



GENERAL MEMBERSHIP MEETING

Thursday, January 23, 2020

Young 300 LANS; 5:00pm

Minutes

*CUPE 2081 acknowledges the traditional territories of the
Lkwungen & WSANEC peoples*

Call to Order

Keith Todd, President, called the meeting to order at 5:00pm and acknowledged the traditional territories on which the meeting is being held. There were 17 members in attendance.

1. Roll Call of Officers

President	Keith Todd	present
Vice-President	Shane Johnson	present
Secretary-Treasurer	Petty Wong	present
Recording Secretary	Michel Turcotte	excused
Chief Shop Steward/Office Coordinator	Erynne Grant	present
Correspondence Secretary	Kelly Speak	present
Education Coordinator	Shelley Butler	present
Interurban Campus Steward	Jesse Scott	present
Lansdowne Campus Steward	Naji Yazdi	absent
Communications Officer	Roseanne Harvey	present
Health & Safety Coordinator	April Atkins	present
Job Evaluation Coordinator	Milo Anstey	present
Member-at-Large	Mellissa Davidson	present
Member-at-Large	Ranbir Prihar	present
Student Society Sub-Local Representative	Mike Glover	excused

2. Reading of the Equality Statement

Keith Todd, President, read the CUPE Equality Statement to the assembled members

3. Approval of Minutes of Previous Meeting

The time of the November 21, 2019 meeting was corrected to 12:30-1:30pm

MSC: To approve the November 21, 2019 General Membership Meeting minutes

4. Business Arising from the Minutes

There was no business arising from the previous minutes

5. Secretary-Treasurer Report

Petty Wong, Secretary-Treasurer, reported that office figures are still being finalized. The Local is under budget for the 2019 budget year. Education spending is controlled but will be more of a focus on education in 2020.

673 CUPE members as of December 2019. Of note, the Local gained 164 new members in 2019. Petty concluded her report by noting that term deposits holding reinvesting until bargaining.

Keith thanked Petty for her work on the budget and pointed out that the membership count might be highest yet. Total is from dues collected as well as grievance settlements when the union seeks financial resolve.

April had a question about stats on how many members per campus for WorkSafe BC request. Keith said the employer has a responsibility to provide this information to WorkSafe BC and encouraged her to reach out to the admin support of JOSH committee.

A member had a question about how many term vs regular members currently work at the college. Petty recommended that the member make an appointment with her to look more closely at the data.

MSC: to approve the Secretary-Treasurer's report.

2020 Budget Report

Petty Wong also presented the budget for 2020, with useful info and discussion. Her projection for dues planning this year is conservative. Her estimates aim to cover expenses but she doesn't want to over-projects. The Local isn't a business and all savings goes back into the bank account. The Local is healthy and expecting another good year.

MSC: to approve the 2020 Budget

6. Correspondence Report

Kelly Speak, Correspondence Secretary, reported that recent correspondence includes emails, thank you notes for scholarships, and a donation request for International Women's Day. There is also a pending renewal for membership to CALM.

MSC: to approve the Correspondence report.

7. Chief Shop Steward/Office Coordinator Report

Erynne Grant, Labour Relations Officer, presented a verbal report from the office. 2020 started off with three open files, which is a disappointing way to start the year. A potential grievance has been resolved, while two remain unresolved.

In the union office, old documents continue to be cleared out of the space. A storage unit has been ready for boxes – this will help organize the files and prepare the documents for scanning. We still need to go through each file, prior to scanning to remove mass duplication of correspondence emails, etc. This is a long-term technology project still in process.

MSC: to approve the Chief Shop Steward/Office Coordinator report.

8. Education Report

Shelley Butler, Education Coordinator, presented a graph of 2019 Staff Development (SD) fund activities and reported that the fund is trending in a healthy manner. Half of the SD applications are for recreation. Overall, the amount of dollars reimbursed to members is lower but recreation use remains high.

Surplus is \$99,000, not \$60,000 as noted in report. Shelley wants a healthy carry-over to build the fund back up, and will continue working toward this in 2020.

Shelley has also organized a retirement seminar May 7-9, 2020 on Interurban campus in Campus Centre 124. Kelly Speak is helping to organize the seminar, which will be facilitated by CUPE BC and Municipal Pension Plan. Food is covered by in-house portion of SD fund. Meals for members, will communicate with union office regarding registration. The office requires Shelley and Kelly to draft a CUPE-ALL for distribution.

There were a number of questions from members about the SD fund. One member noted that the processing of SD applications slow via Finance – can the information coming from the SD Committee for reimbursement be faster? Shelley responded that she’s been advocating for a faster administrative timeline for awhile. CUPE doesn’t control the workflow nor direct our members who perform the work. Ongoing challenge but aware of concerns.

