

CUPE2950 General Meeting-September 26, 2024

12:00-2:00 PM

Online Only

Recorder: Mahnoor Lone

Territorial Acknowledgement

Roll Call of Officers: President-Chloe, Martin-Cabanne (Chairing), Treasurer-Mackenzie Dunlop, 2nd VP Contract Chair-Kim Wallace, 1st VP Grievance Chair-Jaimie Miller, Communications Chair-Louise Harrison, Business Agent-Ross Idler, National Representative-Alex Braidek, Progressive Workers Committee Chair-Mahnoor Lone

Regrets: Lisa Hoang, Brandon Nakasato

1. Equality Statement

2. Adoption of Agenda

- Amendment to Agenda, adding an address from Donald Grant (CUPE BC) about the importance of the upcoming provincial election

3. Adoption of Minutes of June 27, 2024

- A missing item was noted in these minutes. It was proposed that we defer the approval until these items can be added.
- Motion to defer the June Minutes, to be approved in Oct GMM, Motion Passes

4. Business Arising from the Minutes

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

- Lead Steward – Lyndsey Roberts nominated for lead steward, (Lyndsey is part of the contract committee and a steward); Peter Carvalho withdrew his nomination for lead steward; Lyndsey Roberts was acclaimed
- Job Evaluation Chair – Brandon Nakasato was nominated

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

- Treasurer – Current Treasurer Mackenzie will be leaving for another job and the position is open. Andrew Kenny was nominated; the position will remain open. If there are further nominations then a vote will be taken at the October GMM
- Education Chair- No nominations, position remains open
- Health & Safety Chair- No nominations, position remains open
- Sergeant at Arms (2 positions)- No nominations, positions remains open
- Trustee- No nominations, 2 positions remain open (1 yr term ending 2025 & 2 yr term ending 2026)

Find out more about [open positions](#) – or [join a committee!](#)

5. Unfinished Business-None

6. Executive Report (Chloe Martin-Cabanne):

Chloe shared that she has been working on a range of tasks, including:

- Member servicing, Resolving cases of work-learn students working more than 10 hours/week
- Attending CUPE BC meetings, learning about what is going on in our province and in the educational sector, have been noting similarities and differences in member servicing issues in different locals, Seeing many lay-offs at other universities.
- Attending UBC executive board meetings
- Chloe reminded members that the provincial election is coming up on OCT 19th and that as public sector employees our collective agreement is tied to the public sector council. Whoever is in power determines how our wages change. The data shows that there has been a drastic difference in wages under liberal vs NDP provincial governments.
- Attended a townhall with premier Eby and asked questions about NDP's plans for the housing issue
- Chloe will be meeting with UBC President Benoit Antoine Bacon on October 9th, looking for suggestions from members about issues to discuss with him
- Going on Maternity leave at the end of October, will be on leave for 18 months and up for re-election in December 2025; Jaimie Miller (1st VP) will be filling in for many parts of her role
- Members suggested issues to bring up with President Bacon including: UBC's divestment from weapons companies, Developing housing policy for staff that is less restrictive than rent-geared to income, Plans to increase food security for workers, increased support for staff who are temporary foreign workers

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

- Ross shared that he has been working on respectful workplace environment complaints. He reminded members about the importance of demanding that you are treated respectfully at work and that it is OK to challenge your managers and reach out to the union if you are not being treated so.
- Has been working on accommodations cases: Individual and for care-givers of children and elders,
- 2 students were doing more than 10 hours of CUPE2950 work, both these individuals are getting paid retroactively for that work, needs to be less than 10 hours a week but ok to do cupe2950 work during these hours
- Working on a case where hybrid work arrangement was abruptly changed. Reminded members that even though hybrid work arrangements can be withdrawn, your department/managers need to follow due process when doing so. Specific factors need to have been considered beforehand; these also need to be shared and be valid and legitimate (Article 28.02e)). reach out if you have questions or if you've had your hybrid work arrangement altered recently
- A member asked if there is a minimum number of days that we have to be in the office. Ross explained that while there is no fixed number, the best course of action for proposing a certain number of remote/in-office days would be to building a strong case as to why the hybrid case arrangement you are requesting would be effective for your department.

