

CUPE 2950 Report Template:

Member Name: Lisa Hoang

Date October 24, 2017

Event Day 1-5

Event: convention business

Session: **all day** / morning / afternoon / evening

Topic or Issue: resolutions

Facilitator(s): Resolutions Committee

Facilitator contact info (if provided):

Short hand legend:

Resolution: rsln; human rights: HR;

Q1. What are the main points and concerns for the topic or issue?

Rsln 27 28: Continue to support public sector workers during national negotiations and raise awareness of Canada's union actors to firm our strength (ie. for ppl in education wages in Ontario).

Rsln 28: develop campaign at every level at the union for internal organizing and member and member engagement strategies to expose right wing rhetoric, propose progressive alternatives and have members in the workplace, community and at the ballot box. Ensure campaigns builds on and amplifies our work to defend PSEC, build strong and sustainable communities and protect labour and human rights.

Rsln: 178

- Advocate for a national workforce strategy for early learning and child care that ensures decent work and pay for Early Childhood Educators and child care workers; and
- Advocate for well-funded, Indigenous led child care programs and work to transform the entire early learning and child care sector to ensure that all programs everywhere are welcoming, inclusive, and culturally safe for Indigenous children, their families, and communities.

Rsln 210:

- Lobby the federal government to make permanent the project that provides menstrual hygiene products, including menstrual cups, washable pads, tampons and sanitary napkins, etc., free of charge to anyone who needs them; and
- Be a model by making menstrual hygiene products available, free of charge, on its premises and at union events, including conventions, conferences, and schools; and
- Support locals to push their employers to provide free menstrual products at workplaces.

Rsln 902 – climate emergency; climate change

- Request that the CUPE Union Education Branch of the CUPE National Office develop strategies to raise awareness of the climate crisis, the impact of the climate emergency on all workers and communities, environmental racism, articles to be negotiated by each sector, the economic roots of the climate crisis, climate-proofing our workplaces and pensions, and so on.

Accessibility audit: Accessibility audit should be done every 4 years, audits of events for CUPE national should be considered for venues moving forward.

- Delegates (including self included) with disabilities had issues entering and leaving the venue (it was inaccessible, hard to get into (hill, etc.)
- Washrooms also do not have menstrual products (had to go out to purchase them; the closest pharmacy took 15 minutes but also have limited availability); CUPE national also did not have menstrual pads in stock either—despite CUPE and local unions worked with United Way last year for purchasing menstrual products (campaign).

Q2. Why is this topic or issue important for my local union, CUPE 2950 and/or workplace at UBC?

- Important because as PSEC in higher Ed, this applies to our union locale especially during bargaining. We need stronger support at national level to strengthen solidarity, awareness at every level (news, school to school for support that is not working UBC but also seek support and solidarity at other schools (SFU etc) and outside our province (post secondary PSEC in all provinces). This is when we can make great strides for better support and new TA improvement and wage increases. Employers in PSEC need to take us seriously so that we are not giving up.
- Workers safe workers. We need to stop thinking and hoping that the next or current government will “save us” and they will do all the work for us to improve our working conditions and wages. We need to be accountable and do the work, to make changes
- Builds solidarity and opens up knowledge and safer communities in micro and macro levels. For example, disseminating misinformation and false RW narratives.
- Our members esp with families need childcare (universal) system. Because our members are low paid and childcare costs takes a big portion of their salary, putting our members in financial instability and poor living conditions etc.
- With rising inflation, and pension plan unchanged, we need to prepare bargaining to increase pension plan (employer side). Employer uses our money to invest on real estate, they can afford to increase it. We should no longer encourage our members to increase pension (a lot members cannot afford it).
- Climate change and climate emergency: important because weather changes (snow, etc). Employer is making changes to their advantage without

Anti Racism Strategy

- Anti Racism Strategy: Racism is a working class issue. We need to be in solidarity instead of hating against each other.

Accessibility:

- This should not have been an issue in the first place (we should be actively practicing our concerns and adopted more inclusive spaces and concerns for people with disabilities and menstrual campaigns and working with United Way to make movements and purchasing menstrual products). Yet we ironically failed our delegates for the things we have fought and actively campaigned for—we were not reflective or reflexive upon this when it came to planning for events but this also extends to problems at the local level and we need to be mindful of this as well when our own local is having events as well as auditing our member’s workplaces. For example, our annual BBQ (at the Great Hall, we need to consider our member’s that may have physical disability and make sure they elevators are working and we have spaces for them to sit.

Q3. How can I apply these learned applications, resources, tools or knowledge at CUPE 2950 and/or my workplace?

- We need to stop mobilizing, and start organizing (go out for 1:1 conversations to know what is going on so that we know what we know is a priority for making changes for the next TA)
- Set up listening sessions now! We need more time to know what is going on before bargaining. It has to happen one year prior TA expires.
- Emphasis on starting early for bargaining committees to start early.
- Locals need to include government in bargaining for childcare to get the needs met for childcare initiatives and changes
- BIPOC members at UBC need to have solidarity. We are working class members that have been affected (lowest pay, dealing with management that take advantage of BIPOC members which also includes treating them poorly). We need to push for change and that starts with us. We need to bring all of us up in equitable ways. Our new Cupe committee creates from recent TA need to connect with EEDI and HR to work with each other and discuss and speak about the issues BIPOC members face.
- We need to pressure employer to provide a variety of menstrual products and proper products. Perhaps, there needs to be an office that allows everyone on campus for menstrual products but doing so isn't the problem. For example, underwear pads (as alternative).
- Accessibility audits should be done for members that self-declare with physical disabilities so that we make sure our members are getting the help they need at work (physical campus) rather than the traditional route (which has not fairly worked well). This will bring attention to the employer as this puts awareness and quicker push from management to make change (managers will always tell members to go to training at UBC for ergonomics and that is the end of it because the ergonomics team will re-route members to discuss with manager, etc. And it goes back into a circle, etc.)

Q4A. Are these learned resources, tools or applications and knowledge helpful to your workplace at UBC and CUPE 2950? **Yes / No**

Q4B. If yes, how does it hypothetically change if implemented in your workplace at UBC and CUPE 2950?

No resources, tools or applications. However we can implement a lot of these mentioned in Q3.

The Anti-Racism Strategy depends on you for its success.

- Go to cupe.ca/antiracism for ideas on how your local can put the strategy into action.
- Contact the Human Rights Branch with your ideas - Email antiracism@cupe.ca

Pensions: passed resolution, national will providing info and training. But we too can also hold accountable within ourselves to contact National to explain and teach us before and during bargaining season.

Menstrual pads: we should be doing a period campaign. This also should shame employer indirectly because the employer supplies tampons (why not pass as a variety as well?). Employer has continuously

only provide us barely the minimum. Not all places on campus provide free tampons. Some odd places provide liners (liners and pads are not the same).