

CUPE 2950 General Membership Meeting Minutes-June 27th 2024

12:00-2:00 pm

Recorder: Mahnoor Lone

Territorial Acknowledgement

Roll Call of Officers: President-Chloe Martin Cabbane (Chairing), 2nd VP Contract Chair – Kim Wallace, 1st Vice President/Grievance Committee Chair – Jaimie Miller, Business Agent-Ross Idler, Recording Secretary-Mahnoor, Administrative Assistant- Leslie Hodson, National Representative-Alex Braidek

Regrets: Louise Harrison, Lisa Hoang, Mackenzie Dunlop, Caitlin Mayne

2. **Adoption of Agenda**-adopted without amendments
3. **Adoption of Minutes of May 30, 2024**- adopted without amendments
4. **Business Arising from the Minutes**
 - a. Close Nominations for CUPE Local Executive – Trustee (3 yr term) - Alex Shirazian acclaimed
 - b. Open Nominations for CUPE Local Executive (2024-2025)
 - i) Lead Steward:
Written Nomination from Pete Carvallo, position will close in September GMM
 - ii) Job Evaluation Chair Health & Safety Chair
Brandon Nakasato nominated himself, position will close at September GMM
 - iii) Education Chair, no nominations will remain open
 - iv) Health & Safety Chair, no nominations, will remain open
 - v) Sergeant at Arms (1 position): no nominations, will remain open
 - vi) Trustee (1 & 2 year terms ending 2025 & 2026): no nominations, will remain open

Find out more about open positions [here](#) – or join a [committee](#)!
5. **Unfinished Business**-N/A
6. **Executive Report** (Chloe Martin-Cabanne)
 - Working on Issues related to article 34 of the collective agreement which concerns layoff recall provisions. It states that members on the recall list should have access to temporary work. We are working with HR to find out how that work can function since hiring solutions is not willing to take on members on the recall list.
 - Working to resolve issues with temporary job positions being posted as continuous. This is an inaccurate since “term positions” don’t exist in our collective agreement. Reminder to look at your job agreement, if you are employed for more than 6 months then you have access to layoff recall and other benefits when your position ends. (according to article 3 of the collective agreement)
 - Working on Respectful Environment cases, reminder to keep a work journal in such cases recording dates, times, and witnesses. Detailed information will help HR and union to help you if you face violation of respectful environment at work.
 - New addition to our team with our business agent, Ross Idler
 - Chloe has been involved in some CUPE 2278 and CUPE 3338 (SFU) solidarity meetings to discuss common issues for our unions. Also discussed the upcoming Pacific Blue Cross board of directors’ election. Chloe

suggested that anyone who has pacific blue cross benefits should look into the board of directors election since one of the running candidates, Brian Day, is lobbying for private health care which will be detrimental to the working class.

- Our executive members discussed the sustainable transit pilot project and access to benefits for members with disabilities. We discussed how to prioritize such accommodations and subsidies for our members
- The AMS had a recent meeting where they were to vote on whether UBC staff members should be able to access the UBC foodbank, the executive discussed other resources our members can use in the face of lack of funds at AMS, such as the Greater Vancouver Food Bank. The July newsletter will contain more resources on this subject.
- Chloe reminded members that when reporting respectful environment violations, the proper place to start is by addressing the person you are in conflict with first (if possible), then moving on to your manager, and then bringing the issue to your department head if still unresolved, The department head is ultimately responsible for ensuring a respectful environment, they should work with HR and the union to ensure respectful environment and resolve these issues.

7. **Business Agent's Report** (Ross Idler)

- We have been looking at a few instances of Respectful Environment violations, collected through voluntary exit interviews from members who have recently left UBC. We have since raised these issues with employee relations, looking into them and will have further conversations.
- Working on issues with short notice layoffs in a department, ongoing discussions with employer about which article those layoffs fall under, ongoing disagreement between the union and the employer over this
- One of our members is facing termination from their department. Chloe and Ross are in discussions with the employer to find an agreeable solution, which will be acceptable to the member, the union, and UBC.

8. **Treasurer's Report** (Mackenzie Dunlop): Bill payments are going smoothly and the new software is working well. Mackenzie attended an orientation with CUPE BC for the new per capita remittance portal; She is currently looking into investment options to present alternatives to GIC's for consideration by our executive

9. **Committee Chair Reports:**

a. Grievance (Jaimie Miller):

Resolved all pending business as of June 18, 2024

We are working on or monitoring:

- an ongoing Investigation in IIO, awaiting report
- a Termination we believe is unjust, will grieve
- a Meal Period dispute, will work to resolve with ER
- an article 19 vs 34 concern, we believe the matter is art 19, ER has used art 34; seeking redress
- Student assistants working over 10 hours/wk, we assert to the ER that these are our members
- ER confusion regarding a temp EE vs leave replacement, posting may have not been accurate, in info gathering stage.
- a Respectful environment complaint in a health department, info gathering stage, if Er has not responded in timely manner we may need to grieve.
- Planning for future Labour Management Meeting re Irregular work at HR for members on recall (34.04Ciii-13)

b. Communication (Louise Harrison): The June Newsletter was sent out last week; The summer photo challenge is ongoing from now until September 16th; Upcoming summer walking group date on Wednesday July 3rd

c. Contract (Kim Wallace):

- Held an orientation
- The contract committee will meet on July 11th to review the draft contract survey which will then be sent out to all members of CUPE2950
- We need each and every one of you to complete the survey, and attend the listening sessions to tell us your concerns about gaps in the contract. Kim emphasized that “this is your contract and we need your input. The contract committee will distill and utilize your concerns in our bargaining plan”
- Welcomed new member to job evaluation committee, first training session on July 4th
- Chloe is also going to be working with Alex Braidek (National Rep) to organize a bargaining training session for the committee

10. **New Business**

1. Recommendation from the Hiring Committee and Executive to hire Ross Idler as CUPE 2950 Business Agent:

- Chloe spoke to Ross’ suitability for the role sharing that he has been a CUPE member since 1985 and has played an integral role in supporting our membership in his various roles. Ross spoke to members as well.

2. Motion to create a Special Committee – Progressive Worker’s Committee

- Discussion and Voting, Motion passes

3. [Letter](#) in solidarity with UBC students protesting for Palestine and opposing increased police presence on campus

- Discussion and Voting, Motion passes

Meeting Adjourned at 3:55 PM