancouver and District Labour Council (VDLC). *Delegates must attend all 5 days of the convention.*
 - ii. Naureen Khan & Jennifer Rebamontan spoke about their experiences attending the CUPE convention in Victoria last spring.
 - iii. **Nominations:**
 - 1. Chloe Martin-Cabanne
 - 2. Lily Liew
 - 3. Caitlin Mayne
 - 4. Anne Tomkins
 - 5. Shehnaz Motani
 - 6. Rejiv Menon
 - 7. Maria Mainart
 - 8. Priya Joshi
 - 9. Melany Lund
- c. **November GMM – Change Date for Thursday, Nov. 24 to Thursday, Nov 17** (due to BCFED Convention)
 - i. **Motion** (Chloe Martin-Cabanne) to change the date of the November GMM from Thursday November 24 to Thursday November 17. The original date is during the BCFED Convention. **Seconded** Adam Huizinga, **carried**.
- d. **[Presidential Search Committee Elections](#)**
 - i. This is mostly an FYI for CUPE 2950 members. I encourage you to look at the candidate biographies for the non-faculty staff member position. Our Executive has not made an endorsement. I hope you vote!

7. Unfinished Business – None.

8. Executive Report (Chloe Martin-Cabanne)

- a. As you've seen, we have a fantastic bargaining team. We have met six times through this summer and four times in the fall.

- b. Adam, Lisa, and I are attending the CUPE National Sector Council Conference in Ottawa from October 3-6, and should have more bargaining news to share afterwards.
- c. Re: member servicing, our business agent Frans retired over the summer. I took a course on workplace accommodations with Conni Kilfoil at the VDLC in June, as we are working through a number of accommodation case. I feel prepared to talk folks through the process. This is an important topic.
- d. We are processing grievances, which Jaimie will fill you in on during his report.
- e. Municipal elections are coming up Oct 15. There is a 'get out the vote' campaign by the VDLC, CUPE BC, and the NWDLC who are all working to mobilize members. Exercise your democratic right to elect good candidates who want better housing affordability, better funding for public sector, and transparency. [Here is the list of BC Municipal Election Labour Council endorsed candidates, by city](#). In Vancouver, the VDLC has endorsed Kennedy Stewart who is our incumbent mayoral candidate. OneCity, Forward Together, COPE, the Green Party and Vision are among the progressive candidates for Council, School Trustees and Parks Board in Vancouver.
- f. We have a BC Labour Relations Board hearing from Oct 24-28. This is related to us organizing student invigilators at the UBC Centre for Accessibility, which has been challenged by UBC. UBC is arguing that CUPE 2278 is a better fit, and we disagree.
- g. [UBC Campus Vision 2050](#) is soliciting opinions and putting on workshops. Essentially they are looking for feedback on what the Point Grey campus is going to look like in 2050. I attended a Paul Kershaw talk with Hema on strategies/policies for improving housing affordability. The presenter suggested non-market housing as solution, and I advocated for different strategies toward non-market housing for staff working at UBC during the meeting.

9. Business Agent's Report – N/A

10. Treasurer's Report (Danielle Hull)

- a. We have statements as of July 31. Almost everything is under budget or year-to-date. Those that are over are only marginally over. There was something that looked overbudget, but this was an accounting error. All is on track.

11. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller)
 - i. The Grievance Committee most recently met on September 27.
 - ii. Update on both of our tuition grievances, one re: our president accessing benefits and another re: all employees seeing reduced tuition benefit/more fees. The employer has denied both of these grievances for separate reasons. We have advanced to arbitration.
 - iii. UBC is still not providing membership information to us that we'd need to represent you properly, including dues and other essential information. This follows from UBC moving to Workday circa 2 years ago. Every month they get a little closer, fixing one thing at a time. We're getting closer but there are still around five things that are deficient. We're still working on this.
- b. **Chief Shop Steward** (Chloe in lieu)
 - i. Stewards met in early September and had a productive discussion. Looking forward to more.
- c. **Communication Committee** (Lisa Hoang)
 - i. We'd like to encourage you to [sign up](#) for a direct invite to our CUPE 2950 social events. Our fall social is upcoming, email Leslie and watch for the invite in the upcoming newsletter.
- d. **Contract Committee** (Adam Huizinga)
 - i. We covered our bargaining proposals earlier in the meeting.
 - ii. Re: sitting down at the table to bargain, we have put dates out to UBC and are waiting to hear back. It's looking like this will happen in November.
 - iii. Re: retroactive pay, all of the collective agreements we've seen have retroactive pay. Ours will also have this.
 - iv. [Big news from campus](#): CUPE 2278 is looking to expand union membership at UBC. CUPE National has stepped up to support this. I'll be working full-time on this and bargaining for the

next few months. CUPE is aiming to organize ~10,000 students on-campus. If you have any questions about the campaign, please [let me know](#).

- e. **Diversity Committee** – N/A
- f. **Education Committee** (Lily Liew)
 - i. We're organizing lunch & learns on housing affordability, pension literacy for CUPE 2950 specifically, and complex skills for union activists.
 - ii. If you have any questions or suggestions reach out to [me](#) or [Leslie](#).
- g. **Health & Safety** – N/A
- h. **Job Evaluation Committee** – N/A

Question: Does CUPE 2950 negotiate benefits for retirees?

- **Answer (Jaimie Miller):** We bargain for our working members and this does not include retirees. There can definitely be a gap when you retire, which can seem scary. There is group insurance that is accessible for former unions or for group retirees. SunLife has an option for you to continue with them by paying out of pocket. The below are more affordable and are the best options I am aware of right now:
 - a. [RTOERO](#)
 - b. [UBC Emeritus College: Overview of Health and Travel Insurance Options](#)

Motion (Jaimie Miller) to adjourn meeting at 1:55pm. **Seconded** Danielle Hull, **carried**.