

## CUPE 2950 General Membership Meeting Minutes

February 24, 2022 @ 12:00-1:16pm

Recorder: Michael Behrmann

### Territorial Acknowledgment – Chloe Martin-Cabanne

1. **Roll Call of Officers** – Chloe Martin-Cabanne, Jaimie Miller, Frans Van de Ven, Leslie Hodson, Rey Astronomo (regrets), Parvin Bolourani (regrets), Lily Liew, Odette Rivers, Danielle Hull, Adam Huizinga, Michael Behrmann
2. **Equality Statement** read by Adam Huizinga and Michael Behrmann
3. **Adoption of Agenda** – Jennifer Rebamontan/Lily Liew **M/S/C**
4. **Adoption of Minutes** from January 27, 2022 – Jennifer Rebamontan/Lily Liew **M/S/C**
5. **Business Arising from the Minutes:**
  - **Open Nominations for CUPE Local Executive (2022-2023):**
    - Chief Shop Steward
      - No nominations
    - Communications Chair
      - Lisa Hoang
    - Sergeant at Arms (2 Positions)
      - Louise Harrison
  - **Close Nominations for CUPE Local Executive (2022-2024):**
    - Trustees (3 Positions)
      - Jennifer Rebamontan (stands for nomination)
      - Jason Sum (stands for nomination)
      - Lloyd Balser (accepted in writing)
6. **Unfinished Business**
  - None
7. **Executive Report (Chloe MC)**
  - The union office is back open. We received a surprising delivery of masks from UBC after asking consistently for these. We're curious to hear from membership who has and hasn't received these – we'll include this in a future survey. Have seen others handing out masks near the Nest.
  - Yesterday was **Pink Shirt Day**. The executive met up and made their own shirts to commemorate the day. Every day we should stand against bullying and harassment. I was bullied and took a long time to build resiliency. This is one of the reasons I became a steward. We need to stand together and take action when we see bullying.
  - Work continues on the **Suzanne Lester memorial scholarship**. We made a motion to endow funds to [UBC's Institute for Gender, Race, Sexuality & Social Justice](#) to support student activists who are interested in studying the labor movement. UBC DAE has drafted the award description, we are currently updating the draft. Things are on track.
  - The **Chan Centre Letter of Agreement** allowing members to work in academic venues outside the Chan Centre is signed. This will give workers more shifts as we emerge from the pandemic. Performances are back to 100% capacity which feels a little bit weird, but at the same time we are looking forward to enjoying live music again.
  - I'm continuing to take part in many meetings:
    - Recently Dr. Santa Ono presented **UBC's Strategic Plan**. Major priorities include supporting the recruitment and retention of Indigenous faculty & staff (which should also be a priority for us), and UBC's [Climate Action Plan](#) which includes calls to reduce greenhouse gas emissions. We heard about [UBC's Anti-Racism & Inclusive Excellence Task Force](#) co-chaired by Dr. Handel Wright and Dr. Shirley Chau, with 50+ recommendations including sustained Anti-Racism training and education. UBC HR is collecting employment equity

- data. Information on religious accommodations is being updated. In bargaining it will be prudent for us to look at how we can support the strategic plan.
- Attended the **CUPE BC Universities Committee** meeting, with much talking about bargaining preparations. We have lots of similar ideas to other universities.
    - I learned that, interestingly, UBC is one of last universities to keep rapid testing sites open. We think this is good as this improves safety on-campus.
    - We submitted resolutions on PSEC.
    - We talked about contracting in custodial staff. At SFU they are contracted out and it is a bad situation for employees. Bringing them into a union environment will protect them moving forwards.
  - Attended the **Vancouver and District Labour Council (VDLC) Vetting Committee** meeting. Municipal election candidates were interviewed in preparation for the upcoming October elections. During the meeting, Kennedy Stewart talked about plans for the skytrain to UBC. When asked about the timeline, he explained how the budget will allow promotion of skytrain to UBC and this could potentially happen in 10 years.
  - **CUPE Metropolitan Vancouver District Council (CUPE Metro)** meeting. Inspired by all of you at our last GMM, I volunteered to become a trustee.
  - Involved in a meeting with CUPE 116 discussing the Chan LOA and transit subsidies. We also organized an upcoming meeting with CUPE 2278 and CUPE 116 on March 11.
  - I'm also still taking a few courses.
    - Finished Mental Health First Aid. This gives us tools to support members going through crises. I recommend members take the course – it is very good.
    - Taking a bargaining course tomorrow. I'm also receiving coaching from Joey Hartman, the former VDLC president (thanks to her!). And thanks to Karen Ranalletta for being a fantastic mentor.

