

CUPE 2950 General Membership Meeting – January 25/24

12:00pm – 2:00pm

Recorder: Leslie Hodson

Territorial Acknowledgement

Roll Call of Officers: President - Chloe Martin-Cabanne, 1st VP Grievance Chair - Jaimie Miller, Treasurer – MacKenzie Dunlop, Communication Chair Louise Harrison, Education Chair – Marat Raimkhanov, Job Evaluation Chair – Bipin Cruz, Sergeant-at-Arms - Caitlin Mayne & Jennifer Tisdall

Regrets: Lisa Hoang (Diversity Chair)

1. Equality Statement

2. Adoption Of Agenda as amended – M/S/C Jaimie Miller/Louise Harrison

3. Adoption Of Minutes of November 24/23 – M/S/C Jaimie Miller/Mackenzie Dunlop

4. Business Arising from the Minutes

Close Nominations for CUPE Local Executive (2024-2025)

2nd VP, Chair of Contract Committee – Kim Wallace and Ritika Nandwani nominated

Recording Secretary – none

Lead Steward - none

Health & Safety Chair - none

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 effect of the most recent transit strike and snow storm. Many members affected – most able to WFH, some vacation and unpaid leave. **** TALK TO SUPERVISOR AS SOON AS POSSIBLE ABOUT COMMUTE CONCERNS****. Necessary staff = required for in-person operational requirements. CUPE 4500 and Coast Mountain Bus Co trying to reach a compromise. Agreement expired in 2022 – workload, hiring and wage concerns. CUPE wants to find common ground. Er wants them to sign a final offer. Tough position to be in, if UBC did that to us, we'd consider striking as well. Special mediator has been appointed – hopeful to reach a compromise. Member Servicing – working on JE Reclassifications and Appeals, dealing with respectful environment, performance, investigations meetings. Also held meetings with members interested in stewarding and other union related activities. Sustainable transportation - expanded eligibility to PG 6. Business agent – to start searching again. Attended CUPE BC's Environment and University Committees meetings. CUPE University's Committee discussed common concerns like contracting-in services. Lobby government around Future Ready programs to ensure that support staff are considered in key role they play supporting programs. CUPE BC Environment committee looking inward at CUPE practices to make them more sustainable. Taking a course in supervisory skills. Running for election to OneCity Organizing Committee – to get best services at the municipal level. Working on Living Wage campaign. M/S/C Chloe/Caitlin to adopt Executive report

7. Business Agent – n/a

8. Treasurer – Mackenzie reported her on-the-job training for the Treasurer's position, will have a better report at the next meeting as we will have the yearend figures. Will be presenting the budget for debate and approval at the March membership meeting. M/S/C Mackenzie/Caitlin – to adopt Treasurer's report.

9. Committee Chair Reports:

- a. **Grievance Committee** (Jaimie Miller) – spoke on the importance of having our stewards trained. May be looking into onsite steward training with CUPE 116. Reminded members if you have a remote or flextime arrangement to alter – it is at your discretion. You have to apply to workday for remote work or any alternation to the existing schedule. Read the sustainable transportation initiative terms and conditions carefully before you start using the program. If you have any questions about STIPP, ask your department/HR or the union. It snowed and the city shut down for 3 days. Most have remote work, others had challenges getting access to remote work or getting to work. If the department is open and you can't make it to work, you must use unpaid leave/vacation or move a flex day. If the department is closed and your manager is telling you not to report to work, the time off is paid for by the employer. Article 22.08 allows for a member who has transferred or promoted to another position to return to their former job if the new position is unsatisfactory within their orientation period. If you are in a new job and are not happy, contact the union. There is a process to invoking this article.
- b. **Lead Steward** – n/a
- c. **Contract Committee** – n/a

- d. **Communication Committee** – Louise thanked Communications Committee member Cloris who helped Chloe put together the Instagram reel on where to find the CUPE 2950 office. Linked in the chat (<https://www.instagram.com/p/C1nYLrevEaR/>). Cloris is working on a general welcome poster for our local that can be put up on bulletin boards, this will highlight who 2950 represent, the office address etc. Reported on surveys that are currently running (GMM<<https://www.surveymonkey.com/r/7YGF5ZQ>>, Newsletter<<https://www.surveymonkey.com/r/PSVLG2H>> and Education Lunch and Learn <<https://www.surveymonkey.com/r/M5CR9WD>>) – also linked in chat. Thanks to everyone who has completed the surveys already. In our January newsletter, we posted about open positions on the exec and what you can learn. Feel free to reach out to the office with any questions on exec positions and becoming a steward or joining a committee
- e. **Diversity Committee** – n/a
- f. **Education Committee** – Marat reminded members to take the Lunch & Learn survey. He also, provided with two updates on the administration of the CUPE 2950 Professional Development Fund: firstly, the yearly distribution of PD Funds aligns with the UBC fiscal year of April 1, 2023 to March 31, 2024 and the PD Claim Year-End Submission Deadline is March 1, 2024. Staff can submit PD Fund claims for reimbursement online using Workday’s expense report functionality. Secondly, the PD Funds are available until fiscal year-end. If the budgeted funds were to exhaust prior to year-end the claims would stop being processed until the start of the new fiscal year on April 1. Marat also reported on the gov’t Strong BC Future Skills grant that is available to British Columbians aged 19 years or older, regardless of financial need. Funding Amount: It covers up to \$3,500 for eligible short-term skills training at public post-secondary institutions.
- g. **Health & Safety** – n/a
- h. **Job Evaluation Committee** – Bipin reported that he had an orientation with Chloe to introduce him to his Job Evaluation and Executive roles. He is learning how the Job Evaluation reporting system works and is looking forward to assisting members with their reclassification applications and appeals. He also reminded the members that the STIPP has been expanded to Pay Grade 6 and encourage eligible members to apply for it.

M/S/C Louise/Marat – To approve all committee reports

10. New Business

- a. VDLC International Women’s Day Dinner – bought a table of 10 tickets, great Indian buffet and presentations from women who are shaping the future, including our own Karen Ranalletta. Members interested in attending can contact the union.
- b. Open Nominations for CUPE BC Convention – Apr. 24-27 (5 seats)
 - Chloe Martin-Cabanne attending as per bylaws
 - Lisa Hoang sent in a written nomination
 - Marat Raimkhan nominated
 - Kim Wallace nominated
 - Ritika Nandwani nominated
 - Astor Tsang nominated
- c. **STIPP** – Committee met with the employer on Jan. 11/24. UBC is now expanding the transportation discount to pay grades 1 through 6. They are working on how to include Hiring Solutions and Chan Centre employees. There is \$75k funding for 2023 and \$75k for 2024. Potentially up to 500 CUPE 2950 members eligible for discount. Phase 3 will be looking at expanding it to higher pay grades. There was some discussion on why this was not rolled out to higher pay grades as it’s not only pay grades 1-3 that are struggling with making ends meet. The background flows from BC Gov’t to allow lowest income employees access to transit. Started with CUPE 116 lowest paid employees.

M/S/C to adjourn meeting @ 1:50pm.