

CUPE Local 2950 General Members Meeting

May 28, 2026 on Zoom
Minutes

Meeting called to order at 12:00PM

Roll Call

Chloe Martin-Cabanne (President), Jaimie Miller (1st VP/Grievance Chair), Lyndsey Roberts (2nd VP Contract Chair), Andrew Kenny (Treasurer), Jed Cheng (H & S Chair), Philip Yu (Job Evaluation Chair), Tina Needham (Diversity Chair), Kevin Veltheer (Sergeant-at-Arms),
Guests (3): Deea Bailey (CUPE National), Ross Idler (Business Agent), Leslie Hodson (Admin/Recording Secretary)

Equality Statement

Territorial Acknowledgement

1. **Adoption of Agenda** - Amend to add Recording Secretary *M/S/C Motion approved as amended*
2. **Adoption of April 23, 2026 Minutes** - *M/S/C To adopt minutes of April 23/26*
3. **Business Arising (from the minutes)**
 - a. Opened nominations for Local Executive
 1. Recording Secretary – No nominations
 2. Chair, Communications Committee – No nominations.
 3. Lead Steward – No nominations.
 4. Trustee (1 term position, ending 2028) – No nominations.
4. **Executive Report (Chloe):** I'm happy to be back serving as your President following parental leave. I love being a mum, but there is something energizing about resuming the work of our union. It has been a busy few weeks as I catch up on the significant activity that our Local has been engaged in. This includes collective bargaining, committee work, attending conventions and events, and of course, member representation.

We had eight members of our local attend CUPE BC Convention, which provided us with a valuable opportunity to exchange information with members of other locals. There were many resolutions and priorities heard over the week, and the highlights are shared in our Convention reports.

Bargaining is a central priority for our members and our local leadership. Our contract committee has been meeting with the employer as frequently as possible to advance the bargaining priorities that our members brought to us over the last term. We recognize that members are feeling financial pressures and are looking forward to wage increases. Building an active and informed membership remains essential to the strength of our union in responding to the needs of our members. The work of activists on committees strengthens our Local's accountability to our membership.-A lot of the work that our local is engaged in right now is member representation. We trained up a number of new stewards in April and are in the process of having them shadow investigations and member servicing calls.

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I had the opportunity to attend the Canadian Labour Congress Convention in Winnipeg as 1st Vice President of the VDLC. It was an excellent opportunity to meet activists from diverse unions across the country and hear about their priorities for working people through resolutions. Throughout the Convention, we heard from guest panelists and keynotes and then voted on action plans that set our strategic priorities for the next three-year term. There was a rally where 2,000 people took the streets and stood in solidarity for the wages and working conditions that we deserve.

The May VDLC meeting had over 100 people in attendance, and we voted to endorse William Azaroff of OneCity for the next mayor of Vancouver. The municipal elections are coming up on October 17, 2026 and we workers need to elect politicians who will stand up for funding to public services, transparency, and housing affordability.

I am very happy to return to active Presidential duties during this busy spring. I cannot thank, our office staff; Ross Idler, Leslie Hodson and Sylvia Pootlass, Executive Board and Stewards, enough for their hard work over the past 18 months-

M/S/C to adopt report

5. **Business Agent's Report (Ross):** We have a full roster of files being managed and some emerging issues keep coming in that we are on top of. Dates for second Arbitration April 2027. Using same legal representation who managed recent arbitration. Multiple return to work files – making sure plan is followed and members supported, not too demanding in terms of expectations. Positive but difficult transition when someone has been off on extended medical leave. We have experience in dealing with these files, know what's appropriate. Number of outstanding grievances, final conversation to reach settlement is we agree to disagree, will also go to third party, less complicated, arose from individual but affects the whole bargaining unit.

Question from floor on Tech Change – Article 19 is Technological (and other changes) – important for job security when the Employer has a different interpretation than ours. We want it sorted so that both parties have an understanding of the arbitrator's view of the article re: when Article 19 applies vs. Article 34. Just finished arbitration second week of April and are hoping for decision in June.

