

CUPE 2950 GENERAL MEMBERSHIP MEETING
MINUTES DRAFT September 25, 2025
12:00-2:00 pm
Online via Zoom

Call to order 12:05 pm

Territorial Acknowledgement

Equality Statement – read by Jaimie, Lyndsey, Chloe, Andrew

Roll Call of Officers Jaimie Miller President/Chair, Lyndsey Roberts Lead Steward, Andrew Kenny Treasurer, Jed Cheng H&S Chair,
Guests Ross Idler Business Agent, Deea Bailey, CUPE National Rep
Regrets: Kim Wallace, Anvi Sethi

1. Adoption of Agenda – M/S/C Jennifer Orme/Jed Cheng
2. Adoption of Minutes of June 26, 2025 M/S/C Lyndsey Roberts/Phillip Yu
3. Business Arising from the Minutes
 - a. Open Nominations for CUPE Local Executive (January 1, 2025- December 31, 2025)
 - Education Chair – Harley Jiang
 - Job Evaluation Chair – Philip Yu & Rahul Suresh. Philip Yu was elected.
 - Recording Secretary
 - Sergeant at Arms (2 positions)
 - Trustee (2 terms ending 2026 & 2027)

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

4. Executive Report (Jaimie Miller): September busy for everyone at UBC, has been both for Jaimie at work and in the union office. Theme for member servicing – employer choosing Article 34 layoff instead of Article 19. Article 19 gives more notice and more resources are available to union and members. Gives opportunity for parties to discuss alternatives. We would like to see Article 19 as the default, the employer would like to see Article 34 as default. The difference between 19 and 34 is when changes are in the university's control it's Article 19, when it's totally outside the university's control (eg. gov't cutbacks or removing program support its Article 34. We had 5 layoffs recently that are directly connected to Article 19 or part of the issue. We filed grievances and invoked arbitration on same issue earlier and these layoffs will be part of that grievance. Christy McGregor, our CUPE National Rep, has taken a new job, introduced our new rep; Deea Bailey. Although there were several layoffs recently, our numbers have remained relatively the same since last year. JSTP funding has run out. JSTP funds came from an arbitrator position that says the employer will maintain a professional fund that will support enhancing members employment opportunities. In past years there's been money left over, this year it ran out in August. In 1 week in August, \$100,000 was approved for almost 70 employees. More people applied and for more money each. Cost of education has gone up, members getting back to education after COVID. We don't review applications for funding, 100% in employer's pro-D office. We proposed language to have PD funding increased in every single round of bargaining and it will be in

this round too. Although, Collective Agreement says :“will be maintained at the current level” the employer has been increasing the funding. The PD fund money is not meant to replace the employer’s obligation to provide you with training to support you in your job. Bargaining – our contract committee met though the summer refining bargaining proposals (with rationale, comparators, philosophy). We assembled the proposals from grievances, what’s happening on campus and the members suggestions from the survey and listening sessions. We haven’t set dates yet, but we are in the process of that. CUPE National Convention – elected delegates attending in October. Staff Barbeque – Leslie and Jaimie staff the CUPE 2950 booth, spoke with a lot of members as well as many managers. The more managers we can reach out to the better. We also had swag. We participated in a cost share program with the 3 locals at UBC and CUPE National communication campaign. Included swag and promotional campaign. Billboards to advertise our local during bargaining. We got lanyards, key chains and pens as well as visuals. Opening nominations for the next Executive term 2026-2027 at the October membership meeting. EFAP cost \$1.15/mo. Greenshield (new provider) – staff feedback and utilization has been pretty good. Client satisfaction survey has been 95%. 25% of responses say their symptoms got better, which seems low but is actually good comparatively. Sitting down with ER after the Local ratifies proposals. ER available late October/early November. There’s no provincial mandate, other locals have met with employer not to commence bargaining but on more specific projects while they wait for the mandate. Cost share will include swag and bus shelter advertising during bargaining.

5. Business Agent’s Report (Ross Idler) – already heard about Article 19/34 – have several grievances on this issue. Arbitration dates set for April. Another grievance on focused on maternity leave (particularly when returning). We had a resolution on the SEB benefits for someone going on mat leave where the employer said they were not eligible for the top-up until they returned because they were in a term position. We resolved this without filing a grievance. This is preferable as there’s great value in keeping a relationship and open dialogue with employer. Various files supporting accommodations, respectful workplaces, discipline, flex and remote issues.
6. Treasurer’s Report (Andrew Kenny) – not much to report, the 2024 Audit completed by accountants, currently reviewing and will report. Everything looks good for the 2025 books and comparative to budget.
7. Committee Chair Reports
 - a. Grievance (Jaimie Miller) – already heard quite a bit in the Executive and Business Agent’s reports. We have some cases that will piggyback on the 2 cases we’ve booked for arbitration. The decision should have a blanket effect on similar grievances. Committee met 2 days ago and resolved all business to date.
 - b. Contract – JM – we have a good list of proposals (probably more than we’ll present}. Currently finalizing proposals, and watching what the PSEC does with the mandate. AI – we know it will affect our jobs, looking at protecting our work when implemented. In our listening sessions – common feedback was when can I get a raise. Good and reasonable question and high priority for our committee. Last round we got mandate and a little extra on the side. 1st offer to BCGEU was modest and they turned it down. Draft list of proposals will be put forward to the members for ratification at the next GMM.

- c. Communication (Anvi Sethi) – no report
- d. Education – no report.
- e. Health & Safety (Jed Cheng) – fire warden training yesterday. Whenever there's a fire 3 things to consider (1) is everyone okay, (2) what is the problem and how did it get started and (3) what is the solution. How does the fire move through a building? HVAC system, elevator vents as well as open doors and windows.
- f. Job Evaluation - No report
- f. Lead Steward (Lyndsey Roberts) – looking to borrow CUPE BC van for outreach to members, introduce our stewards and executive. Couple new stewards joined us. One took some steward training and one will be attending the weeklong stewarding course in Nanaimo. Flex and hybrid work removal – do members continue to work their former schedule while the issue is being challenged? No unless it affects your health or safety, you are obligated to work the shift the employer sets. Attending CUPE National, Lancaster Bargaining Conference and Human Rights Course in the next few months.

MOTION TO APPROVE EXECUTIVE REPORTS M/S/C Lyndsey Roberts/Philip Yu

Motion to Adjourn Lyndsey Roberts/Philip Yu - adjourned 1:30 PM