

CUPE 2950 General Membership Meeting – April 18/24

12:00pm – 2:00pm

Recorder: Mahnoor Lone

Territorial Acknowledgement

Roll Call of Officers: 1st VP Grievance Chair - Jaimie Miller (Chairing), Treasurer – Mackenzie Dunlop, Communications Chair-Louise Harrison, Sergeant-at-Arms - Caitlin Mayne, Diversity Committee Chair – Lisa Hoang, Job Evaluation Committee Chair-Bipin Dcruz, Chief Steward – Ritika Nandwani, Recording Secretary – Mahnoor Lone
Regrets: President - Chloe Martin-Cabanne, 2nd VP Contract Chair – Kim Wallace, Sergeant at Arms-Jennifer Tisdall, Committee Chair – Marat Raimkhan

1. **Equality Statement** read by Jaimie, Bipin, and Caitlin
2. **Adoption of Agenda**
3. **Adoption of Minutes of March 28**– M/S/C Caitlin Mayne and Pete Carvalho
4. **Business Arising from the Minutes**
 - a. **Open Nominations for CUPE Local Executive (2024-2025)**
 - Health and Safety Chair (no nominations, carried over to next meeting)
 - Trustees (no nominations, carried over to next meeting)
5. **Unfinished Business-** N/A
6. **Executive Report- No Report this month**
7. **Business Agent-** no new business to report.
8. **Treasurer’s Report (Mackenzie Dunlop)-** Mackenzie reported that we have switched to using a new software for accounting, which has been user friendly and efficient.
9. **Committee Chair Reports:**
 - a. Grievance Committee (Jaimie Miller)-The committee is working on multiple active grievances on the following issues: grievances related to hiring policy article 22 where the employer is not considering CUPE2950 members as a priority while hiring; grievances on disciplinary action taken against union members; operational concerns and difference of opinion with the employer on the information they are obligated to give the union for it to properly support members. The grievance committee is advocating for better rights on several fronts. It has been undertaking conversations regarding remote work changes in the Vice President’s Office and opposing a reversal to more in-office days. There was also a Labour Management meeting last week in which the committee discussed the improper use of article 22.8 by the employer in instances where worker orientation period has not been followed properly. The committee also voiced a difference of opinion on the distinctions between fixed term positions and short term/continuous hiring periods. Attained assurance from the employer that they do not intend to use this distinction to under pay/ disadvantage members employed for fixed terms only.
 - b. Lead Steward Committee- No new business to report.
 - c. Communications Committee (Louise Harrison): Louise noted that CUPE 2950 website looks a little fresher. She has worked with a member of a union out in Ontario (Unifor 88), who helped us fix some bugs in the back-end! She reminded members that there are two Walking Wednesdays group walks coming up on we have May 1st and May 22nd.
The office will also be supporting the Period Promise Campaign again next month for United Way (more information available in the recent newsletter reminder and in the upcoming one). Donations can be dropped off at the CUPE2950 office during the month of May, or online. Louise also highlighted the May Day Rally that VDLC are hosting to celebrate International Workers Day, May 1st at the Maritime Labour Centre in Vancouver. (More details available at vdcl.ca).
Members interested in joining the Communication Committee can contact Louise at louise.harrison@ubc.ca
 - d. Contract Committee-n/a

- e. Diversity Committee (Lisa Hoang) – Lisa reported on the great success of the BIPOC Caucus Social which the committee organized at Vancouver General Hospital. It attracted many new members who were able to learn more about UBC and get to know more CUPE members. The next BIPOC Caucus will take place on May 15th, 12:30-1:30PM, at the Point Grey campus.
- f. Education Committee-n/a
- g. Health & Safety-n/a
- h. Job Evaluation (Bipin Dacruz): The committee has been challenging HR for 4 open positions, One position has been successfully challenged and three others are in progress. These include cases to keep a position at the Beaty Biodiversity Museum within CUPE 2950; a case against merging two positions into one; a case to retain a CUPE 2950 digital marketing and editorial assistant position. Also reported that Kim Wallace, Chloe Martin-Cabbane, and Bipin will be setting up the job evaluation committee during the first half of May.

10. New Business

a. Jaime opened nominations for the contract committee which has **four open positions**. The committee will also include 2nd VP Kim Wallace and President Chloe Martin-Cabbane as per the bylaws.

- Lloyd Balser (sent in written nomination)
- Briana Brock (sent in written nomination)
- Jamie Miller nominated himself
- Lisa Hoang nominated herself
- Lyndsey Roberts nominated herself
- Peter Carvalho nominates himself

Members can nominate themselves in writing or in person at the next GMM. Nominations will close at the next GMM. If we have more than four people willing to stand there will be an election during the meeting.

b. Organize UBC Campaign: Jaimie Miller highlighted an ongoing campaign by CUPE2278 which is arguing to include Research Assistant Petition within the CUPE 2278 bargaining committee. There continues to be some contentiousness from the employer regarding whether they have achieved the percentage of cards from current employees required to add this category to the bargaining unit. There is also contention around definition of employee, with UBC arguing that Research Assistants do not count as workers.

c. Caitlin and Bipin M/S/C to donate \$1,000 to the CUPE 3903 strike fund to support workers at York University in Ontario who are currently on strike

- Jamie opened up the discussion
- Most members agreed that we should show this token of support to our fellow union members
- Voting, Resolution Passed

d. Political Action Committee- The chair deferred the item to a future meeting.

e. Good and Welfare

M/S/C to adjourn meeting @ 1:05 PM.