## 8. **Business Agent's Report (Frans Van de Ven)**

- As Chloe mentioned, we are returning to in-person conversations which is a very good thing. We are back to the office in-person. Our new president is bringing a special energy to the office.
- Returning more and more to in-person meetings with the employer. This tends to be more efficient and we can cover more issues quickly. That is working well.
- There are a few good and important results from grievances.
  - A good settlement was reached in a long-standing bullying/harassment complaint against a faculty member. We reached that agreement the day before scheduled arbitration. In the view of our lawyer, we got better than what arbitrator would have given.
  - We have a member returning to work after an independent investigation that took almost a year, with a finding of zero misconduct.

## 9. **Treasurer's Report (Danielle Hull)**

- Don't have much to say as there hasn't been a ton of activity. I expect this year with things moving in a good direction pandemic-wise that you'll hear more in the future!
- Things are looking good and we are mostly coming in under budget.

## 10. **Committee reports:**

### ● **Grievance Committee (Jaimie Miller)**

- The Grievance committee last met on February 15 and resolved all business at that time.
- The employer not giving our union the reports and information on a regular basis that they've committed to in our Collective Agreement. This includes things like total payroll and total membership, which are important details. In the transition to Workday, UBC seems to have left that recording capability behind which is not okay. We had been working on this with them and were hoping that employer would figure it out, but they haven't. Unfortunately we've had to grieve this, and will work through it more formally with them.
- The PPE grievance remains live. While UBC is obligated to provide us with equipment and some are getting it, some have still not. Keeping it simmering.

- The snow policy grievance from 2019 still ongoing.
- The International Student Advising grievance is settled.
- The 2 grievances Frans mentioned are settled.
- **Chief Shop Steward (Chloe in lieu)**
  - We're organizing meetings for stewards.
  - [CUPE BC Training](#) is available:
    - 3 on March 9: [Challenging Racism](#), [Introduction to Allyship](#), [Introduction to Stewarding – Part 1](#).
    - 1 on March 17: [Conflict Skills for Union Activists](#).
    - If you are interested in attending, please reach out to [Leslie](#).
- **Communication Committee (Chloe in lieu)**
  - We've recently featured some members in our newsletter, Felicia and Louise who are part of the [Workplace Wellness Ambassador program](#) at UBC. Thanks for being open to us dropping in and taking your picture!
  - We have a new newsletter section called 'Know Your Rights' from Leslie Hodson.
  - We shared the Remote Work Survey results including many comments from members.
- **Contract Committee (Adam Huizinga)**
  - Went through the new [BC Budget](#) to see if there anything related to contracts, and found some small details. Basically, the province has allocated money over next few years towards bargaining.
  - 3 people have stood for nomination on our Contract Committee – 1 spot remains open! It looks like we have a good group so far, and I'm excited about what we'll be able to do.
- **Diversity Committee (Odette Rivers)**
  - Earlier this week some of the Executive met up and made our own pink shirts. We should always be kind and respectful to each other. Our newsletter this month including a section on bullying and harassment – I encourage all to look at Article 9.04 Respectful Environment in our Collective Agreement. If you have been bullied or have witnessed bullying, please reach out to CUPE 2950 office and we will try and assist. As a child I was bullied/harassed in school. Back in the day, it was our parents who went to school and confronted bullies. This experience has stuck in my mind ever since. It took away my sense of independence and though I have been able to overcome it since then, it is always still in the back of my mind.
  - The next EDI Book Club is tomorrow via Zoom from 2pm-3pm. If you're interested please [send me an email](#) and I will send you the Zoom invite.
- **Education Committee (Lily Liew)**
  - I also experienced bullying when I arrived as immigrant to Canada in Grade 4. Also in high school on several occasions. Unfortunately this still happens in Canada.
  - Upcoming workshop on April 13: Conflict Resolution in the Workplace.
  - Thanks to Margaret Gardner for organizing an upcoming talk on affordable housing policies. Final date to be confirmed, most likely the first Wednesday of My.
  - Next Friday, March 4 is the deadline to submit claims for [Professional Development Funding](#). Must be within 60 days of the original purchase date. Submit via Workday as an expense claim.
    - Claims must be work-related. Some members have not been able to convince their managers that it is work-related, and if you encounter issues please reach out to us. The education should be related to work **or** future work at UBC in some capacity.
    - This covers both UBC and non-UBC courses, but not job-required expenses like job-required training or professional memberships. However it does cover certain things like CPA fees. Please [contact me](#) if you have any questions.
    - **Q:** How does this apply to future work?

