

## CUPE 2950 General Membership Meeting – October 27, 2022

12:00pm – 1:54pm

Recorder: Michael Behrmann

### Territorial Acknowledgement (Adam Huizinga)

**Roll Call of Officers:** President Chloe Martin-Cabanne, 2<sup>nd</sup> VP Contract Adam Huizinga, Recording Secretary Michael Behrmann, Lead Steward Karen Clare, Sergeant-at-Arms Louise Harrison

**Regrets:** 1<sup>st</sup> VP Grievance Jaimie Miller, Communications Chair Lisa Hoang, Treasurer Danielle Hull

### Guest Speaker: Emily Cadger, VP of CUPE 2278

Here to share information on [what's happening in CUPE 2278](#). We only represent TAs, Markers, and Undergraduate TAs. There are an increasing amount of research assistants/associates and graduate academic assistants/associates since COVID. These positions have been doing same work as 2278 but don't have same protections or same amount of pay (as low as \$15). This summer with the new BC law changing requirements for unionization to 55% of union cards being signed, we received backing from CUPE National on our campaign. At the same time, RAs are being unionized at other universities. We have heard complaints of bullying/harassment from RAs who don't have same the protection as we do. People are dropping out of graduate programs and suffering mental health consequences. We officially launched on Imagine Day and hope to wrap by April exams end so we can start the process of talking to UBC. We're focused on research assistants and graduate assistants, and also starting to look at work learns (which 2950 has a lot of).

**Q:** How can 2950 help you sign cards?

**A:** See [our website](#). If you see students interested or know work learns you can point them in our direction. You can attend our events. We have pamphlets you can have. We also have a table, you can stop and say hi.

1. **Equality Statement** – read by members
2. **Adoption of Agenda** – M/S/C (Karen Clare/Michael Behrmann)
3. **Adoption of Minutes of September 29th, 2022** – M/S/C (Karen Clare/Caitlin Mayne)
4. **Business Arising from the Minutes**
  - a. **Open Nominations for CUPE Local Executive (2022-2023):**
    - i. Health & Safety Chair – no nominations after 3 calls
    - ii. Sergeant-at-Arms (1 position) – no nominations after 3 calls
  - b. **Close Nominations for CUPE Local Executive (2022-2023):**
    - i. Job Evaluation Chair – Caitlin Mayne (acclaimed)
    - ii. Diversity Chair – Lisa Hoang (absent; position not yet filled)
  - c. **Close Nominations for Hiring Committee** (3 Executive members and 2 Members-at-Large)
    - i. Executive
      1. Chloe Martin-Cabanne (automatic)
      2. Michael Behrmann
      3. Jaimie Miller
      4. Karen Clare
      - a. **Elected:** Michael Behrmann, Jaimie Miller

ii. Member-at-Large

1. Shehnaz Motani
2. Hema Ratnasami
3. Jason Sum

a. **Elected:** Shehnaz Motani, Hema Ratnasami

**5. Unfinished Business – N/A**

**6. Executive Report (Chloe Martin-Cabanne)**

- a. It has been a busy month. Right now I am in an LRB hearing with the employer. We organized the Centre for Accessibility Exam Invigilators, which has been challenged by the employer based on the appropriateness our bargaining unit. There have been developments during hearing yesterday and today. I will be able to report on outcomes at our next meeting.
- b. We have a high workload in the office. Workday and overpayments have occupied us very much. There is an evolving situation around dues collection errors. Basically, there are two ISC configuration issues which caused ~\$30k in dues not being collected from our members. We're hearing about other issues as well ex. collection of pension & disability benefit plan premiums. I hope that everyone here today will look at their paycheque (I acknowledge its a bit of a puzzle). We're working with payroll to help solve the problem. Ultimately these dues will need to be collected. If you were affected, you'll be contacted by the university. If you can't afford the repayment plan, you have the right to arrange one that's affordable to you per section [3.21 of the ESA](#).
- c. We have a clear mandate from you all re: what we want to achieve at the bargaining table. We have a good rapport with the employer and can negotiate a good agreement within PSEC. We now have dates with the employer for bargaining. Excited about that.
- d. I have been looking at a lot of job descriptions and am excited to have a new Job Evaluation Committee Chair. A lot of our work has been migrating to M&P. We're looking at the Cordon Criteria (from an arbitration from the 90s) with the employer to see what delineates the work our bargaining unit does vs. M&P. We're challenging some reclassifications that have been proposed by HR and will see where that lands us. We haven't challenged positions moving out of our bargaining unit since 2016, and we'll need a big job evaluation committee.
- e. Some of us were recently at the CUPE National sector conference in Ottawa. We met folks from the post-secondary sector coast-to-coast, and sat with folks from U of PEI and UVic. I learned a lot. We exchanged a lot of ideas on common issues. We were able to meet other sector members and see how we could work together on common issues. The solidarity demonstrated at the conference was inspiring, I'm looking forward to bringing that to UBC. Adam spoke at the conference re: CUPE 2278's campaign.
- f. Looking at the municipal election results. This is disappointing if you're a Vancouver-ite or Surrey-ite. This was the focus of our mobilization drive with VDLC and the New Westminster DLC. ABC will make budget cuts to community services which will cut CUPE jobs. They will also look at more police funding which is where that money will go. I'm just one person with one opinion. Ultimately an ABC majority is a good opportunity to rally and hold our elected officials to account, and ensure the good promises they made are achieved.

