

## CUPE 2950 General Membership Meeting – October 19, 2023

12:00pm – 2:00pm

Recorder: Leslie Hodson

### Territorial Acknowledgement

**United Way Presentation – Roger Ling (UBC Campaign Manager and CUPE 2950 member)** – reported on United Way at UBC, who value CUPE 2950 members' participation and donations. There is a United Way BC and a United Way Canada who both have a long standing relationship with the CLC (Canadian Labour Congress). There was the United Way Period Promise Campaign that CUPE 2950 members participated in earlier this year. There's a 211 Helpline available 24 hr/7 days week, 365 days/year. They have referral specialists who will help people get the resources they need. Last year they had 165,000 referrals. The United Way at UBC is holding a free coffee month in November for those who sign-up to donate through the payroll program. **Gemma Foodbridge** – is responsible for 14 of the 21 hubs in the lower mainland dealing with food insecurities (families who are unable to afford a decent meal). There are 6.9 million people in Canada that fall into this category (1.8 million of them are children). This number does not encompass the indigenous population. Poor nutrition can take a toll on our medical system.

**Roll Call of Officers:** President - Chloe Martin-Cabanne, 1<sup>st</sup> VP Grievance Chair - Jaimie Miller, Communication Chair Louise Harrison, Diversity Chair Lisa Hoang, Education Chair – Marat Raimkhanov, Job Evaluation Chair Caitlin Mayne

**Regrets:** Contract Chair Hema Ratnasami – announced her resignation, Danielle Hull - Treasurer

1. **Equality Statement** – read by Chloe/Caitlin/Lisa/Louise & Marat
2. **Adoption Of Agenda as amended** – M/S/C Louise Harrison/Caitlin Mayne – to move the United Way Presentation to the top of the Agenda
3. **Adoption Of Minutes of September 28, 2023** – M/S/C Louise Harrison/Marat Raimkhanov
4. **Business Arising from the Minutes**
  - a. **Open Nominations for CUPE Local Executive (2022-2023):**
    - i. Lead Steward – Rey Astronomo acclaimed
    - ii. Recording Secretary – none
    - iii. Health & Safety Chair – none
    - iv. Trustee (1 position) – none
    - v. Sergeant-at-Arms (2 positions)
5. **Unfinished Business** – N/A
6. **Executive Report** – Chloe reported on the Hiring of the Business Agent. Interviewed the 1<sup>st</sup> candidate earlier this week and are holding the 2<sup>nd</sup> interview this afternoon. Stay tuned. Attended the President's Award for Excellence. A shout out to Michelle Man who won an award for her Wellness Initiative. Attended the 25 year club dinner on Monday with many members from CUPE 2950. A great night of recognition for long service employees. Attended the Welcome to the New UBC President. Ended up sitting right beside him where we had a chance to discuss what our members do and how they can support us. He even extended an invitation to go for coffee. Leslie and I sat at the CUPE 2950 table for Health and Safety Day. We would love members from JOSH/LST committees to participate on the CUPE 2950 H&S Committee. We need to focus and have a voice when it comes to how the University treats its employees in inclement weather. TSSU at SFU have reached a tentative agreement for their research assistants who have been without an agreement for 3 years. CUPE's support in the picket lines did make a difference in their success. That's the power of solidarity! Attended Post Secondary Town Hall with David Eby. Reps from students based their questions on government grants. I asked what their plan is to support staff with the increasing student's registration. I will be attending the NDP convention in November. Attended the CUPE BC One Big Committee Meeting with Lisa Hoang and Brandon Nakasato. I sit on the University and Environment Committees. The Environment Committee is focussing on

inclement weather and publically funded transit. Lisa sits on the People with Disabilities Committee and Brandon sits on the Pink Triangle Committee. Also dealing with performance, placement, layoff & termination meetings as well as meeting with the employer regularly. M/S/C Louise Harrison/Marat Raimkhanov – to adopt the Executive Report

7. Business Agent – n/a

8. Treasurer – Leslie reported we are over budget on the accounting line due to 2 audits being completed this year. We are also at the top end of our conference line budget as the cost of hotels/flights and bookoffs has gone up significantly. We will need to review this line for next year. Chloe reported that we owe over \$150k in per capita as a result of the workday errors. The last time we had a correct dues report was October 2020, prior to the workday launch. We and the employer have been working on this, the master list, and headcounts to get this resolved. M/S/C Louise Harrison/Jaimie Miller – to adopt the Treasurer Report

