

CUPE2950 General Meeting-October 31, 2024

12:00-2:00 PM

Online Only

Recorder: Mahnoor Lone

Territorial Acknowledgement

Roll Call of Officers: 1st Vice President/Grievance Committee Chair – Jaimie Miller (Chairing), 2nd Vice President/Contract Committee Chair – Kim Wallace, Recording Secretary – Mahnoor Lone, Treasurer – Andrew Kenny, Communications Committee Chair – Louise Harrison

Regrets: Lisa Hoang (on leave), Brandon Nakasato (regrets), Chief Steward-Lyndsey Roberts (regrets), President – Chloe Martin-Cabanne (on leave)

1. Equality Statement
2. Adoption of Agenda
 - Amendment to Agenda raised by member, requesting that the item of new business which was included in the Oct 16th agenda but removed in this iteration be added to the agenda again. Rejected by Chair.
 - Agenda Adopted without amendment
3. Adoption of Minutes of June 27, 2024 and September 26, 2024
 - Adopted
4. Business Arising from the Minutes
 - a. Close Nominations for CUPE Local Executive (2024-2025)

Treasurer – Andrew Kenny acclaimed,
 - b. Open Nominations for CUPE Local Executive (2024-2025)

Education Chair- no nominations

Health & Safety Chair- no nominations

Sergeant at Arms (2 positions)- Kathryn Tullis nominated

Trustees- no nominations

Find out more about open positions – or join a committee!
 - c. Close nominations for BC Federation of Labour Convention, Nov 26-29, 2024 in Vancouver (up to 10 delegates)
 - Jaimie Miller
 - Brandon Nakasato attending on behalf of CUPE 2950 Executive
 - Shehnaz Motani – nominated and accepted

Nominations for BC Fed Convention closed

5. Unfinished Business

6. Executive Report (Acting President Jaimie Miller):

- Reminded members of a Remembrance Day Ceremony happening at UBC War Memorial Gym on November 11th @ 10:45 am—details can be found here
- Noted that the Payroll system may reflect changes on 15th Nov due to UBC changing banks. While this process should ideally be transparent and seamless, the union office encourages members to pay special attention to upcoming pay to ensure it received properly and report any concerns to cupe2950 office email or voicemail.
- We have been trying out a new database in the office Union 365 for appropriateness and usefulness.
- EFAP (employee family assistance provider has changed from Telus to Greenshield as of Nov. 1st. Reminded members who make use of EFAP to note any concerns to employer or union. Also noted that a new category of services for short term services related to mental health and legal related help has been introduced. Details available on EFAP website
- Halloween party at CUPE2950 office this afternoon (Oct 31st)
- Today is the last day to fill the UBC equity survey, please do fill it out
- Recent grievance involving student assistant language is referencing arbitration documents from 30 years ago, has necessitated research in physical archives

7. Business Agent's Report (Ross Idler)

Through October 2024 our Business Agent has been working on:

- Several active Accommodation files.
- Several ongoing Respectful Workplace files, including two new files activated recently. In another, a member resigned rather than continue to endure an intolerable workplace environment by staying to file a formal grievance or complaint.
- ASAU and Oncology Clinic Transfer from UBC to Vancouver Coastal Health to be completed in early December. CUPE Members will be offered positions w/VCH. and, if they accept, they will become Hospital Employee Union members. Excellent support and cooperation from HEU Representatives and UBC HR.
- Two Termination grievances, denied at Step 3 by the employer, investigated and then reviewed by Grievance Committee. One is being advanced to arbitration and one will not be advanced, subject to appeal to the Executive by the member.
- Continuing to assist the Job Evaluation and Bargaining Committees as needed.

8. Treasurer's Report (Andrew Kenny): no report as Andrew Kenny has just started working in the role

9. Committee Chair Reports:

- a. Grievance (Jaimie Miller): Jaimie shared that current Grievance Committee include:
 - Regular meetings with the committee to complete all business,
 - On-going guidance of an accommodations process for a member in need,

- Some of our members working for UBC in a hospital setting have been transferred to another workplace and therefore to another Union i.e. HEU. Ross has been monitoring this process to ensure the transfer goes smoothly and without gaps in member benefits
 - Discrimination on family status case under review
 - Case of change of work week where the hybrid arrangement has been removed. Required notice was not given, we are working through the issue with the member
 - Case of unreasonably stringent monitoring of breaks, working through that and waiting for complete employer response
 - Refreshing Employer commitment to providing adequate Student Assistant information to enable servicing. Working with the employer to refine reporting.
- b. Communication (Louise Harrison):
- Organizing the Halloween social
 - new member has joined the committee, new member joined committee. Well versed in social media and has provided some great Instagram tips.
- c. Contract (Kim Wallace): Kim shared that the contract committee is working diligently on the survey for members about what you would like to see in your next contract. It will be sent out soon.
- d. Diversity (Lisa Hoang – on leave)
- e. Education-N/A
- f. Health & Safety: Jaimie reminded members about the importance of noting non-urgent negative health effects of your job. If your health is being impacted by issues at your job it is your responsibility to tell the health and safety committee and your dept head about it.
- g. Job Evaluation (Brandon Nakasato)- no report
- h. Progressive Worker’s Committee (Mahnoor Lone): The committee is growing and has been meeting regularly. We have drafted a motion for CUPE2950 to “advocate for an end to UBC’s complicity in human rights” through its financial investments. Motion will go to Executive for further consideration.

10. New Business – N/A

Motion to adjourn meeting at 1:20 PM