

CUPE 2950 General Membership Meeting – September 28, 2023

12:00pm – 2:00pm

Recorder: Leslie Hodson

Territorial Acknowledgement

Roll Call of Officers: VP Grievance Jaimie Miller, Treasurer Danielle Hull, Communication Chair Louise Harrison, Diversity Chair Lisa Hoang , Arriving later - President Chloe Martin-Cabanne

Regrets: Contract Chair Hema Ratnasami, Job Evaluation Chair Caitlin Mayne,

1. **Equality Statement** – read by Jaimie/Rey
2. **Adoption Of Agenda as amended** – M/S/C – to move the Benefits Presentation to the top of the Agenda

UBC Benefits – Janet McHugh, Benefits Specialist/Human Resources gave an extensive report on all the benefits UBC provide to their employees. She detailed the Extended Health, Dental, Tuition Waivers, Health Spending Account, EFAP, Group Life, Long Term Disability, Staff Pension Plan, Optional Life Insurance, Teledoc and new provisions that will be available in a power point presentation.

3. **Adoption Of Minutes of June 29, 2023** – M/S/C Rey Astronomo/Wynne Leung

4. Business Arising from the Minutes

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

- i. Lead Steward – Rey Astronomo nominated
- ii. Recording Secretary – no nominations after 3 calls
- iii. Trustee (1 position ending 2023) – Shirley Chan nominated.

Our next GMM is in October, 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. Education Committee Chair – Marat Raimkhanov acclaimed.

5. Unfinished Business – N/A

6. **Executive Report** – Chloe reported from the TSSU picket line at the SFU campus. The hiring committee for the Business Agent position will meet tomorrow. Rey Astronomo has been working in the office since July. Social Justice Training with Adrienne Smith. 2 successful barbeques this summer with approx 500 members in attendance at the Great Hall and a great turnout at the offsite barbeque at VGH. 2278 organized 3200 student workers to join their union, one of the largest union recruitments in history. They are scheduled for hearings with UBC and the LRB in October. Busy with performance meetings, accommodations, bargaining unit jurisdiction and job evaluation research. Sustainable transportation was launched for pay grades 1 through 3. If you are eligible, you should have received an email. UBC is promoting transit though a benefit we negotiated this contract, providing a 50% discount to those who are eligible (pay grades 1-3). A reminder that we are holding a “walking Wednesday” for members to get together for a walk at 12:30 pm meet at the North flagpole.

M/S/C Linda Wensveen/Louise Harrison to adopt Executive report

7. Business Agent's Report – N/A

8. **Treasurer's Report** (Danielle Hull) – Dani had technical difficulties but reported that overall we are under budget. Some of the overages are due to early expenses and will correct by year end. Made the first payment to the TSSU for their strike fund.

9. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller) – we are providing input to the Snow Policy. If the students are told to say home, the staff should be treated with the same consideration. There’s some confusion between probation and orientation. Probation is for new hires only! Orientation is for any member who has passed their probation. The bar to meet the minimum requirement of “suitability” is different for members in their orientation period as they have already met the requirements in their current position. Grievance filed on imposing flextime. Normally we get denials from the employer for members wanting flextime, in this case the employer mandated it. The language is it’s the employees right to choose their form of work week (i.e. employee initiated). There is also a grievance in the same department on unpaid overtime and meal breaks. There was an inappropriate terminated we resolved in favour of the member.
- b. **Lead Steward** – N/A
- c. **Communication Committee** – Louise reported that it is her the first report at a GMM. She had training with Chloe over the summer on the newsletter and have sent out most of the recent newsletters. Louise also highlighted the Halloween Social and Fall Photo Contest and that more information on those would arrive into inboxes by the end of the week. She spoke about the Positive Coping strategies workshop that we held in August for members, good turnout and good feedback, was great to see a few members there. She noted that members can reach out to the office if they are not receiving the newsletters and to keep an eye on our monthly newsletters for updates etc.
- d. **Contract Committee** – N/A
- e. **Diversity Committee** (Lisa Hoang) – reported on the recent BIPOC caucus. Great turnout and conversations around the recent social justice seminar.
- f. **Education Committee** – N/A
- g. **Health & Safety** – N/A
- h. **Job Evaluation Committee** – N/A

10. New Business

- a. **October GMM** - Motion to move the October 26th GMM to October 19th because of the National Convention – **M/S/C** Amanda Lei/Kathryn Tullis
- b. **Sustainable Transportation Benefit** – a pilot project for 50% discounts on transit passes for members in Pay Grades 1-3. Plan is to expand eligibility to higher pay grades when uptake has been demonstrated. Members with a parking pass are not eligible as the benefit is meant to encourage folks to commute using active transportation that shifts away from fossil fuel useage. More [Information & Eligibility](#).
- c. **Social Justice** - Rey reported on the Social Justice seminar facilitated by Adrienne Smith. Great attendance and very engaging seminar in an important topic. The concept is not new and discrimination comes in many forms. The underlying point is that there is strength in numbers when getting behind a cause. If you are in a better position than someone else, use that position to help them. We’re all in the same community. You may be in a position to stand up for someone who can’t. When someone is down on their luck and you can help them, it has a rippling effect. The slideshow will have more information on this

M/S/C to adjourn meeting @ 2:00pm.