



CUPE4163

2024 Semi-Annual General Meeting Minutes

October 30, 2024

2:30 PM

MAC D 288

1. Welcome, Equality Statement, Territorial Acknowledgment, and

Meeting called to order at 2:38 P.M.

2. Roll Call of Officers and Staff

President: **Greg Melnechuk**

Treasurer: **Paul Emme**

Recording Officer: **Sarah Obee**

Equity Vice President: **Angie Reamer**

Communications Rep: **Şansal Gümüşpala**

Vice-Presidents

(C1): **Sharan Gopalan**

(C2) ~~Hailey Vanderhaeghe~~

(C3) **Brock MacLeod**

Members at Large

(C1): **Stephanie Erickson**

(C2) Vacant

(C3) **Matthew Koch**

Staff: **Melissa Pritchard**, Member Advocate

3. Approval of Agenda

Moved/Seconded/Carried 2:44 P.M.

4. Adoption of Minutes of AGM April 2, 2024

Moved/Seconded/Carried 2:44 P.M.

5. Matters Arising from the Minutes

N/A

6. President & Vice-Presidents' Reports

President – **Greg Melnechuk**

- 4163 in transition period; lot of changes since 1998, notably streamlining of executive
- New positions: Communications Officer, Equity VP
- July: LOA with university – pay for members to attend university committee meetings
- Current issue with union certification – if sessional lecturer is PEA member, no longer covered by us even if they are doing sessional work; working to fix this
- CUPE convention summary; trying to convince people that climate change is a workers' issue
- Bargaining in six months; NDP government helps, but president not optimistic about wage increases
- New year prep: surveys, grievances from past few years, working with stewards
- This year increasing the responsibilities of departmental stewards
- Labour organizing drive is ongoing; waiting for news out of UBC
- BC Universities Committee last met in September; focus on workload and overwork; need to bring in people who are working for universities via private companies, anti-privatization committee; discussion of corporatization and bureaucratization of universities, management and executive bloat; training on how to read and understand university budgets, potential of making that into online, Canada-wide seminars
- CUPE Post-Secondary Task Force met last week; campaign around post-secondary maintenance deficit
- Plans for online CUPE National Post-Secondary Town Hall
- Lobbying CUPE National to get translations of basics of belonging to a university union

Component 1 VP – **Sharan Gopalan**

- Started a Slack channel to boost steward communication; hoping to extend this to TAs in the future as well
- Comp 1 Hardship Fund: all funds allocated, 100 TAs received \$150 on their ONECard; program has ended
- TA Steward training beginning in November
- Academic Income Supplement will be more equitably distributed starting in January
- Hours reduction in the English department – union is in discussion with the Faculty of Humanities
- A lot of new TAs have signed up & 120 RAs signed up as a result of orientations
- Happy Hour at Grad House every week or every other week to provide direct line of communication with grad students
- Doubled number of stewards this year compared to last year

Component 2 VP – Hailey Vanderhaeghe

- STUDENT STAFF:
 - Issues re: workplace safety (crowds, parties), pay issues, student staff positions have unique challenge of living in res buildings
 - A lot of supervisory staff above the student staff; need to make sure they are using the same understanding of the collective agreement that the union uses
 - Regular labour management committee meetings with the employer
 - Network of stewards who meet approx. every 6-8 weeks
- SECOND LANGUAGE INSTRUCTORS:
 - ELC not fully recovered from pandemic, further hit by federal government's attack on/scapegoating of international students BUT doing relatively okay compared to rest of Canadian ESL departments
 - Past two years, regular instructors on pilot project to be truly full-time but administration has cancelled it; 13-14 people about 6% wage cut as of January 1st

Component 3 VP – Brock MacLeod

- Work being done to move money related to LOA; money related to student accommodations; boosting the sick leave fund for continuing sessionals; increases to Pro-D funds
- Ongoing conversation with HR re: article 2406 – extra pay when students defer exams; university has agreed to pay but members are nervous about asking for it
- Negotiated voluntary severance system for people who were threatened with redundancy

Equity VP – Angie Reamer

- Past 6 months building campus/community networks, direct involvement from CUPE National Equity VP
- Currently providing English Conversation Classes for immigrants
- Two sub-committees: one has developed Mentee Resource Guide; report on accessibility of union web site; members working on inclusive language in Collective Agreement
- Coffee Social next term to connect with members

Motion to approve president's and vice presidents' reports: Moved/Seconded/Carried 4:04 P.M.

7. New Business

N/A

8. Treasurer's Report

- 2023-24 Budget Report **Motion to approve Treasurer's report: M/S/C 3:13 P.M.**
 - Hospitality budget sizeable because haven't been holding component social events recently, but going into bargaining it's good to have the money
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- 2024-25 Proposed Budget **Motion to approve proposed 2024-25 budget: M/S/C 3:19 P.M.**
 - On paper we are running a deficit this year, but is not an actual deficit
 - Budgeting income for a 3% wage increase but there have been job losses in Comp 3 and wage losses in Comp 2; bump coming from AIS dues
 - Trying to send more people to conventions and conferences, partly for education, partly because that's where decisions are made about how the union is run
 - Budgeting more for the Defense Fund because we are heading into bargaining this year

9. Trustees' Report

- As read
- **Motion to approve Trustees' report: M/S/C 4:06 P.M.**

10. Bylaw Amendments

Amendments as attached

1. *Bylaw 6 (1) Duties of the Officers* **Change the President's term of office from one to two years. M/S/C 3:26 P.M.**
2. *Bylaw 11 (5) Executive honoraria* **Change Executive honoraria amount and update bylaw. M/S/C 3:30 P.M.**

3. *Bylaw 1(2) (Interpretation and Definitions)* **Change the definition of “Department.”** M/S/C 3:31 P.M.
4. *Bylaw 8 (Departmental Stewards)* **Revise and update the Stewards bylaw.** M/S/C 3:36 P.M.
5. *Bylaw 10 (Nomination Election and Installation of Officers)* **Expand upon and clarify by-election rules.** M/S/C 3:38 P.M.
6. *Bylaw 11 (6) (Finances - Per Diems and Travel Expenses)* **Update the Per Diems and Travel Expenses bylaw to provide direction around flights.** M/S/C 3:41 P.M.
7. *Bylaw 11 (4) (d) (Finances-Strike Support Donations)* **Provide detail and direction around strike support donations.** M/S/C 3:43 P.M.
8. *Bylaw 11 (Finances)* **Add Bargaining Team Compensation to the bylaws.** M/S/C 3:51 P.M.
Amendment to the Amendment: use wording “will receive pro-rated bargaining pay” M/S/C 3:49 P.M.
9. *Bylaw 10 (Nomination Election and Installation of Officers)* **Revise Bylaw 10’s heading.** M/S/C 3:51 P.M.

11. Social Justice Fund

Nominees:

1. **The Other Guise Theatre Society** *nominated by Matthew Payne, Sessional Lecturer, Theatre*
2. **UVic Society for Students with a Disability (SSD)** *nominated by Marissa Donaldson, Teaching Assistant, Educational Psychology and Leadership Studies*
 - One minute speeches
 - As per Bylaw 11 (4) b.v, there is no need for a vote. Social Justice Fund goes to both.

12. Staff Report

- As circulated
- **Motion to accept Staff Report as circulated**

13. Good of the Union

N/A

14. Adjournment of Meeting

Moved/Seconded/Carried at 4:12 P.M.