

GENERAL MEMBERSHIP MEETING Minutes

May 30th, 2024 12:00-2:00 pm

Recorder: Mahnoor Lone

Territorial Acknowledgement: President - Chloe Martin-Cabanne (Chairing), 1st VP Grievance Chair - Jaimie Miller, Treasurer – Mackenzie Dunlop, Communications Chair-Louise Harrison, Job Evaluation Committee Chair-Bipin Dcruz, Chief Steward – Ritika Nandwani, Recording Secretary – Mahnoor Lone, 2nd VP Contract Chair – Kim Wallace, Sergeant at Arms-Jennifer Tisdall, Committee Chair – Marat Raimkhan, National Representative-Alex Braidek

Regrets: Sergeant-at-Arms - Caitlin Mayne, Diversity Committee Chair – Lisa Hoang

1. Equality Statement

2. Adoption of Agenda:

Motion to add the following item to the agenda: “increase the members of contract committee to six positions”

Motion passed, added to business arising

3. Adoption of Minutes of May 14, 2024

4. Business Arising from the Minutes

a. Open Nominations for CUPE Local Executive (2024-2025)

- Health & Safety Chair(no nominations)
- Sergeant at Arms (no nominations)
- Trustee: Alex Terazian nominated, nominations for this position will close at the June GMM, If no other members are nominated by then, Alex will be acclaimed.

b. Motion to increase positions in the Bargaining Committee to Six

Motion Carries

c. Close Nominations for Contract Committee (6 positions)

The following members were nominated and acclaimed:

- Lloyd Balser (Chan Centre)
- Jaimie Miller (UBC Library)
- Lyndsey Roberts (Chan Centre)
- Lisa Hoang (Engineering Co-Op)
- Andrew Kenny (Accounts Payable)
- Micaela Peragallo (Chan Centre)

5. Unfinished Business

6. Executive Report (Chloe Martin-Cabanne):

- Attended the CUPE BC convention a few weeks ago, Climate justice resolutions were put forward by delegates from our local
- Save the date for the bbq on July 10th for the BBQ at the great hall in the nest and one occurring at VGH for off campus folks
- Chloe attended a meeting about UBCx, which is the proposed millennium line extension to UBC, many union members at the meeting, spoke to benefits of the extension, Please reach out to the executive committee if you have ideas for how we can ensure that the government works on this line and funds this extension
- CUPE BC meeting, discussed the Cupe2278 organize drive which is attempting to unionize Graduate Academic Assistants and research assistants at UBC, Labour relations board verdict on whether those graduate students can be organized will come on October 31st, CUPE 2278 has now also filed to organize Work-learns at UBC
- Attended meeting with UBC President, Benoit Antoine Bacon
- Presented at a CUPE National Pension webinar about the win we made last term adding hourly employees to our pension plan, a big feat, we have an info sheet for hourly employees, link will be distributed
- Presidents' award recipients list is being adjudicated
- Member servicing, dealing with cases of policy breeches, accommodation meetings, and performance issue related conflicts

Questions and comments

- One member asked for updates for expanding transit subsidy to all pay grades. This is a top concern for the executive, however we do not have enough funding to do so as of now. Things can change if the contract committee ends up negotiating an increase in funding for that subsidy.
- Why are Chan Centre members excluded from the subsidy? Chloe identified that this is due to a workday issue which she is in the process of sorting out through meetings with the employer
- Another valid concern raised was of the absence of additional subsidies for disabled members from all pay-grades. While there is a government subsidy in the form of a concession pass, members flagged that this is not enough and more support needs to be provided through the employer.

7. Business Agent's Report:

- Held Several meetings with employees including exit interviews, People have been sharing the problems they faced as they are leaving. These reports are useful for flagging potential issues other members may face
- Reports have also been predictable, adding evidence of issues in departments with consistently high turnover rates
- Reminder to contact the office if you're having issues or want to share your experiences. These are very useful for the union and other members.

