

CUPE 2950 General Membership Meeting Minutes

April 21, 2022 @ 12:00pm-1:49pm

Recorder: Michael Behrmann

- **Territorial Acknowledgement (Chloe Martin-Cabanne)**
 - [Musqueam Place Names Map](#)
 - Story of t̓at̓ə́ɬəm , Shivering', a rock of white granite below the University of BC.
 - [Musqueam Declaration](#) on aboriginal title
- **Roll Call of Officers**
 - Special guest David Fleming
 - Jaimie Miller; Adam Huizinga; Danielle Hull (regrets); Michael Behrmann, Parvin Bolourani, Rey Astronomo, Lily Liew (regrets); Lisa Hoang; Odette Rivers; Frans van de Ven; Leslie Hodson
- **Equality Statement – [posted in Zoom chat](#)**
 - **David Fleming** – Presentation on Integrated Childcare
 - [Integrated Childcare](#) – building an integrated model of before and after school care in BC's public schools
 - We have been working on public childcare, advocating for the childcare system the government is building to be offered publicly as expansively as possible.
 - Ideally child-care is co-located on school property and delivered via schools; workers are compensated for this work
 - Currently, families lack childcare services where/when needed.
 - We're advocating for a centrally coordinated public system, especially in school age care which is excluded from recent public announcements which focus on age 0-5 care.
 - [Public Childcare Now Video showcase](#)
 - **Q:** Have we presented this to the other UBC CUPE locals?
 - **A:** We haven't done this, but would be happy to support ideas to spread the word at UBC.
 - **Chloe:** We would love to hear from you either now or via email later, etc. your experience with childcare. dfleming@cupe.ca and president@cupe2950.ca.
 - One member: I registered for UBC Daycare after my child was born and heard back re: childcare when the child was 3. I stayed home while my kids were young and didn't return to work until much later. It is hard for young parents.
 - One member: both me and my wife are CUPE members. If wasn't for hybrid work, with the current system it would be very hard for us to work full-time. I'm glad David is pushing this. We have a 5-year old and it is difficult: without hybrid work, we wouldn't have a place.
 - One member: I don't have children. However, while doing my undergrad I worked part-time in afterschool care. I transited 1.5 hours from UBC to Richmond for a 2-hour shift, with just a little more pay than minimum wage. I agree that working conditions for childcare workers must be improved.
- [Adoption of Agenda](#) – passed by vote
- **Adoption of Minutes from March 31, 2022** – passed by vote
- **Open Nominations for CUPE 2950 Local Executive (2022-2023)**
 - **Chief Shop Steward**
 - No nominations after 3 calls
 - **Sergeant-at-Arms** (1 position)
 - No nominations after 3 calls
- **Open Nominations for CUPE 2950 Mobilization & Strike Committee**
 - Required to access strike funds. This committee will mobilize union members.
 - This committee will implement strike strategy as directed by the local Executive. The positions are elected by our membership. Training is provided.

