

CUPE 2950 General Membership Meeting – Nov. 23/23

12:00pm – 2:00pm

Recorder: Leslie Hodson

Territorial Acknowledgement

Roll Call of Officers: President - Chloe Martin-Cabanne, 1st VP Grievance Chair - Jaimie Miller, Communication Chair Louise Harrison, Contract Chair Hema Ratnasami, Diversity Chair Lisa Hoang , Education Chair – Marat Raimkhanov, Job Evaluation Chair Caitlin Mayne

Regrets: Danielle Hull - Treasurer

1. **Equality Statement**
2. **Adoption Of Agenda as amended** – M/S/C Louise Harrison/ Marat Raimkhanov
3. **Adoption Of Minutes of October , 2023** – M/S/C Louise Harrison/Marat Raimkhanov

4. **Business Arising from the Minutes**

Close Nominations for CUPE Local Executive (2024-2025)

President – Chloe Martin-Cabanne

1st VP, Chair of Grievance Committee – Jaimie Miller

2nd VP, Chair of Contract Committee – none

Recording Secretary – none

Treasurer – Mackenzie Dunlop

Lead Steward – Rey Astronomo

Communication Chair – Louise Harrison

Diversity Chair – Lisa Hoang

Education Chair – Marat Raimkhan

Health & Safety Chair - none

Job Evaluation Chair – Bipin Dacruz

Sergeant-at-Arms (2 positions) – Caitlin Mayne and Jennifer Tisdall

Trustee – 2024 – none

[Find out more about open positions](#) – or join a committee!

5. **Unfinished Business** – N/A

6. **Executive Report** – Chloe reported on the meeting with HR Benefits. There are improvements to extended health – physio/massage has increased from \$500 to \$1000/yr and the eye exam has been separated from the \$400 vision care and is now \$125 for the exam and \$400 for eyewear. The TSSU strike is now over, there is still bargaining going on at some of their tables but there will not be further job action. The Business Agent hiring resulted in a failed search, will be reposting very soon. Bargaining with office staff (Leslie and Sylvia). The Metro Vancouver Alliance is focusing on the cost of housing in the lower mainland. Attended the CUPE National Convention in Quebec with Lisa Hoang, Lily Liew & Maria Mainart. Reports on the convention can be read on the CUPE Blog. Attended the NDP convention last weekend. We had the biggest increase in 3 decades in this round of bargaining under the NDP government. We will be canvassing members to help support David Eby in the next election. Workday – ongoing issues with over/under payments, claw backs from payroll, missing dues, members missing from master lists. We bargained a letter of agreement (pg. 98) that UBC could not automatically deduct pay from members. Anything payments owing to UBC over \$500 must be decided by the member affected. We had a few successful medical accommodation arrangements with the assistance of HR and the Return-to-Work Coordinators. Dealing with performance issues. If members who are not getting training, or there is lack of support should reach out to the union. In discussion with HR on their interpretation of Article 22.08. When a member (who has passed probation) transfers or is promoted to another position, they are in their orientation period where both the member and the department can decide whether the position is suitable. Freedom of expression – when a member is at work, they are representing the employer and should be careful on what they say, post or do while at work. It's okay to have an opinion on

politics but you cannot express that opinion while wearing the employers' hat. The January membership meeting will be a hybrid meeting (in-person and on zoom). We have created a survey to members on membership meeting feedback, whether you prefer in person or zoom. M/S/C Marat Raimkhanov/Caitlin – to adopt the Executive Report

7. Business Agent – n/a

8. Treasurer – Leslie reported we may be over budget on the conferences and convention due to the high cost of hotels/flights and bookoffs. We've purchased 2 laptops and 1 desktop for the office as we could not support the latest programs with the current computers. M/S/C Louise Harrison/MacKenzie Dunlop – to adopt the Treasurer Report

9. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller) – issue ongoing re: members denied meal breaks and imposed flex time (normally driven by the employee and mutually agreed). There's no excuse for not allowing members a meal break during the day. Workday errors are not limited to dues errors, it has impacted most reports provided to the union and affects our ability to service or represent the members. In some cases, we have no record of active members, so we have no way of reaching out to them. Some of the errors are generated by human error, others are through the new workday program. It's important to know your pay, know your deductions and if you are missing dues or benefit deductions submit a ticket to workday before it becomes a significant overpayment.
- b. **Lead Steward** – Rey is off today. Chloe reported on the first Steward Meeting (to held very other Friday). The goal is to have stewards in every office CUPE 2950 members work in.
- c. **Contract Committee** – Hema's last report. Benefit improvements effective Jan. 1/24 – Health spending account increased to \$375, New Personal Spending Account \$125 and the improvements mentioned in the Executive report. Extreme weather policy – union provided input, waiting for changes to be posted. If UBC is closed for students, it should be closed for staff. Make hybrid arrangements if commuting becomes a concern. Sustainable transportation will hopefully expand to pay grades 4-6 next year.
- d. **Communication Committee** – Louise reported on the photo contest and Halloween Social. Shout out to Lisa, Rey and Marat for their newsletter content submissions. Will be putting together a piece in the January newsletter on open exec positions – great way to learn new skills and network by joining exec or committee. Created posters for the Walking Wednesdays, next is December 6th and the Open House on December 13th – RSVP links will be put in the chat. Putting out survey on newsletter and what folks would like to see – will either be sent out in January or February next year.
- e. **Diversity Committee** (Lisa Hoang) – reported on that the November BIPOC caucus was another great success with new and returning members. The BIPOC caucus for December 8th has been posted and we are looking forward to new sign ups. Deadline is December 7th. All registrants will be notified of the December BIPOC caucus.
- f. **Education Committee** – Marat reminded members to take the opportunity to access their PD funding and tuition waivers and asked them to share stories of their education experiences using these benefits. Marat also talked about the Stronger BC grant where he recently registered for a course at UVic. The funding hasn't been announced for 2024. He's excited to set up some lunch and learn sessions for members. He'll invite UBC's professional development team, motivational speakers and outside experts to facilitate the workshops and asked if any members know of speakers to invite to reach out to him.
- g. **Health & Safety** – N/A
- h. **Job Evaluation Committee** – Caitlin last report. She's excited to have a predecessor to pass along her knowledge from the past year as well as all the paper she's collected. She will respond to a few emails and pass the baton on to Bipin. Looking forward to her new role as Sergeant-at-Arms

10. New Business

- a. Sustainable Transportation Initiative Pilot Project - 50% discounted transit passes for Pay Grades 1-3
FAQ - <http://www.cupe2950.ca/cupe-2950-sustainable-transportation-initiative-pilot-project/>
- b. Fall Photo Contest Winners
 - i. Most Impactful – Ren Wu
 - ii. Perfect Lighting – Manfred Nissley
 - iii. Most Creative – Belle Zhao
 - iv. Most Relevant – Nobu Kamaguchi
 - v. Night Photography – Tanya Jensen

Winners received a \$25 Food Services gift card, CUPE Umbrella and T-Shirt

M/S/C to adjourn meeting @ 1:40pm.