

CUPE 2950 General Membership Meeting – June 29, 2023

12:00pm – 1:10pm

Recorder: Michael Behrmann

Territorial Acknowledgement

Roll Call of Officers: President Chloe Martin-Cabanne, Recording Secretary Michael Behrmann, Sergeant-at-Arms Aline Dias, VP Grievance Jaimie Miller, Diversity Chair Lisa Hoang

Regrets: Treasurer Danielle Hull, Job Evaluation Chair Caitlin Mayne, Sergeant-at-Arms Louise Harrison, Health & Safety Chair Angela Shymanski

- 1. Equality Statement** – read by members
- 2. Adoption Of Agenda** – M/S/C
- 3. Adoption Of Minutes of May 25th, 2023** – M/S/C
- 4. Business Arising from the Minutes**
 - a. Open Nominations for CUPE Local Executive (2022-2023):**

Michael is going on parental leave shortly and will be taking on an AAPS position upon his return, leaving the position of Recording Secretary open.

 - i. Lead Steward – no nominations after 3 calls
 - ii. Recording Secretary – no nominations after 3 calls
 - iii. Education Committee Chair – Marat Raimkhanov nominated.
 - iv. Trustee (1 position ending 2023) – Shirley Chan nominated.

Our next GMM is in September, so at that time positions will be acclaimed or there will be an election if there are additional nominations.
 - b. Close Nominations for CUPE Local Executive (2022-2023)**
 - i. Contract Committee Chair — Hema Ratnasami; nomination accepted. No further nominations. Hema is acclaimed to the position with congratulations.
 - ii. Communications Committee Chair — Louise Harrison; nomination accepted in writing. No further nominations. Louise is acclaimed to the position with congratulations.
 - c. Close Nominations for CUPE National Convention, October 23-27 (Quebec City) — 4 delegates**
 - i. Lily Liew – accepts nomination.
 - ii. Aline Dias – withdraws candidacy.
 - iii. Maria Mainart – accepts nomination.
 - iv. Shehnaz Motani - not present; no written candidate statement submitted.
 - v. Lisa Hoang – accepts nomination.
 - vi. Marat Raimkhanov – accepts nomination.

Because only 4 delegates stand for nomination, no election is required. Lily, Maria, Lisa, Marat and Chloe are acclaimed to attend the CUPE National Convention in October on behalf of CUPE 2950.
 - d. By-election for Hiring Committee (1 member-at-large)**
 - i. We had a Business Agent who served our local for many years and who retired last year. We're looking to start the hiring process within the next few weeks and will need a new member-at-large to join the committee, as Michael is leaving and Hema will now serve as an Executive member instead of a member-at-large.
 - ii. Andrew Riter is nominated. No other nominations. Andrew is acclaimed to this position and joins the Business Agent Hiring Committee.
- 5. Unfinished Business** – N/A
- 6. Executive Report**

- a. We've been postering for our upcoming CUPE 2950 BBQ on July 20. There is also an off-site BBQ on August 24. Hope you will come!
- b. We have been working through a few issues (term positions and retro pay) which Jaimie will talk further about in his report. As a starting point, there **are no term positions**, if you're hired for more than 6 months you're considered a permanent employee under our Collective Agreement.
- c. We're working on a response to UBC's proposal for a revised snow policy. We put out a survey last winter to learn about your experiences as they relate to the snow policy, and talked about this at the bargaining table. The employer told us the best way to make change is through this policy, so we'll be providing feedback at the earliest opportunity. (the deadline is in September). The Executive is currently working on taking the data from the survey and other feedback we've since received to build our response.
- d. We're also working on a Workload survey. We have heard from members in different departments about being short-staffed, and departments not hiring employees that are needed. We want to learn more about how your workload impacts your ability to participate in your community, personal life, and union. Stay tuned.
- e. We are preparing to hire a Business Agent. We have created a job description that we're pleased with that the Executive has reviewed. We've identified some priorities around membership engagement, labour relations, and bargaining. We're going to look for a suitable candidate for this position who can represent our members and are hoping to get that done before the end of the summer when people get busy again.
- f. The United Way Period Promise Campaign went well, we raised \$750 dollars in addition to receiving direct product donations. The United Way is grateful to everyone! We're one step closer to demonstrating the importance of access to menstrual products for those who need it.
- g. We have some exciting new swag, CUPE 2950 Pride T-Shirts. We'll be distributing these soon, if you want one please [send us an email](#).