**7. Business Agent's Report – NTR**

**8. Treasurer's Report (Danielle Hull) – NTR**

## 9. Committee Chair Reports:

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

### b. Chief Shop Steward (Karen Clare)

- i. I've been spending the bulk of my time reaching out to potential stewards. Our numbers have dwindled a little bit. Some people are no longer with UBC at all or are on leave. We're always looking for people who'd be interested in stewarding.
- ii. The types of roles stewards take on include greeting new members, letting them know about GMMs, participating in introductory sessions in the CUPE office, informing about Collective Agreement rights, sharing info from the bargaining committee, and just being a point person in your department or on your campus. Or being a problem solver, sometimes people just need someone to talk to for 15 minutes. I've sat in on disciplinary & investigations meetings. The opportunity is what you make of it. You can [let me know](#) or [Leslie in the union office](#) if you're interested in becoming a steward.
- iii. Building on the listening sessions we had leading up to bargaining, it struck some of us that some issues coming up are stewarding issues that could be helped out by a steward. We'd like to pilot a session (over lunch) have our members come and ask the stewards questions and do some problem-solving that way.

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

- i. Don't forget to [get on the mailing list](#) for our Fall Social!

### d. Contract Committee (Adam Huizinga)

- i. As Chloe mentioned, there have recently been some ratifications of big agreements (HEU & BCGEU). These set the shape of the GWI that we'll see. Likewise, CUPE 116 ratified their contract a week ago. It's really interesting looking at the CUPE 116 agreement, there is some opaque language. We'll look at that for us to work on with simplifying/changing pay grids. There is the GWI but also other ways of increasing wages, i.e. pay grids. There's potentially more in the 116 agreement that we're not seeing. What did it mean, what was this like at the table?
- ii. Our first date for sitting down with the employer is November 14. Then 5 additional days in December before the holiday break, then dates in January.
- iii. This year CUPE 116 went early and hard, taking around 6 weeks from August-October. We're looking to do the same. Part of reason UBC is slow is because our labor relations adviser is new and hasn't negotiated before, so they're training her. They haven't had the capacity to negotiate with all the locals.
- iv. One key thing to note is retroactive pay is always a component, so that will be seen when we get our GWI. Retro pay is effective back to beginning of April when our last contract expired.
- v. We ratified our concept proposals, and will meet more in the next few weeks to get our actual language drafted so we can bring that to UBC and get things moving.
- vi. CUPE 2278 organizing has been really positive. If you work with work learns or student workers who may be included, please spread the word. If you have capacity and want to be involved, or if you have any questions, please [reach out to me](#).
- vii. We reviewed CUPE 116's increases as a reference point. Some points of interest: they have an LOA on overpayments. They proposed creating working groups around certain issues incl. around accommodation process/improvements that could be made. They have an LOA around recruitment & retention.

### e. Diversity Committee – N/A

### f. Education Committee (Lily Liew) – regrets

### g. Health & Safety – N/A

**h. Job Evaluation Committee – N/A**

**10. New Business**

- a. M/S/C (Local Executive, Caitlin Mayne) to donate \$500 to [Health Initiative for Men](#) in memory of [Dirceu Campos](#).
- b. Question to Adam re: lengths of service and recognition. Can the union advocate for UBC to recognize service at 15 years and 20 years?
  - i. Chloe: Yes, there could be space for advocacy here. Our Executive will discuss how to celebrate our members and avenues by which we could advocate for UBC to recognize.
- c. [Volunteer at UBC Congregation 2022](#) via Karen Clare.
  - i. **Chloe:** in our CA there's a leave to volunteer for UBC events, up to 1 full working day with pay each year.

M/S/C (Karen Clare/Caitlin Mayne) to adjourn @ 1:54pm