8. Treasurer's Report (Mackenzie Dunlop)

Treasurer's Report (Mackenzie Dunlop):

- Mackenzie will be moving jobs and hence leaving the Treasurer role
- She shared that our local will be sticking with our investments in our pre-existing high interest savings account after researching GIC's and finding out they are very risky to break,
- Bas been paying per capita remittances,
- passing off correspondence with CUPE BC,
- Paying off back pay

9. Committee Chair Reports:

a) Grievance (Jaimie Miller): All business is up to date as of September 10, 2024, the committee has not met this week due to CUPEBC exec meeting and various other demands on president's time. The committee is dealing with, or aware of and monitoring the following member issues:

- Health unit transfer members from UBC to Health Authority
- Unjust termination, awaiting Employee Relations response
- Employer was using Article 34 (layoff over tech change), employer concedes, union withdraws grievance.
- A Layoff changed to include 3 months of leave/notice - should have been Article 19. Received confirmation that members received pay for notice period.
- Student Assistants working more than 10 hr wk.
- Unjust Termination, HR and union reviewing postings to place individual.
- Workday Reports / info to Union; ongoing issue, continues to get closer to goals.
- Accommodation delayed, working on resolution.
- Withdrawal of hybrid work arrangement without rationale or notice, will grieve.
- Unusually rigid meal times and rest periods without explanation of operational requirements.

b) Communication (Louise Harrison):

Hope you all had a great summer! We hope you have been keeping up to date with news from our newsletters over the summer. If there's anything that you'd like to see included, please reach out to Louise over email. Or if you're interested in joining the committee, let her know. We are looking for someone to help post to the Instagram account!

We have included some articles from the collective agreement in newsletters. Thanks to Leslie in the office for providing these pieces and to our business agent, Ross.

The committee booked some tours last month of the gallery in IKBLC – thanks to everyone that joined. These were well attended and information on how to book tours for your areas was included in the September newsletter. The regular open hours of the gallery are 10am-

5pm, Tuesday-Saturday.

Thanks to everyone that took part in our summer photo challenge. Winners will be announced later in the meeting.

We hope you can join the second Halloween Social on Thursday, October 31 - drop-in between 4:00-6:00pm. RSVP will be included in a future newsletter.

As always, reach out to Louise (louise.harrison@ubc.ca) if you're interested in joining the committee, have an idea for a newsletter or want to be featured/feature a fellow member.

Follow us on socials like [Instagram](#) and [Facebook](#). We do our best to keep the [website](#) updated also!

The communications committee announced the winners of the CUPE2950 Summer Photo Challenge: Chatty Lagura, Belle Zhao, Kristina Shen, and Samantha Chan (details of the categories and their submissions included in October Newsletter)

c) Contract (Kim Wallace):

- committee has taken the initial contract training workshop,
- They are in the process of finalizing the bargaining survey to send out to members,
- finalizing listening sessions agenda
- getting recruiting committee meeting set up,
- With negotiations around the corner, Kim stressed the importance of members to get involved and voice their concerns using the survey and listening sessions. This will allow the bargaining committee to represent us at the negotiation table most effectively.

d) Diversity (Lisa Hoang) – N/A

e) Education- N/A

f) Health & Safety

g) Job Evaluation:

- Astor Tsang (speaking on behalf of the committee) gave a presentation as an introduction to what the job eval committee does.
- We are your 1st point of contact when you notice that the job you are currently doing doesn't match what you are currently doing. We can evaluate if it requires a grade change or a progression to M&P.
- All members should fill [this job evaluation survey](#) to see if their job description and day to day duties match or if there is a discrepancy that needs to be addressed
- Please reach out to the committee for re-evaluation if you do notice a discrepancy

h) Progressive Worker's Committee (Mahnoor Lone)

First committee meeting coming up at the end of October, please fill scheduling survey in newsletter to attend; email mahnoor.lone@ubc.ca if you can't make the October meeting but want to join the committee later.

10. New Business

- a. Provincial Election – October 19th, remember to vote! Reach out to Chloe if you are interested in getting involved for mobilization, door knocking, and campaigning
- b. Open nominations for [BC Federation of Labour Convention](#), at Vancouver Convention Centre, Nov 26-29, 2024 in Vancouver – we can send 10 delegates
Nominations will close at October GMM, send in a written nomination or last chance to nominate yourself at the Oct 31, GMM
 - Astor Tsang was nominated
 - Shehnaz Motani was nominated
 - Michelle Yu was nominated

Motion to adjourn at 1:55 pm