

GENERAL MEMBERSHIP MEETING MINUTES

May 29, 2025

Recorder: Leslie Hodson

Territorial Acknowledgement

Roll Call of Officers: Acting President/Grievance Committee Chair – Jaimie Miller, 2nd Vice President/Contract Committee Chair – Kim Wallace, Lead Steward – Lyndsey Roberts, Communication Chair – Anvi Sethi, Business Agent – Ross Idler

Regrets: Treasurer – Andrew Kenny, Health & Safety Chair – Jed Cheng, CUPE National Rep - Christal Hill

1. **Adoption of Agenda** – amend to add 2 Exec vacancies – Recording Secretary/Education Chair under #4(a) Business Arising, CUPE BC Reports under #10 New Business **M/S/C** Kim/Lyndsey – Approved as amended
2. **Equality Statement** – read by Jaimie Miller/Lyndsey Roberts/Kim Wallace
3. **Adoption of Minutes of April 24, 2025** – Jaimie was asked to clarify layoff Article 19 vs Article 34 **M/S/C** Lindsey Roberts/Sylvia Garcia - approved
4. **Business Arising from the Minutes**

- a. **Open Nominations for CUPE Local Executive (January 1, 2025- December 31, 2025)**
 - Recording Secretary – no nominations
 - Education Chair – no nominations
 - Job Evaluation Chair – no nominations
 - Sergeant at Arms (2 positions) – no nominations
 - Trustee (2 terms ending 2026 & 2027) - no nominations.Nominations remain open. [Find out more about open positions](#) – or join a committee!

5. **Executive Report (Jaimie Miller)** – work, life and member servicing has been very active. Attended CUPE BC Convention – reports to follow. Rec'd Nat'l Convention notice of date. The call will be in July. Because we don't have meetings in the summer, we are opening nominations at this meeting and will close at the next meeting. We will have our delegates ready for the Call. All hotels for the convention have been booked. Bargaining – analyzed Memorandums of Agreements, picked up software for graphic design for our newsletter. Middle of Audit with BDO Dunwoody. We have a number of grievances headed to arbitration. CUPE BC Convention – delegation from 2950. Big takeaway – Karen Ranalletta re-elected as CUPE BC President. It gave us a chance to meet with the 2 other CUPE locals on campus and put together an initiative for a Cost Share Campaign. CUPE will match what 3 Locals contribute and will provide professional communication. The purpose of the cost share campaign is to enhance our visibility and standing at the University. Looking forward to see what the National puts together for our cost share. Frans Van de Ven passed away shortly after the CUPE BC convention. He hasn't been well for a while. There's a memorial

service planned for July 12th. Considering how we can honour Frans at one of our events. We worked with him for 2 decades.

6. **Business Agent's Report (Ross Idler)** – Ross reported on 6 grievances related to Article 19 vs Article 34, 3 are put in abeyance (aside) and 3 have been advanced to arbitration. We agreed to an arbitrator. We feel changes were in the employer's control, the employer disagrees. The case will be in the hands of our respective councils. We have a case of layoff/unsuccessful bump. We read the language as the employee laid off should have an opportunity to show they can do the work within a period of familiarization. We have several accommodation cases, some have been successful and have returned to work. We have a couple of active respectful workplaces, outside mediation brought in by employer. Once interviews have been completed, evidence is gathered. It can take several weeks for them to come back with a report. In one case, the interviews are finalized, in the other, the interviews are just finishing up.
7. **Treasurer's Report (Andrew Kenny)** - good shape financially. Our regular annual audit has started with professional accountant BDO Dunwoody.
9. **Committee Chair Reports:**
 - a. Grievance (Jaimie Miller) – members laid off have bumping rights. It's not a fun process for either the bumper, bumpee, or department. It is an important right and provides job security for 2950 members. Recent incident the employer read one part of the clause and ignores the part where members need to be given an opportunity for them to prove they can do the job. Flextime and remote work denials – the employer is obligated to copy the union with the denial including meeting the 8 factors outlined in Article 28. Working through a grievance appeal, held hearing, still deliberating.
 - b. Communication – Anvi – purchased new software and looking forward to working with it.
 - c. H&S Chair – Jed – Jaimie shared we just had an Exec meeting and Jed reported all is good in Health and Safety land. H&S Day coming later this year.
 - d. Job Evaluation – Kim – JE has been fairly quiet. Reviewed a few classifications. Q. Does the union have any concerns about the performance reviews coming out? Workday student - was to make it more automated, AI to reduce staff. Does union have concerns? JE is one thing, performance evaluation is another. JE is to ensure your job and duties are reflected in your benchmark and match your pay. Performance evaluations are management tool, for management to see how you are doing. Akin to a "stay interview" as opposed to "exit interview" – what's working and what's not. AI – will it change the future, yes it will. How and when remains to be seen. Performance evaluations are non-disciplinary.
 - e. Lead Steward (Lyndsey Roberts) – attended first CUPE BC convention. A lot of heavy/important topics get covered. Great to hear different perspectives from different locals. Childcare accessibility hit home. Met our new National Rep, Crystal Hill. Attended and was sworn in as a delegate to the VDLC. CUPW has rally on May 31st right by the Central Brand Library (W. Georgia). All are welcome to attend. Rental vacancy control – VDLC engagement and housing committee. Short video supporting rental vacancy in BC. Steward Corner on Monday. New steward just took intro to stewarding
 - f. Contract Report – Kim Wallace – had meeting reviewed LoA's and LoU's to decide which to bring to the bargaining table. One more listening session beginning of June. Will start

collating all feedback and work on whether it's monetary vs non-monetary. Will bring proposals to GMM, hopefully September for members to ratify. We should have the mandate by September. Provincial making signs of an upcoming budget, which should include the mandate. Employer's not interested in bargaining without a mandate.

M/S/C Chloe Martin-Cabanne/Lyndsey Roberts

To approve all Executive reports

10. New Business

- a. **Open Nominations for CUPE National Convention** - 6 delegates. Jaimie attends as Acting President. Lyndsey nominated herself, Chloe nominated herself, Anvi Sethi nominated herself. Will close and vote at the June membership meeting. If we have more than 6 nominees we will hold a vote, otherwise delegates will be acclaimed.
- b. **CUPE BC Convention Report** - wrote report in May newsletter. Highlights – we have a new Treasurer, Tony Rebello, on CUPE BC Exec board as alternate VP for Metro delegation. Looking to engage members and get that grassroots movement so we can change government. Resolutions weren't as contentious as previous years. Plug – National Convention this year important, elections happening and we will see what we want for a National leadership.

M/S/C Lyndsey Roberts/Kim Wallace

To Adjourn

Meeting adjourned at 1:00 PM