

CUPE 2950 GENERAL MEMBERSHIP MEETING
MINUTES November 27, 2025
12:00-2:00 pm
Online via Zoom

Jaimie outlined the importance of having both first and last name on your zoom link and that there are no duplicates.

Roll Call of Officers Jaimie Miller Acting President/Chair, Chloe Martin-Cabanne (President on leave), Lyndsey Roberts Lead Steward, Anvi, Harley, Jed, Philip, Andrew Kenny Treasurer, Guests Ross Idler Business Agent, Leslie Hodson, Sylvia Pootlass, Deea Bailey

Call to order 12:12 pm

Equality Statement read

Territorial Acknowledgement

1. Adoption of Agenda – amend to add #4 Under New Business - Exec position ending 2025 and Contract Committee Member-at-Large
M/S/C Brandon Nakasato/Alex Shirazian To adopt agenda as amended
2. Adoption of Minutes of October 30/25 – Chloe wanted to know why we went ahead on the acclamation of the Education Chair M/S/C Christina Needham/Jed Cheng
3. Business Arising from the Minutes
 - a. Nominations for the CUPE 2950 Contract Chair for the term January 1, 2024 to December 31, 2025 – Lyndsey Roberts - acclaimed
 - b. Jaimie described how the nominations will happen. Ross has been appointed as the Election Officer. Ross reminded everyone that this is an anonymous vote. We have 1 contested position for the Education Chair. Go through the nominations and deal with the single nominees therefore acclamations. Nominations for the CUPE 2950 Executive Committee for the term January 1, 2026 to December 31, 2027.
 - President – Chloe Martin-Cabanne - acclaimed
 - 1st Vice President – Grievance Chair – Jaimie Miller - acclaimed
 - 2nd Vice President – Contract Chair – Term ending December 31/27 – Lyndsey Roberts - acclaimed
 - Treasurer – Andrew Kenny - acclaimed
 - Lead Steward – Ritika Nandwani - acclaimed
 - Communications Chair – Anvi Seth - acclaimed
 - Diversity Committee Chair – Christina Needham - acclaimed
 - H&S Chair – Jed Cheng - acclaimed
 - Job Evaluation Chair - Philip Yu - acclaimed
 - Recording Secretary –Brandon Nakasato - acclaimed
 - 2 Sergeant-at-Arms – Owen Rowland-Fawcett & Kevin Veltheer - acclaimed
 - 3 Trustees
 - Ending 2026 – Alex Shirazian
 - Ending 2027 –Anna Brookes - acclaimed
 - Ending 2028 – no nominations

- Education Chair – Bailey Nicholson

- c. Open nomination for member-at-large on Contract Committee – Ritika Nandwani – acclaimed. We will work with Ritika to catch up as much as we can.

4. Executive Report – November busy with serving members, issues brought to us without being prompt by the employer. Meetings with the employer both as member representatives and Labour Relations. Bargaining – the members approved the concept proposals. We have put our entire proposals on the bargaining table. That becomes fixed once you've laid out the outline. Anything added must be by mutual agreement. Working through specific language within those concepts. We have signed some letters of agreement; the parties agree not to broadcast what is happening in bargaining. In terms of strategy, both parties address non-monetary items first. Carefully avoiding monetary items until the last stage. 3 of us on the bargaining team attended a bargaining conference hosted by Lancaster. Attendees and counsel are both union and non-union. Content is evidence and knowledge based (and can be revealing). We heard from a couple of people including UBC's HR Mike Viszoli. If the union or the employer makes a miss step or does something contrary to labour law, it's a mistake. The parties may seek a 3rd party (Legal Professional) to decide for the parties. The conference gives you an opportunity to hear from the Arbitrators. Our next bargaining session is coming Tuesday. We have proposals on the table we're actively discussing. #1 question from members is “when do I get a raise?” The answer is that is the last item we bargain for. The BCGEU has come closer to resolving their monetary items. They have gone through mediation with 2 notable arbitrators.
5. Business Agent's Report - (Ross Idler) – there's been a lot of servicing happening. Return to work – accommodations are coming up. Don't share detailed information about your medical condition with the employer. We there to ensure members are treated fairly, that it's above board and respectful process. Do see that from the employer's side. We have some respectful workplace issues (between members, between member and manager) that we're dealing with. The issues can be difficult and it's important to support members during this process to ensure the members are treated with respect. Issues around application of collective agreement – reclassifications we have a job evaluation committee working on those. They will reach out to the union office for reclassifications that are not straightforward
6. Treasurer Report (Andrew Kenny) – going through budget. Noted the line item for the Membership Appreciation was \$40,000 and we've gone over by about \$2,000. We have some more items to add to this line for the 2 recent events. We set the budget based on price list. This year we had a last-minute addition of burgers because we had more people wanting to attend.

7. COMMITTEE REPORTS
 - a. Grievance Committee – recently met on Nov. 18th to clear all business from the minutes including reviewing all grievances, forwarding some to arbitration. We do have a handful of grievances almost all centered around Articles 19 and 34. Article 19 is tech change; Article 34 is layoff. Article 19 – 3 months' notice, retraining and more options for placement/recall. Article 34 – 1 months' notice, limited options. Many of our active cases are tied to this in some way. Our date with the arbitrator is in April.

- b. Contract Committee – reported above
- c. Communication Committee – no report
- d. Education Committee – no report
- e. H&S Committee – no report
- f. Job Evaluation Committee (Philip) – going through backlog, triage them to go through appeal requests first, then requests to review potential reclassification request. Cleared one and moved one to our Business Agent Ross. Waiting to hear back from a few people. We are also looking to recruit new members to the committee. Looking at training from CUPE National in the New Year so good time to join.
- g. Lead Steward – Lyndsey – attended Lancaster training, busy with bargaining. Shout out to Kim Wallace to had to leave the committee recently got us to where we're at today. Thank you, Kim, for all the prep work to get us to a good place to commence bargaining. Grateful to the whole team.

Reminder of upcoming Int'l Women's Day Dinner on March 8th.

Motion to Adjourn Brandon Nakasato/Elena Pederson - adjourned 1:35 PM