

March 30 CUPE GMM Minutes

12:00pm – 2:10pm

Recorder: Michael Behrmann

Territorial Acknowledgement – Chloe Martin-Cabanne

Roll Call of Officers – President Chloe Martin-Cabanne, 1st VP Grievance Jaimie Miller, 2nd VP Contract Adam Huizinga, Recording Secretary Michael Behrmann, Job Evaluation Chair Caitlin Mayne, Diversity Chair Lisa Hoang, Sergeant-at-Arms Louise Harrison, Communications Chair Alicia Nicklen

Special Guests: Derek & Kayla from SFU TSSU, asking for support

- Background: we started talking to Research Assistants (RAs) back in 2014 about a union drive, with our first organizing attempt in 2018. We paused and regrouped until 2019. We then signed the vast majority of RAs up for cards and won our union through a voluntary recognition agreement.
- We had to go to arbitration in 2022 in order to have our first Collective Agreement. The arbitrator found that the employer breached our agreement and owes TSSU damages. They offered an insulting \$60k, our membership rejected this unanimously and are still fighting.
- We're getting closer to our first Collective Agreement for RAs. Our membership has said enough is enough, with a 94% mandate to strike. We sent out a strike action survey, the results show our members are ready to take action including pickets. We're ready to fight back, and mad because the employer has been stalling with every chance they get. It has now been 1231 days since the RAs won a union. The employer is stalling because they want to avoid getting to that Collective Agreement and giving our RAs the labour rights they're entitled to. They also want to deplete our resources, as we cannot collect dues until we have our Collective Agreement. The employer has reclassified Kayla's position to try to exclude her from union.
- We're not just fighting for benefits/improvements, but for the right for those who work to be recognized as workers so they qualify under the ESA, have health & safety protections, etc. (because RAs are also students).
- The employer is trying to write out dues and include the right to fire RAs into the Collective Agreement. Our employer is also demanding cuts to other teaching support staff including seniority rights, promotion rights, priority rights. We're also upset that the government imposes the PSEC Mandate which keeps the lowest paid workers down. We're trying to fix a broken compensation model that was built in 1980s.

Equality Statement – read by members

1. Adoption of Agenda –

- a. M/S/C (Chloe) to address Business Arising, then Budget, then New Business, then Committee Reports.
- b. M/S/C (Shehnaz) (seconded) to add an item in new business to address previous minutes relating to votes for delegates & alternate delegates.

2. Adoption of Minutes of February 23rd, 2023 – M/S/C

3. Business Arising from the Minutes

a. Open Nominations for CUPE Local Executive (2022-2023):

- i. Lead Steward – no nominations after 3 calls.
- ii. Education Committee Chair – no nominations after 3 calls.
- iii. Trustee (2 positions ending 2023 & 2024) – Anne Tomkins nominated, stands for nomination.

b. Close Nominations for CUPE Local Executive (2022-2023)

- i. Sergeant at Arms (1 position) – Aline Dias nominated. No other nominations, Aline Dias stands and is acclaimed to the position.

4. Unfinished Business

5. Executive Report

6. Treasurer's Report (Danielle Hull)

- a. 2023 Budget. The new budget was reviewed line-by-line.
- b. FYI: we run deficit budgets so that the membership does not need to continually vote on budget items.
- c. Budget **passed by vote**.

7. New Business

- a. **M/S/C** from the Executive to cancel the GMM on Thursday, April 27th due to March 23rd ratification meetings which were on employer time.
- b. The Executive **moves** to refer a motion to the membership to donate a maximum of \$25,000 in strike support to the SFU Teaching Support Staff Union, provided that they vote to take job action. Seconded. Discussion around the motion.
 - i. **M/S** to delay consideration of this motion to the next GMM (May). Seconded. Discussion. **Defeated** by vote.
 - ii. Original motion **passed by vote**.
- c. Report from the Executive regarding updates to the Expense Policy.
- d. Reports from CUPE National Women's Conference.
- e. **M/S** (Shehnaz Motani) that any time there is a conference or convention that the vote be properly minuted to include all votes received by other delegates, not just the top delegates, so that if a spot becomes available when one of the top delegates is not able to go, or another spot opens for another reason, that those on the alternate delegate list have the opportunity to attend a conference or convention they are interested in attending. Discussion. Vote deferred.
- f. Good & Welfare

Motion to Adjourn M/S/C (Danielle/Chloe) 2:10pm