M/S/C to adopt report

6. **Treasurer's Report (Andrew):** Shared April 26 income statement and reported on expenditures, no extraordinary or unexpected costs. Higher than normal expenditures included: CUPE BC Convention in April (8 delegates book-offs/hotel/travel/per diem expenses. Course fees – 2 members attended week-long school and for training 18 new stewards. Interest Service charges – line is being adjusted due to incorrect entries. Office Supplies – laptop purchase (accrued from 2025 to be adjusted). Contract Committee higher than normal but expected in a bargaining year. Legal Fees 38% of budget, due to the recent arbitration (including preparation).

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7. Committee Chair Reports

- a. **Grievance (Jaimie)** – Committee met on 19th of May and resolved all business to that date. Some of the themes include a couple of new grievances being filed (in draft state) and number of grievances in holding pattern 80% of our grievances are waiting for the recent arbitration decision. Couple of RTW processes in play. During member servicing discovered a member being called in on their vacation and stat holidays to do a little bit of work. Minimum hours would apply and it would be overtime. Where there is a union bookoff (the union pays for members doing union business) – we both fortunately agreed by parties many decades ago. Arrangement with ER that member can be booked off for example for a grievance committee, those hours are paid by union. We’ve been notified that the process has changed for administrative streamlining and are working with the employer to resolve.
- b. **Contract (Lyndsey)** – bargaining is moving along, heard from a lot of members excited and anticipating new agreement. Working to get a fair agreement for everyone. Caucus on May 25 for preparation of bargaining meeting May 29. Have meetings with the Employer on Jun 12, 15 & 16. Hopeful to get a deal before the summer vacations, so we don’t have to wait to September but will not do it for the sake of settling early. We’re not going to say yes to any deal, needs to be good for our members. Now prepared to address monetary. Interesting to see what the ER’s thoughts are on our monetary proposals.
- c. **Communications** – No report
- d. **Diversity (Christina)** – Tina reported that she’s registered for some education coming up in June: Anti Harassment, Bystander training and Discrimination training
- e. **Education (Bailey)** – No report
- f. **Health & Safety (Jed)** – No report
- g. **Job Evaluation (Philip)** – reviewing Library benchmark changes, that has taken 2 years to complete. We’ve sent several questions that have yet to be responded to. Looking for new members, flyer in latest union announcement.
- h. **Lead Steward** – No report

M/S/C to adopt reports

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8. New Business

a. CUPE BC Convention Reports

Jaimie – standard conference proceedings, action packed with business on the conference floor. Useful conversations with members from other locals, key to make contacts. CUPE 116 – union representing trades (3000 including part-time). Winding up their bargaining process, critical to meet with them in person to discuss details. Good and useful discussion with CUPE BC President, Karen Ranalletta, and got opportunity to meet with their staff. 1 of 3 meetings. Had the not-so-great pleasure of watching the Oilers game.

Lyndsey – second convention, themes included chronic underfunding of post-secondary education, lot of reliance on International student fees, crippling their funding. Right to a Safe Workplace – part of the violence in K-12 as there's no regulation for Education Assistants. 3 months training for kids with high needs, terrible ratio of assistant to students, no support for these people. See order of the day, see resolutions lots of debates or stories on resolutions. Lots of attention to municipal elections – school board, better funded community centres, affordable housing all very important and the best way to get involved in elections. CUPE supporting locals to support members on strike. Money not increased for locals. Seamless Childcare (before and after care for children in school) using existing infrastructure and educational assistants. When we fight we win!

9. Good and Welfare

- a. Leslie reminded members that they are all stewards of the union. It's up to you to ensure the employer is not violating the agreement. It's up to you to ensure that the managers are not abusing their authority or doing union work (when managers are doing our work, it takes away from our opportunities for advancement within the union).
- b. GVRDEU is on a rotating strike. If you see a picket line, don't cross it. Call your employer and let them know there's a picket line in front of your workplace and you have been told not to cross it, then let the union know.

Meeting adjourned at **1:04PM**

Next General Members Meeting: **June 25, 2026**