Another member asked if there are statistics on how many members use SD funds and for what activities. Shelley responded that HR keeps those stats. CUPE doesn’t want to pit member against member in terms of value of activity, hence why that information is not made public. Reminder that the fund is a shared benefit not an individual benefit. Keith reminded members that information about the fund is an article in our Collective Agreement. Members have access to more money than an individual member contributes in a year.

A member commented on the importance of the retirement seminar and expressed appreciation for the college for supporting members’ time off to attend.

MSC: to approve the Education report.

9. Reports of Committees and Delegates

Occupational Health and Safety

April Atkins present a verbal report OHS report. WorkSafe did a spot check on First Aid attendants. Ben Richman from WorkSafe was incredible and very helpful in assisting the CUPE OHS rep.

The spot check brought up several areas of concern:

1. Contact info needs to be better accessible on the internet
2. Meeting minutes not up to date and posted to website
3. OHS coordinator (CUPE position) has not filled since post resignation in December

April reminded us that members who wish to join the OHS committee are welcome, and the committee is also looking for a young worker to join.

JAJEC

Milo Anstey, Job Evaluation Coordinator, reported that there hasn't been a JAJEC meeting in a while. The December meeting was cancelled by the college's rep to committee and the January meeting was rescheduled due to snow. Last meeting went well but there is more work to be done.

Tentative process review for April 2020. CUPE has been asking for a process review to better address timelines and share information for over a year. CUPE Committee reps not receiving information from Employer rep in a reasonable time frame. Challenges remain but optimistic.

Communications

Roseanne Harvey, Communications Officer, officially launched the new issue of Pressure Point, which has been four years in the making. She's aiming for three issues in 2020, and is always looking for story ideas and themes. The new issue will be distributed to lunch rooms in buildings on both campuses and posted online.

CUPE BC Colleges Committee

Three main areas were reported by the committee rep:

1. Governance
2. Contact with our board member is good, recommend more colleges stay in contact with CUPE rep to their board.
3. When board members retire, they're noted by the Board Resourcing Office. Apply and you can be appointed by the BRO. Encouraging citizens to put their names forward.

JEIP Committee

The committee rep reported that the committee is working well to provide services to help and support people when they are returning to work. The rep remind members that it can be stressful for members when returning from medical leaves, and asked that members be kind and don't judge.

MSC: to approve all reports from committees and delegates.

10. Unfinished Business: Bargaining Update

Keith and Erynne reported that the bargaining team has been part of 12 days of bargaining so far, with more dates scheduled in February. The work is slow but important. Focus is on Service Enhancement Money (SIA): triggers to access money, which the union is finding unacceptable. SIA is government money to enhance benefits within the Collective Agreement, overall an improvement.

In the provincial bargaining line, we are ahead of other colleges so we are not in a rush. The team is committed to getting a good and fair deal for our membership. Updates will continue.

11. New Business

Amendment to agenda item 11.1: to correct estimated costs for the CUPE BC Convention. The costs were taken from the 2019 Convention held in Victoria, but the 2020 Convention will be in Vancouver, which increases the costs.

MSC: to change estimated costs of sending members to the CUPE BC Convention from \$5000 to \$8000.

- 11.1 Motion: send up to six members to the *57th Annual CUPE BC Convention*, April 22 - 25, 2020 in Vancouver, B.C., at an estimated cost of \$8,000.
MSC: to send six members to *57th Annual CUPE BC Convention*: Keith Todd, Shane Johnson, Petty Wong, Erynne Grant, Roseanne Harvey, April Atkins
- 11.2 Motion: send two members to the *29th Constitutional Convention of Canadian Labour Congress*, May 4 - 8, 2020 in Vancouver, B.C., at an estimated cost of \$5,000.
MSC: to send two members to the *29th Constitutional Convention of Canadian Labour Congress*: Erynne Grant, designate
- Discussion: the union has received a request for a \$250 donation to an International Women's Day event on campus. The member requesting donation didn't attend meeting to motivate request. Motion to table for discussion at the general meeting in February to allow the member opportunity to bring forward her request for a vote by membership.

12. Good of the Union

- A member expressed a personal thank you on behalf of her sons who received CUPE scholarships. The Communications Officer asked for permission to post the thank you letters without names on CUPE 2081 website; permission granted.
- General thank you to the Facilities crew for their work during the snow days in January. They even dug out a member's car when it was left in the parking lot overnight for safety reasons. The member expressed appreciation of Facilities' help and thoughtfulness.
- A member expressed a thank you for flowers from Comfort Committee.

13. Adjournment

MSC: to adjourn the meeting at 7:00pm.

Next meeting: February 27, time and room TBA.