

CUPE 2950 GMM – May 25, 2023

12:00pm – 1:53pm

Recorder: Michael Behrmann

Land Acknowledgement – Chloe MC

Special Guest: Alfred Wong, Constable with Metro Vancouver Transit Police. Presentation on Transit Safety. [Slides available for review here.](#)

Roll Call of Officers: President Chloe Martin-Cabanne, 1st VP Grievance Jaimie Miller, Recording Secretary Michael Behrmann, Treasurer Danielle Hull, JE Chair Caitlin Mayne, Sergeant-at-Arms Louise Harrison, Sergeant-at-Arms Aline Dias

Regrets: Diversity Chair Lisa Hoang, Health & Safety Chair Angela Shymanski

1. **Equality Statement** – Read by members
2. **Adoption of Agenda** – M/S/C
3. **Adoption of Minutes of March 30th, 2023** – M/S/C
4. **Business Arising from the Minutes**
 - a. **Open Nominations for CUPE Local Executive (2022-2023):**
 - i. Lead Steward – no nominations after 3 calls
 - ii. Contract Committee Chair – Louise nominates Hema Ratnasami, Hema stands
 - iii. Education Committee Chair – no nominations after 3 calls
 - iv. Communications Committee Chair – Hema nominates Louise Harrison, Louise stands
 - v. Trustee (1 position ending 2023) – no nominations after 3 calls
 - b. **Close Nominations for CUPE Local Executive (2022-2023):**
 - i. Trustee (1 position ending 2024) – Anne Tomkins nominated
 1. No further nominations after 3 calls, nominations closed
 2. Anne stands for the position and is acclaimed
5. **Unfinished Business**
 - a. Motion on the floor to include list of alternate delegates for conference & convention elections in GMM minutes.
 - i. This was brought up at our previous GMM but we did not have time to vote. Recognizing Lisa Hoang who created forms for the local to track nominees and alternates.
 - ii. Going forward, nominees for conferences & conventions will have 2 weeks to clear the time off with their managers and ensure no operational reasons they cannot attend, else their nomination will be forfeit.
6. **Executive Report (Chloe Martin-Cabanne)**
 - a. Our Executive and I have been very busy! We attended the CUPE BC convention with 6 delegates and it was very exciting. I'm happy to share more about what happened there in our reports. I was elected as the alternate Regional Vice President for the CUPE Metro Vancouver District Council during convention and I'm excited about serving the Metro Vancouver region and all CUPE locals in our district. The first thing we're going to do (as the CUPE BC Executive Board) is anti-oppression training with Adrienne Smith.
 - b. We conducted a benefits review with the UBC HR team, I'd like to recognize Hema for her contributions. We got a lot of good work done. We surveyed our membership prior to bargaining and listened during listening sessions to get a good idea of what the priorities were for benefits, which we brought to the table. We believe UBC will support us in increasing our benefits in the areas our members identified. These priorities include better access to paramedical services, vision care and reducing deductibles.

- c. I also met with the EFAP Committee and want to flag that our disability benefit plan has seen a significant increase in mental health claims. This is concerning to us, so we are working with the employer to increase available supports. Our current benefits package for psychiatry is \$3,000.
- d. Yesterday we met with the other CUPE locals at UBC to discuss common issues
- e. Some news from the Executive: going forward, our local is now paying disability benefit plan premiums for 4 months during the qualification period between the end of paid sick leave and the beginning of unpaid medical leave.
- f. CUPE 2278 have filed to unionize graduate student research assistants at UBC. UBC is objecting based on the assistants' student status, but in CUPE's view it comes down to who is writing paycheques, and in this case that is UBC. You can find out more [here](#).
- g. TSSU has re-voted to strike and will be beginning strike action. They'll need our support, so we'll be keeping you posted on what's happening on the picket line. We'll also contribute up to \$25k towards their strike as previously determined.
- h. Fraser Valley Transit Workers are still on strike. They make 30% less than Metro Vancouver transit drivers and do not have pensions. They are contracted out by global company.
- i. In member servicing, we have recently seen a few cases around "term positions", which technically don't exist in our collective agreement. We have definitions around who is an employee, and continuing employees for those who are working for 6 months or longer. We also have sessional positions and temporary positions, these latter two are the only type that would have end dates.
- j. Remote work is a right we have in our new Collective Agreement and you can request this of your department. The department must provide reasons if they deny a remote work arrangement.
- k. We are getting our retroactive pay on May 31. Do take a look at your retro pay and make sure that it's accurate. If you spot any discrepancies, contact your department HR.
- l. Our new collective agreement is now [posted online](#).

