

## **GENERAL MEMBERSHIP MEETING MINUTES**

**February 27, 2025 12:00-2:00 pm**

Recorder: Mahnoor Lone

### **Territorial Acknowledgement**

Roll Call of Officers: 1st Vice President/Grievance Committee Chair – Jaimie Miller (Chairing),  
Recording Secretary – Mahnoor Lone, Treasurer – Andrew Kenny, Lyndsey Roberts, Ross Idler

Regrets: 2nd Vice President/Contract Committee Chair – Kim Wallace, Communications  
Committee Chair – Louise Harrison

1. **Equality Statement**
2. **Adoption of Agenda** - Adopted Unanimously
3. **Adoption of Minutes of January 30, 2025** - Adopted
4. **Business Arising from the Minutes**
  - a. **Open Nominations for CUPE Local Executive (January 1, 2025- December 31, 2025)**
    - Education Chair – Arafat Safdar elected
    - Health & Safety Chair – Jed Cheng nominated.
    - Job Evaluation Chair-George Hsi nominated
    - Sergeant at Arms (2 positions) – Kathryn Tullis, Savannah Kemp nominated.  
Savannah Kemp acclaimed
    - Trustee (2 terms ending 2026 & 2027)- Sam Connolly nominated.  
Nominations remain open

[Find out more about open positions](#) – or join a committee!
  - b. **Close nominations for the CUPE BC convention (April 30/25 to May 3/25):**  
Nominees – Jaimie Miller, Kim Wallace, Lyndsey Roberts & Chloe Martin-Cabanne  
**No further nominees, above members confirmed.**
5. **Unfinished Business**
6. **Executive Report (Jaimie Miller)**
  - Article 34 vs 19 dispute in member lay-offs: The employer is categorizing layoffs as article 34 when they should be using article 19. Article 19 provides greater protection and greater flexibility for our member.
  - Position disruptions at the Chan Centre effecting our members

- BC govt budget being released on Tuesday to effect UBC Budget, watching closely as we head into bargaining
- Personal Spending Account: highlighted that the personal spending account pamphlet from Sun Life includes “RRSP, ESP and TFSA contributions”. This means this money can be used as savings i.e. It's free money. Urged members to consider utilizing that benefit.
- Urged members to fill out our bargaining survey if they haven't already. 650 people have filled out the survey so far. We've started our in person listening sessions as well. Next one is on Robson Square, then one at the hospital zone and we're planning to have a virtual session as well.
- Recently attended an EFAP committee meeting to have an overview of how our EFAP has been utilized. New service provider Greenshield appears to be meeting needs. These are many kinds of services this benefit can be used for. Urged members to look into the Services available here and engage with the program.

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

- Dealing with respectful workplace complaints, accommodations, return to work files and bargaining
- Bargaining: Brainstorming and sharing ideas with bargaining committee based on the issues I have noticed through grievances.
- Prep work for bargaining continues through listening sessions and committee meetings. We are now 4.5 weeks from the expiry of our current collective agreement which doesn't mean the collective agreement stops being enforced. It continues, but it means that it's officially ran its three-year course and we're in the position of negotiating a new one.
- Reorganization that has occurred at Chan Center. It has included a layoff and has affected several other employees in different ways. Other employees may also be affected as the fallout from the reorganization continues.
- Respectful workplace issues: Ross reminded members that it's very important to document details if you feel you do not have a respectful workplace. Document the “who, what, where, when, why?” if you feel like it isn't respectful due to the actions of another individual so that these details can be communicated to them later. Keeping track of the things in writing also allows you to notice patterns and allows the union to advocate for you better.

**8. Treasurer's Report (Andrew Kenny) - N/A**

**9. Committee Chair Reports:**

- a. Lead Steward (Lyndsey Roberts) contact her at [leadsteward@cupe2950.ca](mailto:leadsteward@cupe2950.ca)
  - Attended second week of winter school for steward Level 2 training. Had a chance to dive deeper into role play and talking about different situations that you might encounter as a steward and how to navigate them; valuable chance to connect with other union activists and discover similarities between workplace issues we encounter.
  - Lots of meetings coming with the employer coming up.
  - We still need more stewards.
- b. Grievance (Jaimie Miller): job classifications at the Chan
  - Committee met a few days ago and Completed all business to that date.
  - Article 34 and Article 19 issues
  - Issues with Job classifications at the Chan Centre and inaccurate descriptions. Will meet with the employer next week.
  - Past grievances resolved but have 5 new ones filed and two more that are drafted but not yet officially filed. All related to article 34 and 19
  - Ongoing respectful workplace situation in a major department that's being worked through. We have brought in some assistance to do that and we'll see. How it actually how it actually rolls and whether that works for our members? OK, that's. That's the that's flashing out, the grievance update for you
- c. Communication (Louise Harrison)
  - Feb newsletter has gone out
  - Next week we will be doing a feature on one of our members, If you would like to be featured please reach out to the office [office@cupe2950.ca](mailto:office@cupe2950.ca), walking Wednesday was held last week
- d. Contract (Kim Wallace)
  - Have done bargaining survey and collected responses,
  - started hosting listening sessions, remote listening sessions TBA, more details in next newsletter
- e. Diversity (Lisa Hoang)
- f. Education
- g. Health & Safety
- h. Job Evaluation

**All Executive Reports Approved**

**10. Endorsement of Karen Ranalletta for CUPE BC President**

Motion that our local endorse current CUPE BC President Karen Ranalletta to run again for president

Motion Passes

**Meeting adjourned at 1:27 PM**