- You cannot be on the strike committee if you are on the bargaining committee.
- **Nominations:** Rejiv Menon (stands for nomination)
- **Q:** Why is this a two-year position if it's concurrent with bargaining?
 - **A:** This should actually be concurrent with election of local Executive; i.e. we should have done this back in November.
- You can also nominate yourself via email if you'd like to join.
- **Executive Report (Chloe)**
 - As most have seen, UBC's mask mandate has been extended to June 30.
 - We are preparing for bargaining and we've seen some of you at listening sessions. Next week we're at Buchanan. Tell your colleagues to join, we'd love to see you! We bring pizza and put ideas in a basket for the bargaining committee to look at. Future sessions in Sauder and [more](#).
 - The bargaining survey is out with 500 responses to date. We'll send a reminder shortly for those who haven't yet completed it. Remind your colleagues to complete this: the more we hear the better, this is how we demonstrate what our members really need.
 - We elected our bargaining committee during the last meeting, this will soon be added to our website. Adam, Jaimie, Hema, Kale, Anilu, Valerie, Franz, Andrew Ledger, and Chloe. We will get some proposals together and bring them to you for ratification. I'm excited!
 - There is an exciting bill that was recently passed (Bill 19). Introduces a minimum of 5 days paid sick leave. Previously, union members were excluded. This benefits hourly employees and employees on probation. Everyone gets 5 sick days after 90 consecutive days of employment. However, you don't get extras if you have already accumulated 5 days.
 - **Q:** Are there still 3 months where new hires have no sick time?
 - **A:** Yes, this is in Employment Standards Act.
 - We've formed a Bylaw Committee and are updating our bylaws. I hope you all will review our bylaws as this is how we implement our democracy. We'll bring changes to you as well as CUPE National for approval.
 - Lots of meetings/engagements.
 - [UNITE HERE Local 40 Rally](#) in support of workers. – Hilton employees were terminated. The rally was well-attended.
 - Vancouver and District Labour Council Political Action / Vetting Committee for municipal election candidates. We have a municipal election coming up in October. We're looking for progressive candidates who'll support our values and can be held accountable.
 - Tomorrow, I'm going to speak at the mayor's council in favor of the UBC Skytrain extension from Arbutus to UBC. Over ½ of our members commute via transit and 84% have commutes over 30 minutes. We'd love to hear from you about this.
 - Chloe: I started e-biking to work as this was faster than transit.
 - One member: I lived in Abbotsford and it took 2-2.5 hours to commute to UBC.
 - One member: an ex-colleague of mine had a pay grade 3/4 position, he'd do a 2-2.5hr commute via transit each way (4-5 hours in total for a 7 hour shift). He had to leave his position. Hopefully he is in a better situation now.
 - One member: I used to live in the West End. The commute was 1-1.5 hours on 2 separate buses. I ended up paying for parking which is expensive and tiring to find. I ended up moving to Mount Pleasant, partially for better R99 access.
 - One member: I take the West Coast Express. With timing coming home, if I don't literally run home after 4:30pm I'd miss my connection to the express. What I've done instead is Skytrain then take the #84 in but this is not as nice or fast. I commute 3.5 hours/day.
 - One member: I echo what others are saying. The situation is exacerbated for people with disabilities. I used to commute over an hour each way to get to main campus. Then

my office moved to south campus which added 30 minutes to the commute. An accessibility shuttle exists on campus but was almost useless. Transit subsidies would be helpful.

- One member: Come July 1, transit fares will go up again. We also need more buses on campus. Many people finish work between 4-4:30pm, and buses at this time are often full. There are often no seats available on the bus. Buses are crowded raising health concerns due to COVID. Before we get a new Skytrain we also need more buses on campus. It would also be helpful to push for remote work which will alleviate these issues. I come from Richmond and they stopped the #480 bus since September of 2021.

○ **Q:** Is there a wage increase for 2022?

- **A:** Once we negotiate our new contract, the wage increase will be applied retroactively
- **A:** This is what we hear about the most in listening sessions, we'll definitely be advocating for higher wages in negotiations.

- **Business Agent's Report** (Frans)

- Wages should be closer to inflation. BCGEU is at the table but is being quiet. We suspect lots of work is being done behind closed doors. Inflation is the big issue.
- Member servicing continues. Remote work is a common subject.
- There are a few issues that have been passed on to our law firm.
 - Re: Long-term disability. Historically we've been paying premiums for members that are on unpaid sick leave for up to 6 months. SunLife has said that if the union continued to do that, the whole health plan would become taxable. We're looking into whether this interpretation is correct and if yes, whether there's a workaround.
 - We've also asked them to take a quick look at our Job Evaluation plan. This is something we get questions about and members raise issues with this. There's a consensus that the pay grades are compressed. Our ask is for them to take a quick look and give us a general impression as compared to other JE plans, and maybe indicate a direction we could go with this.
- **Q:** Will there be any wage increase this year before contract is finalized?
 - **A:** Not until we have a new contract. Longstanding practice that whatever wages we negotiate are made retroactive in the form of a lump sum payment.
- **Q:** My supervisor told our CUPE workers that we could have telework if we gave up our flex days, is this appropriate?
 - **A:** No. Please contact the union (office@cupe2950.ca) with some details.