- Assisted a member who was applying for leave for a position, union was supported by HR and Employee Relations in this effort which was very encouraging, even though the department didn't ultimately agree
- Conferences and Accommodations Case: have reached a tentative agreement to settle before arbitration, final settlement will happen after June 12th. It's a good thing b/c this investigation showed that we will need a whole lot of prep to work through all of the issues related to this department. Final copy of the settlement will be available by mid-Jun
- Grievance 2402, hiring policy, has been successfully resolved; member in the position has received 4 months of retroactive pay
- Cases of employers meeting with members without steward present have been happening, reminder that this is a violation of the agreement and that employees should reach out for a steward on such occasions

8. Treasurer's Report (Mackenzie Dunlop): Catching up on paying remittances paid 187000\$ to the three CUPE organizations, VDLC and BC federal payments are done by head count, Leslie is working on getting headcounts so we are currently paying by estimate.

9. Committee Chair Reports:

- a. Grievance Committee (Jaimie Miller):
 - Jamie shared the case of a member on lay-off requesting casual work from HR, reminded members that this is an option for workers on lay-off It is an option but not a guarantee/ promise. HR has stated that they don't have this kind of work but union will be discussing this further with HR to find practical ways for the member to use this option.
 - A Member faced discipline without union rep, this is technically not a contention with the Employer, since it was an individual manager who decided to forego representation. We are going to make sure that the manager in question understands that union representation is necessary and ER / HR works on clarifying this to all managers
 - Catching up on Per capita pay gaps due to data gaps since November 2020, making big improvements on closing this gap.
- b. Lead Steward (Ritika Nandwani):
 - Working on concerns reported by members and investigating each of these reports,
 - looking forward to the steward training next Wednesday on campus
 - Started a small stewarding Teams group, Reach out to Ritika if you have questions about this
- c. Communications Commit (Louise Harrison):
 - Newsletter and website refresh: started to feature some of our members, reach out to request features
 - Walking group dates in June and one in July, 12:30pm
 - Summer photo challenge (June-Sept) and icecream social being planned for the summer
- d. Contract Committee (Kim Wallace): first contract committee meeting will be happening in Mid-June,

e. Diversity (Lisa Hoang)-N/A

f. Education (Marat Raimkhan): stay tuned for our next newsletter because we have a short article about AI learning opportunities, AI is changing the work landscape and these resources can help our members stay up to date, will be sharing articles and courses in next newsletter

g. Job Evaluation (Bipin Dcruz):

- We had a JE orientation on May 14, 2024. 9 individuals attended the orientation and Kim Lead the orientation.
- Candidates were given options to choose from various committee opportunities (Logging JE inquiries, Responding to member requests for assistance with JE and reclassifications, Job Reclassification appeals, Bargaining Unit Jurisdiction - reclassification of CUPE 2950 positions to M&P (Review LOU #5), Monitoring job posting)
- We had a meeting with HR regarding elimination of Senior Program Assistant (Grade 8) - Elimination, we challenged the change and HR agreed they will contact the department to change the scope of job so that it will fit to be and M&P position not CUPE.
- Had another meeting with HR regarding the proposal of changing the job from CUPE & M&P in Beaty Biodiversity Museum - Visitor Services Coordinator. Both the parties (the union and the department) agreed that the job fit to be M&P. Final verdict was that the job being transferred to M&P.

21. New Business

a. CUPE National Climate Crisis Declaration <https://cupe.ca/sign-climate-crisis-declaration>

- Our executive has put a motion forward to sign this declaration
- Motion passes

b. CUPE 2950 Period Promise Campaign: <https://www.cupe2950.ca/cupe-2950-is-supporting-the-united-way-period-promise-campaign/>

United way is Collecting funds to buy sanitary items in bulk, and the cupe2950 office is also accepting donations in kind

c. Good & Welfare

Meeting Adjourned at 1:45 pm