

CUPE 2950 General Membership Meeting Minutes

March 31, 2022 @ 12:00-1:27pm

Recorder: Michael Behrmann

Territorial Acknowledgment (CMC)

- [Musqueam Place Names Map](#)
- We hope that as we move towards reconciliation, each of you can learn more about the nations on whose stolen land we live, work, and play.

• Roll Call of Officers

- Chloe Martin-Cabanne, Jaimie Miller, Frans Van de Ven, Leslie Hodson, Rey Astronomo, Lily Lew, Danielle Hull, Adam Huizinga, & Michael Behrmann
- **Regrets:** Parvin Bolourani, Odette Rivers

• Equality Statement read by Hema Ratnasami, Kristen Wong, and Jennifer Rebamontan

• Adoption of Agenda

- Chloe Martin-Cabanne: Motion to begin with the adoption of agenda, minutes, and business arising from the minutes, then to move to the Treasurer's Report (including the 2022/23 budget), then to start New Business, and finally to go through reports as time permits.
 - **Passed** by vote.

• Business Arising from the Minutes:

○ Open CUPE Local Executive Committee Positions

- Chief Shop Steward
 - For this position you would also serve on the grievance committee and we would provide you with training. You'd participate in listening session as well as other membership engagement events.
 - **Nominations:** None after 3 calls.
 - Will re-open this position for election in April.
- Sergeant-at-Arms (1 of 2 positions open)
 - **Louis Harrison** has been previously nominated for the 1st position.
 - **Nominations for 2nd open position:** None after 3 calls.
- **Closing Nominations for CUPE Local Executive**
 - Communications: Lisa accepts nomination.
 - Sergeant-at-Arms : Louise Harrison accepts nomination.
 - Contract Committee : Kale Gosen accepts nomination.

- New nominations: Keith Warner-Harder, Anilu Skala, Valerie Nair

- **Motion** (Chloe Martin-Cabanne; seconded Jennifer Rebamontan): to expand contract committee to 7 members. It would be really valuable to have lots of voices on our bargaining committee. The upcoming round of bargaining will be really interesting. Members have a lot to say, and we'd like to support you and bring more members to the table.

- **Q:** What is the contract committee all about?

- **A:** Every 2-3 years we bargain with UBC on our collective agreement. The contract committee sits across the table from UBC's representatives and negotiates with them on behalf of the proposals that we put forward. Contract committee members also talk to membership, attend listening sessions, and draft proposals. Your salary continues to be paid. It's a lot of fun, and looks like a really good team this year.

- The size of the contract committee is defined in our bylaws as consisting of a contract chair plus 4 elected members. This means that we'd have

to pay for additional members beyond this defined count. The motion has been **amended** to allow for this extra pay.

- **Vote:** Passed with 96% in favor.

- **Treasurer's Report (Danielle)**

- **CUPE 2950 Draft Budget 2022**

- Reviewed several budget items that have increased from last year's budget.
- Many items have been increased in anticipation of a return to pre-pandemic levels of activity.
- Note that we run a net deficit: this is because we do deficit budgeting. We usually run a surplus despite budgeting a deficit, so don't be scared!
- We currently have about \$149,000 in our chequing account.
- **Q:** What is the scholarship line item?
 - **A:** This is for the Suzanne Lester Memorial Scholarship. She was one of our most senior staff members at the library, and passed away in 2020. We wanted to commemorate her and it was her dream to create this scholarship. She was a founding member of the union. This scholarship process was originally started by our prior president Karen. We got in touch with UBC DAE and created this scholarship to support students interested in labor-related studies. We voted in October 2021 to increase the amount to \$50,000 and have since succeeded in creating this scholarship with UBC DAE. The endowment has been given and the UBC Faculty of Arts chipped in an additional \$16.6k. The UBC senate will vote on May 2 with a final vote on May 18. If passed (which we believe it will) we will have \$2,666 available in perpetuity to grant to students who apply.
 - **A:** This has been a work-in-progress for about 10 years and has now come to fruition after many efforts. This project has been previously approved by the membership.
- **Q:** Regarding our investments, what are our guidelines for investing? Can we see how we're investing our money?
 - **A:** All are welcome to come by the CUPE office and look at our books. These are available for members to see where we invest. We keep our investments accessible in case a strike is required, so we tend to stick to short-term investments. We do have a few longer-term investments to carry us in between bargaining years.
- **Q:** Why was the donations line lower than projected for last year?
 - **A:** In general, we do deficit budgeting so for most budget line items we see much higher proposed budgets than actuals.
 - **A:** If you have suggestions for organizations we could donate to, please feel free to put this forward for us to talk about.
 - **A:** We also have a standing motion on the floor to donate \$1 per member to the Stephen Lewis Foundation and Co-Development Canada. We also made a significant donation to the Battered Women's Society in 2020.
- **Q:** Are we going to add a Young Worker's budget line item?
 - **A:** After our Young Worker's rep was promoted into M&P this initiative collapsed. We decided this money would be better spent toward stewards/membership/bargaining.
- **Motion** (Chloe Martin-Cabanne): to accept budget with a deficit of \$176,950.
 - **Vote:** 100% in favor.