- **A:** For instance, business administration training while you are working in accounting. The training is not related to current work but could be for other positions that may open up in future. Approvals may differ from department to department. If you receive pushback on expenses you think should be eligible please reach out to us.
- The PD Fund Guidelines for CUPE 2950 Employees can be [found here](#).

- **Health & Safety (Dr. Parvin Bolourani) – regrets**

- **Job Evaluations (Rey Astronomo) - regrets**

## 11. New Business

- **Special Guest Karen Ranalletta**

- Nice to see everyone! I'm impressed by CMC's commitment to parliamentary procedures.
- Re: BC Budget: when it came to bargaining it didn't really say anything. Negotiations are ongoing. Some of us are heartened to see them tie the minimum wage to inflation. We hope that this is also a signal being sent to the public sector. There is chatter in unions about tabling COLA.
- This round of bargaining is weird. While I'm privy to insider info, there's been radio silence from Victoria on bargaining. We won't know what the mandate is until the first table settles.
- There is lots of good stuff in the Provincial Budget. There can always be more, and it could always be better, but from talking with counterparts in other provinces re: attacks on the working class etc. we are grateful we're not dealing with that here. In Alberta, the Provincial Government is launching a full-on attack against the labor movement going as far as attacking the Rand Formula and making it voluntary to belong to unions.
- Gearing up for the in-person CUPE BC convention in Victoria. It will be my first time chairing. It will be more subdued than past conventions, but will be nice to get everyone together.
- I'm on the CUPE Safe Spaces Working Group, which is made up of all the women on the CUPE National Executive Board. This was born out of bad incident where the CUPE Manitoba President was charged with sexual assault. Work has gone into surveying membership, running focus groups, and creating a strategic plan to figure out what we need to do to make the union safe. Safety here doesn't just mean events. This is a big task ahead of us. I'm happy to say that men on the NEC are finally doing bystander training with the BC Lions and Ending Violence BC (which CUPE BC funds) for the construction industry.

- **Close Nominations for Contract Committee (4 members)**

- Kale Gosen –not present
- Hema Ratnasami – stands for nomination
- Jaimie Miller – stands for nomination
- Call for last position – no nominations

- **Close Nominations for CUPE BC Convention, Victoria, April 27-30 (8 delegates & 1 alternate):**

- Chloe Martin-Cabanne – stands/required
- Adam Huizinga – stands
- Lisa Hoang – stands
- Hema Ratnasami – stands
- Parvin Bolourani – stands
- Arfa Hussain – declined
- Naureen Khan – stands
- Kale Gosen – not present
- Shenaz Motani – stands

- Nominations: Jennifer Rebamontan
- **Odette:** FYI, you can claim WFH expenses as a credit on your taxes. The amount has increased from 2020 from \$400-\$500. Information can be found on [this webpage](#).

**Thanks to those who shared their personal stories of bullying and harassment in today's GMM.**

Motion to adjourn the meeting  
Odette Rivers/Jennifer Rebamontan, **M/S/C**  
Meeting adjourned at 1:16pm