7. Business Agent's Report – N/A

8. Treasurer's Report (Danielle Hull)

- a. We are over on a few line items, but mostly things that are front-loaded or small overages. Overall, things are looking good.
- b. Chloe and I took a labour economics course with Jim Stanford who has an excellent book called *Economics for Everyone: A Short Guide to the Economics of Capitalism*. Highly recommended.
 - i. Chloe: we have this available in our office for anyone who is interested to borrow.

9. Committee Chair Reports:

- a. Grievance Committee (Jaimie Miller)
 - i. The flavor of the season appears to be payroll errors. We've had some good news, you're going to get your backpay shortly, possibly by next week. The downside is that sometimes it's not quite right. Please check your pay notices each pay period and ensure that proper deductions are being made like union dues and disability premiums.
 - ii. We had 1 significant overpayment issue that we're giving a lot of attention to. There are also a bunch of minor but still significant payroll errors.
 - iii. Some other good news is that a respectful environment issue in 2 different departments have been resolved.
 - iv. Keep an eye out for our Steward Learning Series which will come out in a few months.
 - v. If you have any questions for grievance committee, you can contact 604-822-1494 or office@cupe2950.ca.
- b. Lead Steward – N/A
- c. Communication Committee – N/A
- d. Contract Committee – N/A
- e. Diversity Committee (Lisa Hoang) – Regrets
 - i. Chloe: We're hosting our first BIPOC Caucus on May 31 from 12pm-1pm at IKB. Please RSVP to lisa.hoang@ubc.ca by May 29th.

- f. Education Committee – N/A
- g. Health & Safety (Angela Shymanski) - Regrets
- h. Job Evaluation Committee (Caitlin Mayne)
 - i. Please take [our survey](#) to help us understand how many are being affected by inaccurate job descriptions.
 - ii. We have confirmed that a rep from CUPE National will be giving us a ratings & benchmarking workshop on October 19. If you are interested please contact me (caitlin.mayne@ubc.ca)
- i. Louise: FYI re: some upcoming wellbeing workshops
 - i. [Understanding MH Workshop](#) (tomorrow - 12:00-1:30 on Zoom)
 - ii. [Ergo workshop](#) (June 26 - on Zoom)

10. New Business

- a. [Reports from CUPE BC Convention](#)
- b. Open Nominations for CUPE National Convention – October 23-27, 2023 (Quebec City) – 4 delegates
 - i. We have 5 delegates which includes Chloe automatically, so we have 4 open positions. We'll open nominations today. From there we'll continue to call for nominations. If there are more than 4 delegates who wish to attend, we'll have an election during the June GMM.
 - ii. Nominations:
 1. Lily Liew
 2. Aline Dias
 3. Maria Mainart
 4. Shehnaz Motani
 5. Lisa Hoang
 6. Marat Raimkhanov
 - iii. Because we have more nominees than open positions there will be an election in the next GMM. Nominees can submit candidate statements ahead of the next meeting.
- c. **Motion** from the Executive to sign the [BC Climate Emergency Campaign](#) letter
 - i. This was sent to the Executive from a member. We would update the dates on the letter. Aline spoke further on this motion.
 - ii. **Motion passes** unanimously.
- d. [Period Promise Campaign](#)
 - i. We have set up a team through the VDLC and I urge you all to donate.
 - ii. **Motion** (Louise/Kristen) for CUPE 2950 to donate \$250 for the United Way Period Promise Campaign. **Motion passes** unanimously.
- e. Save the Date – BBQs on Thursday, July 20th (NEST) and Thursday, August 24th (MSAC).
 - i. There'll be burgers, salads, swag, treats, and much fun to be had. We have volunteers but could use more so please reach out.
- f. [Go By Bike Week](#) (May 29th to June 4th) – Join team “Workers on Wheels” and log kilometers for CUPE 2950 swag!
- g. Good & Welfare
 - i. There is a [Tenant rally](#) tonight by the Vancouver Tenant's Union in Chinatown re: demovictions.

M/S/C (Caitlin/Danielle) to adjourn at 1:53pm.