- **New Business**

- **Motion** (Chloe Martin-Cabanne; seconded Jaimie Miller): to move the April GMM to April 21. We had to reschedule because the CUPE BC convention is taking place during the originally scheduled meeting date of April 28.
 - **Vote:** passed.
- **CMC:** Per our bylaws, we need to elect a **strike committee**. We will ask for nominations for the position of Strike Committee Chair. CUPE National has made forming this committee a requirement and we cannot access our strike funds until this is completed.

- **Nominations:** None
 - We'll give more information about this committee and what is entailed in the future.
 - Adoption of Minutes from February 24, 2022 – **M/Chloe MC S/Jennifer Rebamontan Carried** by vote
- **President's Report (Chloe Martin-Cabanne)**
 - **Memorial Scholarship:** As discussed during the budget conversation, we've signed a \$50,000 cheque and delivered this on March 24 to UBC DAE. The Faculty of Arts added an additional \$16.6k. The next steps involve the award going to the UBC Senate which will happen in May. Will report further in the May GMM. If all goes well, we'll have \$2,667 available to students in the Department of Gender, Race and Social Justice for the academic term beginning September 2022.
 - **Bargaining:** We're preparing quite a bit.
 - We had a solidarity meeting with CUPE 116 and CUPE 2278, meeting with their presidents, business agents, Andrew Ledger, and Karen Ranalletta. We had a really fruitful discussion about common issues in preparation for bargaining.
 - Information from the **CUPE Universities Coordinated Bargaining Committee** which includes all post-secondary CUPE Locals in BC: some other units have already hit the bargaining table and the preliminary word is that the government's first offer for wages is not acceptable.
 - We're busy preparing and setting up training for contract committee members. As mentioned we'll need to implement a strike committee so that we have the option to strike.
 - Going into bargaining, listening sessions will be really important. The next Zoom listening session is in May. The previous session was Friday March 25.
 - We're exploring commuting subsidies, access to pensions for hourly workers, as well as EDI Language. There are other items than wages we need to know about, especially items that are being misinterpreted by management.
 - We also want to hear from you about transit/your commute as we've been asked by UBC to advocate for the Skytrain extension to UBC. We think this would help many members with their commutes.
 - Please write to me at president@cupe2950.ca about your transit experience.
 - We'll also put up a survey, likely in April.
 - Please also write to your mayor, as the mayor's council is ultimately responsible for determining whether this is passed. Mayor Brody of Richmond is opposed to the extension.
 - UBC will run a campaign from mid-April to end-of-April to encourage the UBC community to participate in these conversations.
 - **Q:** Will advocating for the Skytrain to UBC in any way harm our chances of hybrid flexibility/remote work?
 - **A:** We don't think so. We've proven that we can keep the university running from our homes. As the pandemic eases, remote work will become a benefit that we think should (and will) stay. It makes a huge difference to your life. UBC is interested in the health of its employees as well as reducing GHGs as seen in its Climate Action Plan. Remote work and transit initiatives go hand-in-hand, so we'd be shocked if the Skytrain to UBC hindered our efforts towards remote work.
 - **Motion** (Chloe MC): to adopt President's Report
 - **Vote:** passed
- **Committee reports:**
 - **Contract Committee (Adam)**
 - Working with Chloe on bargaining and listening sessions. It's great to hear what's going through folks' minds. We know wages are top of mind, though there are always other things to look at. It's interesting to read over our Collective Agreement (but maybe that's just me).

- If there's an area where there's confusion around how something in our CA is interpreted, or if you disagree with your management about the interpretation, please let us know.
- **Education (Lily)**
 - Quick reminder of 2 upcoming lunch-and-learns:
 - April 18, 12pm: Conflict Resolution in the Workplace.
 - May 4, more information released in newsletter: Lunch-and-learn re: the housing and land price crisis with Patrick Condon from UBC SALA. There is a handout for the lunch-and-learn, and he also wrote a book that is free for our members.
 - Please contact me (lily.liew@ors.ubc.ca) for materials on either workshop.
- **Job Evaluations (Rey)**
 - My office is always open and I'm happy to field questions. There are no major challenges at this time for reclassifications and no pending appeals.
- **Motion:** to receive committee reports.
 - **Vote:** passed
- **New Business:**

Motion to Adjourn: Michael Behrmann/Jennifer Rebamontan at 1:27pm

- **Vote:** Passed