

## CUPE 2950 General Membership Meeting – February 29/24

12:00pm – 2:00pm

Recorder: Leslie Hodson

President's Awards – Presented by Michelle Berner and Jennifer Xenakis

PSAE – President's Service Award for Excellence is the top award presented to UBC staff in recognition of excellence in personal achievements and contributions to UBC and to the vision and goals of the University. Each recipient receives a medal and \$5,000. It is open to all staff who have 5+ years of service.

PSA – President's Service Awards honour exceptional contribution in specific areas that are important to UBC, as outlined in the categories below. Contribution may have been for a specific project or initiative. Each award recipient/group receives \$2,000.00. It is open to all staff at UBC V who have 2+ years of service.

Encourage CUPE 2950 members to nominate fellow CUPE 2950 members as the union award nominations have declined in recent years. Call for nominations open until March 22/24.

### Territorial Acknowledgement

**Roll Call of Officers:** President - Chloe Martin-Cabanne, 1<sup>st</sup> VP Grievance Chair - Jaimie Miller (arrived late), Treasurer – Mackenzie Dunlop, Communication Chair Louise Harrison, Diversity Chair – Lisa Hoang, Education Chair – Marat Raimkhanov, Job Evaluation Chair – Bipin Cruz, Sergeant-at-Arms - Caitlin Mayne

Regrets: Jennifer Tisdall

#### 1. Equality Statement

2. **Adoption Of Agenda as amended** – M/S/C Lisa Hoang/Marat Raimkhanov

3. **Adoption Of Minutes of November 24/23** – M/S/C Kim Wallace/Mahnoor Lone

#### 4. Business Arising from the Minutes

**Close Nominations for CUPE Local Executive (2024-2025)**

**2<sup>nd</sup> VP, Chair of Contract Committee** – Kim Wallace elected

**Recording Secretary** – Divya Gandhi & Mahnoor Lone nominated

**Lead Steward** - – Ritika Nandwana nominated

**Health & Safety Chair** – Mantavya Kaushik nominated

**Trustee** – 2024 – none

#### 5. Unfinished Business – N/A

6. **Executive Report** – Chloe welcomed our temporary (until July 31<sup>st</sup>) Business Agent Ross Idler. Ross was our former CUPE National Rep. He's been hired to assist with the recruiting of the Business agent, assisting with grievance cases and member servicing. Thanks to all the stewards who have stepped up recently. Member servicing has been around performance and respectful workplace investigations. We are looking for more stewards to support our membership, if you're interested, please contact the union office. If you're struggling with workload, share your concerns with management and ask them how to address it. There is language that protects you from an unreasonable workload (Article 5.04). Met with the EFAP Committee – mental health issues are still on the rise. We have a contract renewal coming up. There have been 3 re-brandings with our current provider, who is now Telus. A sub-committee will be struck to review this contract and possibly others. There is a Town Hall presented by VDLC and One City re: fighting for fair wages. The Vancouver City Council repealed the Living Wage (\$25.68) and replaced it with a "fair wage" (\$20.00). The fair wages are not meeting the living standards in BC. We need to vote for governments that support the living wage (NDP). Job Evaluation – more appeals than usual, make sure your job description is current and accurate. Disability – the employer is required by law to accommodate a disability unless it causes undue hardship. Taking a Supervisory Skills course, learning lots about what good management looks like. STIPP – benefit expanded to pay grade 6. Looking to expand to higher pay grades. If you are over 65 you are not eligible for the STIPP, but you are eligible for the concession pass, which is a cheaper benefit. At this point, employees in Hiring Solutions and the Chan Centre are not eligible. We will be striking a Political Action Committee to help get out the vote upcoming Provincial election in October 2024. The NDP government is one of the major reasons why our collective agreement saw the highest general wage increases in 34 years under the PSEC mandate.

7. **Business Agent** – Ross reported that he's orienting himself with the computer and office. STIPP – dealing with a few files. It's an employer incentive and they are monitoring the system. Be careful to review the requirements for commuting. Ensure you use the correct zone. If you move and your zone changes, you need to adjust your STIPP pass. We have an arbitration scheduled in August for the department of Conferences and Accommodations around hours of work. The pension plan letter of agreement allows for part-time hourly workers to get on the pension plan. You must have worked at least 17.5 hrs in a 12-month period to be eligible. There is an option to waive the pension plan (that option doesn't exist as

it's a workday glitch. If you check this option, you may have to reimburse the university for your contributions. 50+ members have been added to the pension plan since this agreement.

8. **Treasurer** – Mackenzie reported she's working on budget to be presented to members at the March membership meeting.

9. **Committee Chair Reports:**

- a. **Grievance Committee** (Jaimie Miller) – has been busy closing in on the fiscal year end. It's been a hectic few weeks and will continue through March. On the grievance front we have met with the employer on the STIPP usage and flextime. If you don't get hired to a position where you were the internal candidate, there's language in the agreement that allows the member to request specific reasons in writing if you were an unsuccessful internal applicant. Make sure when you're applying that your resume reflects the points on the posting, even if it's similar tasks.
- b. **Lead Steward** – n/a
- c. **Contract Committee** – n/a
- d. **Communication Committee** – Louise thanked Cloris who has created 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. If you want a poster for your department bulletin board, contact Leslie at the union office. This past Walking Wednesday was a success with many members in attendance.
- e. **Diversity Committee** – Lisa reported that the 1<sup>st</sup> BIPOC Caucus in 2024 was held recently. We had over 20 members attend. The next session will be on May 15<sup>th</sup>. We will also be holding a BIPOC/Communication social on April 19<sup>th</sup> from 5-7 at VGH (Gordon Leslie Diamond Health Centre).
- f. **Education Committee** – Marat reminded members that the PD deadline is tomorrow. Maximum \$1400/yr for professional development. Receipts for courses must be submitted within 90 days.
- g. **Health & Safety** – n/a
- h. **Job Evaluation Committee** – Bipin thanked Kim Wallace for helping him orient into his new role. The JE Committee will assist you if you feel you are doing higher level work than your benchmark. Working on job description classifications for benchmarks.
- i.

10. **New Business**

- a. **MOTION – M/S/C** Lisa Hoang/Kim Wallace  
To move the April 25<sup>th</sup> meeting to April 18<sup>th</sup> (because of the CUPE BC Convention)
- b. **Nominations for CUPE BC Convention (close and vote) – Apr. 24-27 (5 seats)**  
**MOTION – M/S/C** Lisa Hoang/Kim Wallace  
To increase the delegates to 7.
  - Chloe Martin-Cabanne attending as per bylaws
  - Lisa Hoang acclaimed
  - Marat Raimkhan acclaimed
  - Kim Wallace acclaimed
  - Ritika Nandwani acclaimed
  - Mahnoor Lone acclaimed
- c. **Hiring Committee** – need 2 more members (1 from Executive – Kim Wallace, and 1 member-at-large – vacant)
- d. **Bylaws Committee** – struck a committee to review the bylaws that were last reviewed in 2009 and are outdated. The Committee will be Chloe, Jaimie, Mackenzie and Lisa.
- e. **Photo Contest** – Louise announced the winners. Leslie will reach out to winners to deliver their prizes.

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