

CUPE 2950 General Membership Meeting – March 28/24

12:00pm – 2:00pm

Recorder: Leslie Hodson

Territorial Acknowledgement

Roll Call of Officers: President - Chloe Martin-Cabanne (at airport), 1st VP Grievance Chair - Jaimie Miller (Chairing), 2nd VP Contract Chair – Kim Wallace, Treasurer – Mackenzie Dunlop & Sergeant-at-Arms - Caitlin Mayne

Regrets: Jennifer Tisdall, Louise Harrison, Lisa Hoang, Marat Raimkhanov & Bipin dCruz

1. **Equality Statement** read by Jaimie
2. **Adoption Of Agenda as amended** – move the budget to Business Arising and change the adoption of minutes to February.
3. **Adoption Of Minutes of February 29** – M/S/C Caitlin Mayne/Pete Carvalho
 - a. **Business Arising from the Minutes**
Budget – Mackenzie presented the budget and went over a few line items of interest.
M/S/C To adopt the budget with a \$75,433 deficit.
 - b. **Close Nominations for CUPE Local Executive (2024-2025)**
Lead Steward - – Ritika Nandwani acclaimed
Recording Secretary – Mahnoor Lone acclaimed
Health & Safety Chair – Mantavya Kaushik withdrew
Trustee (3 year term) – 2024 – none
4. **Unfinished Business** – N/A
5. **Executive Report** – Chloe reported from the CUPE National Environment Committee in Ottawa. They are working on a climate action plan. The Cost of Living increase (COLA) was approved so we will be getting the 3% General Wage Increase on our April 15, 2024 pay. Member servicing – respectful workplace/bullying and harassment complaints. UBC’s Respectful Environment Statement defines what bullying and harassment is and is not. See also Article 9.04 Respectful Environment in our Collective Agreement. If you feel you are being bullied, document the incidents (including what was said, dates, times, witnesses) in a work journal. Accommodation and performance issues also ongoing. Met with CUPE@UBC (the 3 CUPE locals on campus) where we discussed common issues and began preparations for bargaining. Jagmeet Singh from the Federal NDP was at the CUPE National All-Committees meeting this week. He spoke on the gains made through the confidence and supply agreement which pushed Liberals to permanently fund public not-for-profit childcare and create a universal dental care program. These gains would not have been made without the NDP. Jagmeet spoke about his dreams of universal basic income and proportional representation through the NDP so that workers can enjoy *real* change. The NDP is the only party in favour of strong unions, fair wages and public services. These issues are not on the Liberal or Conservative agendas. There’s a Provincial election on Oct 19, 2024, where it will be important for us to elect David Eby’s NDP government so that we can push for better wages in the next round of bargaining (2025).
6. **Business Agent** – Ross thanked Ritika for taking the Lead Steward position. Respectful workplace – journalling is key. Keep track particularly with he/she said. What you may consider a casual comment may be offensive to others. If you feel offended, speak up or reach out to your manager or union. 2 significant grievances resolved with agreement between union and employer. Conferences and Accommodations arbitration scheduled for August. Filed a grievance on hiring policy where the department hired an external candidate on a position that a qualified internal candidate had applied.
7. **Treasurer** – Mackenzie reported we’re switching to a new accounting software, that will give us more access to reports and more user friendly. We haven’t reconciled our per capita to the affiliates yet. We are close to resolving the workday issues with UBC.
8. **Committee Chair Reports:**
 - a. **Grievance Committee** (Jaimie Miller) – most of his report was covered in the Executive and Business Agent’s reports. The flavour of the week is unsuccessful candidates. Grievance updates – BC Labour Code mandates summit between parties (UBC/Union) quarterly. We were busy during bargaining and this mandate was put on hold. We are back to holding Labour Management meetings with the first coming up in a few weeks. Resolved a grievance on a member whose position moved out of Province and the University changed their status to non-

union. We disagreed, approached the University on this and came up with an agreement. Louise is on vacation this week but asked me to mention the Walking Wednesday are Apr 3 & 10 and May 1 & 22. Meet at fountain at Main Mall and University Blvd at 12:15 pm.

- b. **Lead Steward** – n/a
 - c. **Contract Committee** – n/a
 - d. **Communication Committee** – Louise sent her regrets but provided Jaimie with her report: the Walking Wednesdays are Apr 3 & 10 and May 1 & 22. Meet at fountain at Main Mall and University Blvd at 12:15 pm. Stay tuned for a Spring/Summer photo contest. We will be spotlighting our Executive members in our upcoming newsletter. Would like to hear from you on your experience with PD funding, including feedback, tips and tricks.
 - e. **Diversity Committee** – Reminded members that this is the last day to register for the April 10 BIPOC social from 5-7 at VGH (Gordon Leslie Diamond Health Centre).
 - f. **Education Committee** – no report
 - g. **Health & Safety** – no report
 - h. **Job Evaluation Committee** – no report
- M/S/C** Pete Carvalho/Chloe Martin-Cabanne
To adopt the Executive Committee reports

9. **New Business**

- a. **Good and Welfare** – Jaimie reported that their department said goodbye to a long-time colleague. Mackenzie wished everyone a happy year end!

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