## 9. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller) – issue on members denied their meal breaks and employer imposed flex time (normally driven by the employee and mutually agreed). There's no excuse for not allowing members a meal break during the day. The workday errors are not limited to the dues, it has impacted most reporting provided to the union and is affecting our ability to service the members. We did have a live grievance on the reports that we were told by the employer were up to date. This is not the case. The good news is we have cash in the bank and no member assessment will be necessary. Had a Labour Management meeting (outlined in the BC Labour Code). There is no requirement in our collective agreement, but is covered under the Code. It gives us an opportunity to meet with the employer to discuss important issues. Members are not getting good responses from departments when they reach out to find out why they were not the successful applicant to a posted vacancy. The employer heard our concerns and takes this very seriously. The activist work is compensated by the union to the university for their time (called bookoffs). We heard money we pay the university for bookoffs does not always get to the departments affected. This may have to be a manual process. Members on medical leave are not getting information on how to maintain their benefits when on unpaid leave. The employer acknowledged this gap.
- b. **Lead Steward** – N/A
- c. **Communication Committee** – Louise reported on the photo contest and Halloween Social. Shout out to Tanvi who provided great content for the newsletter and website. Thanks to Caitlin for adding our events to instagram. The Library Spelling Bee is next Thursday at Ike Barber (Link) I've also added the RSVP to the Halloween Social (Link)
- d. **Contract Committee** – N/A. Hema has resigned as Chair. She did ask Chloe to report that the Transportation Pilot project is in effective for pay grades 1 through 3 (provided you do not have a parking pass). This gives pay grades 1 through 3 a 50% discount off compass card. The goal is to expand this benefit to higher pay grades. (Link). Benefits review – finalizing the benefits we asked for following bargaining.
- e. **Diversity Committee** (Lisa Hoang) – reported on that the September BIPOC caucus was a great success. The BIPOC caucus for November has been posted and we are looking forward to new sign ups. All registrants will be notified of the December BIPOC caucus.
- f. **Education Committee** – Marat had to leave but asked Chloe to report that the committee is focussing on the PD funding and the Strong BC Skills Grant (link). They will also be working on setting up some soft skills training seminars.
- g. **Health & Safety** – N/A
- h. **Job Evaluation Committee** – Caitlin had to leave but asked Chloe to report on the JE Workshop held on Monday. Focussed on Review Committee document to review benchmarks and scope of work to make recommendations to the employer M/S/C Louise Harrison/Lisa Hoang – to adopt Committee reports\

## 10. New Business

- a. Open Nominations for CUPE Local Executive (2024-2026)
  - a. President – Jaimie Miller nominated Chloe Martin-Cabanne
  - 1<sup>st</sup> Vice President (Grievance Chair) – Jaimie Miller nominated himself

2<sup>nd</sup> Vice President (Contract Chair) – none  
Recording Secretary – none  
Treasurer - none  
Lead Steward – Jaimie nominated Rey Astronomo  
Communication Chair – Lisa Hoang nominated Louise Harrison  
Diversity Chair – Louise Harrison nominated Lisa Hoang  
Education Chair – Louise Harrison nominated Marat Raimkhnova  
Health & Safety Chair - none  
Job Evaluation Chair - none  
Sergeant-at-Arms (2 positions) – Jaimie Miller nominated Caitlin Mayne  
Trustee – 2024 - none  
[Find out more about positions](#) – or join a committee!

CUPE 2950 Fall Photo Contest – October 16 to November 17. Submit your photos to Facebook, Instagram tagging #CUPE2950 or email office. 5 different categories. Prize draw at November GMM. Halloween Social will be held on October 31<sup>st</sup> at the union office at 4:00 pm RSVP:  
<https://www.surveymonkey.com/r/ZV33STZ>

### **Good & Welfare**

Go by Bike – this week and next. Created workers on wheels team, contact Chloe to get involved.  
Employment Equity Survey – encourage members to participate to identify and remove systematic barriers. Louise Harrison reported on the Women’s Brain Health Initiative (link)

**M/S/C to adjourn meeting @ 1:30pm.**