- **Treasurer's Report** – regrets

- **Leslie:** We're going to get our trustees in next month. Once they've gone over our books, we'll pass those along to the auditor. We're caught up on all of our bills.

- **Committee Reports**

- **Grievance Committee** (Jaimie)
 - Re: the earlier question about flex days not being possible if you're doing remote work.: This is analogous to employer saying you don't get sick time if you get vacation. I'm looking forward to meeting with HR about this one because that is absurd.
 - Re: transportation: I have moved away entirely from using the bus. We do have an excellent bus system here, but it stopped working for me. For 3 years I've been biking 99% of the time, but this doesn't work/is not accessible/practical for everyone. You do have to be crazy to ride your bike all year but we do it anyways. [Shared bus horror story]. Please have empathy for those who use the bus and have disabilities/mobility issues.
 - If you're having grievance issues please reach out to the union.
- **Communications** (Lisa)
 - Facebook/Instagram: We're looking into integrating these into our communications. We hope to have our first contest soon once we're better set up on social media.

- **Contract** (Adam)
 - I encourage everyone to join our listening sessions and drop me a line if you have questions.
- **Diversity** (Odette)
 - Our book club meets tomorrow, Friday Apr 22 from 2pm-3pm. Thanks to all for responding to the invite.
 - Tomorrow is the virtual launch of [UBC's Anti-Racism and Inclusive Excellence task force report](#), 3:30pm-5:00pm. I encourage as many members as possible to attend.
- **Education** (regrets)
 - **Chloe:** Patrick Condon will be presenting to us on May 4 from 12pm-1pm via Zoom. [The Housing Crisis is a Land Price Crisis](#).
- **Health & Safety** (Parvin)
 - Starting next week, I will be moving to new position. Unfortunately I will be leaving CUPE. I originally joined the Executive in March 2020 as we entered the pandemic. I haven't had chance to meet many of you in person.
 - **Many:** we'll miss you, Parvin!
- **Job Evaluation** (Rey)
 - Nothing crucial to report. I want to extend the idea of being kind and showing empathy, in particular as we cross the 2-year mark of the pandemic with a 6th wave looming. Mask mandates are going back and forth. The rest of the world is active but we seem to be okay here. Let's not let our guard down, when we think it's okay that's when it can sneak up on us. I personally highly recommend that you still practice safety measures to keep yourself safe and keep fellow humans safe as well.
 - Is there interest in us putting on a workshop explaining the basics of job evaluation and how it works? Please let me know.
- **Adoption of Committee Reports** – passed
- **New Business**
 - **Chloe:** Professional Development funding. During listening sessions we've been hearing about people being denied PD funds by their managers or for other reasons. PD Fund Guidelines can be found [here](#) which include examples of eligible expenses. Also see Articles 20 and 21 in our Collective Agreement.
 - **Jaimie:** You have to make PD reimbursement claims within a very short period of the using the funds (90 days). With (for example) health benefit claims folks are used to making claims within a wide window of time afterwards. We see people being denied for this delay, so please put yours in right away.
 - **Rey:** Yes, do it right away but also be strategic about the fiscal year, because it resets on April 1 and expires March 31. There's a total pot and if the pot runs out there might be complications (first-come first-served). Try to avoid any reason for them to deny your claim.
 - **Q:** Does anyone have recommendations for courses or other training?
 - **A** from several members: Excel/Access courses at Langara. Financial Accounting at Langara. Excel/Outlook at BCIT. Towards graduate studies at other institutions. Project management courses. Business analysis courses. EDI training. Wedding planning course (accepted after comparing event planner duties/job description to wedding planner curriculum).
 - **Q:** Is the Workday form for approval after, or pre-approval?
 - **A:** The new flow is that submission goes to PD funds folks first, then to your manager. It is a reimbursement so you have to sign up first/provide proof of payment.
- **Motion to Adjourn 1:49pm (CMC/Jennifer)** - passed