7. Business Agent's Report – N/A

8. Treasurer's Report (Danielle Hull) – Leslie in lieu

- a. All of our books are in order, there are no overspent accounts.
- b. The audit for 2022 is complete.

9. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller)
 - i. There have been a number of odd payments (underpayments, overpayments, etc.). The one I reported on last time was a very significant overpayment, we proposed some solutions to the employer and a plan is now in place.
 - ii. We have a couple of grievances in progress:
 1. Re: a remote work request that had been denied. We met with the employer and learned that it was significantly more complicated, it was instead a disciplinary issue and the union had not been brought on board for that process. As you know the union needs to be involved in disciplinary processes to ensure employee's rights are maintained.
 2. Re: denied flex time. The last we've seen is that the member was granted a flex schedule, so this may have been resolved. We're still checking to see whether there are extenuating circumstances.
 3. Re: an issue where the employer was confusing probation and orientation. Probation is suitability, orientation is demonstrating basic job requirements. We had a member who had seemingly met all requirements of orientation but the employer was treating it as if it were a probation. We were able to help the employer steer straight and do right by our member.
 4. We have withdrawn the PPE grievance that we lodged early in the COVID crisis. We were able to get the employer to provide PPE, but we did not solve the grievance as they didn't provide this to everyone everywhere. Health orders have since been removed and we can't remedy something that is in the past so we are withdrawing this grievance.

5. We have seen that the employer has been using ‘term’ to treat employees, particularly at Hiring Solutions, as term appointments (which don’t exist in our Collective Agreement). Hiring Solutions has an 1800 hour threshold at which folks become an ongoing hiring solutions employee. Hiring Solutions appears to be doing some funky stuff so we had a conversation with them about what our vision is and how we read the Collective Agreement. They agreed which is good news, but digging into the data and seeing how they’re actually treating individual members we’re not seeing this fully implemented, so we’re working with the employer on that.
 - iii. [Check out these CUPE education opportunities!](#)
- b. **Lead Steward** – N/A
- c. **Communication Committee** – N/A
- d. **Contract Committee**
 - i. Chloe: Adam Huizinga was promoted into AAPS and he sends his best regards to everyone, we are still in touch and he seems to be enjoying his new role.
- e. **Diversity Committee** (Lisa Hoang) - NTR
- f. **Education Committee**
- g. **Health & Safety** (Angela Shymanski) - Regrets
- h. **Job Evaluation Committee** (Caitlin Mayne) – Regrets (Chloe in lieu)
 - i. We’re working on a Job Evaluation Review, preparing for that with the committee.
 - ii. We’re also challenging a few positions that HR wants to remove from the bargaining unit/make them M&P. They can’t just do that, there is a protocol that needs to be followed. If you want to help with the JE committee please email caitlin.mayne@ubc.ca.

10. New Business

- a. **TSSU Strike update.** Shane and Chloe attended the TSSU strike at Harbour Centre this morning. The BCGEU showed up with \$200k in support of the TSSU and their strike. SFU is not backing down and does not want to provide a fair contract to graduate research assistants who have been unionized for more than 1000 days. When TSSU went back to bargaining table, SFU offered a 0.01% wage increase and said their benefits would no longer be applicable to certain categories of employees. We voted back in March to donate to the TSSU strike fund and we expect those invoices to start rolling in now that they’ve started taking strike action. There will be a social for anyone interested in attending, stay tuned for updates.
 - i. Q: Is there any news from Capilano University? Chloe: I ran into the president of MoveUP, she says there has been some movement on remote work, but they’re still trying to move on other pieces. They are doing a rotating strike so they still have coverage, they are not asking for direct strike support from CUPE 2950 at this time.

M/S/C to adjourn meeting @ 1:09pm.