

CUPE 3287

End of Term Membership Meeting

April 5, 2024, 3:30pm

Health Sciences 1B11 & via Zoom

Present: W. Buschert, J. Klassen, J. Zorbas, E. Arvanitis-Zorbas, P. Bulas, S. Stavrou, M Burles, L. Chang, S. Brazier-Thompson, L. Ehrlich, D. Beaulier, C. Burlingham, P. Ahiahonu; D. Puto, E. Schan (CUPE National)

1. Acknowledgement of Indigenous Territory

2. Adoption of the agenda: J. Zorbas moves; J. Klassen seconds; adopted.

3. Roll Call of Officers

4. Reading of the Equality Statement: Read by W. Buschert.

5. Motion: Acceptance of New Members: W. Buschert moves; J. Klassen seconds; new members accepted.

6. Adoption of Minutes: E. Arvanitis-Zorbas moves to adopt the minutes of the Members Meeting on September 22, 2023; J. Zorbas seconds; adopted. E. Arvanitis-Zorbas moves to adopt the minutes of the AGM of Dec 1, 2023; L. Ehrlich seconds; adopted.

7. Matters Arising from the Minutes: There is still one MAL position open after the AGM. The Executive Board donated \$200 to CUPE 1490 Black River-Matheson, \$200 to CUPE 2614, Port of Quebec, and \$200 to CUPE 2815, Vidéotron Ltée which requested donations in December because they were locked out.

8. Secretary-Treasurer's Report: J. Zorbas shows the account ledger on the screen and gives his report. New bylaw changes allow e-transfers and will be dealt with by the Executive Board in the spring. **Motion to accept the Secretary-Treasurer's Report:** J. Zorbas moves; P. Ahiahonu seconds; carried.

9. News & Communications Officer's Report: P. Bulas reports that the newest issue of the newsletter is out. Art and Art History is having a show downtown, the last day of the show is tomorrow. Safe instructional survey results are on the website. He will be attending the CALM conference at the beginning of June. If anyone wants to contribute anything to the newsletter let him know. **Motion to accept the News & Communications Report:** P. Bulas moves; J. Klassen seconds; carried.

10. Correspondence & Communications:

a) May Day celebration by SLDC is being held on May 2, 2024. Advance tickets are \$35 or \$45 at the door. Our Local sent a \$300 donation to support their cause.

b) National Day of Mourning is on April 28, 2024, starting at 11:00am at City Hall.

c) CUPE National has regional trial panels which deal with disputes within a local. They are looking for people to serve on short notice. The term is 2 years, they provide training. Application deadline is April 26, 2024.

d) Appeal from CUPE National, regarding CUPE 3903: 3,000 members at York University are currently on strike. They are workers very much like our members. Discussion among the members. **Money Motion [001-2024]:** “That CUPE 3287 provide financial support in the amount of \$400 to CUPE 3903, who are currently on strike”. W. Buschert moves; J. Zorbas seconds; carried unanimously.

11. Executive Committee Report

W. Buschert explains when ASPA was transferred to our Local in 2020, those members took a large pay cut. ASPA grieved, went to arbitration, and the award came out in May 2023. It was held that there was a violation of the collective agreement and the award stated that the aggrieved members are to receive restitution and be reinstating them back into ASPA. The Employer sought judicial review of the arbitrator’s award. On February 28, 2024, the Employer’s case was dismissed. The ASPA members will enter into negotiations with the Employer, and it most likely will not proceed until fall 2024. Final resolution of this matter is unlikely to occur within the next year. The arbitrator’s award was very clear and has been posted on the ASPA website. Most likely our Local will lose these members but they will be better off financially under ASPA.

a. State of the Academic Participation/Professional Development/Tuition Waiver Fund: Article 3303 of our Collective Agreement dictates that the Employer provides us with \$45,000 per year for the fund. In the last round of negotiations there was no increase in the amount that goes into the fund. The number of applications for the fund have consistently exceeded what is available in the fund over the last few years. The Local contacted the Employer, the Employer has agreed to give the entire \$45,000 on May 1, 2024, not monthly as had previously been done. This allowed the Local to fully fund all AP/PD applications for Winter 2024 and with respect to Tuition Waivers, they were able to pay out half of the value of all of them. The problem is that only \$32,000 is now left for Fall 2024 and Winter 2025. The Local has asked the Employer to increase the fund to \$60,000 and the Employer said this was reasonable request. But has not said if they will increase it. If it is not increased, the Local must decide how the fund will be distributed for Fall 2024 and Winter 2025.

b. Tuition Waiver Overpayment Situation: W. Buschert explains that in Winter 2023, 14 members were approved and were given notice that they were receiving an \$800 payment in tuition waivers. The Employer was also notified of this amount and which members were eligible. In July 2023, the members were paid twice the amount (an extra \$800 each) by the Employer than they were eligible to receive for their approved tuition waiver payment. The Employer later discovered the error and asked each member to repay the extra \$800 by the end of the month. The Local stepped in and asked the Employer to forgive this as this overpayment was entirely the Employer’s fault. The Employer refused to forgive the overpayment but the Local was able to negotiate that each member that received an extra \$800 would only need to pay back \$400 of it. The Employer also agreed that the hold on the members accounts would not be applied.

c. Safe Instructional Spaces Survey & Developments: J. Klassen reports that a number of our members have dealt with abusive incidents by students. This appears to be a rising trend on campus. The survey was anonymous, we had 77 people participate. The results were published on

the Local's webpage to inform our members, and to bring this to the Employer's attention, and create a better policy and procedures to deal with abusive behaviour from students in the future. Approximately 45% of respondents have dealt with abusive behaviour, mostly in the SLEQ's but also through email and in the physical classroom. An upcoming meeting will occur between members from our Local, USFA and HR to address instructor evaluations. In most cases, no formal complaints were ever filed. While there are discrimination and harassment policies our members encounter a lot of barriers as the victim has a huge burden of proof and the procedures are quite lengthy. While our survey results were similar to the ones that were received by USFA, what was unique to ours was that we had a higher response rate to degradation or questioning of expertise. J. Klassen met with HR, in order to table some suggestions for the Employer, and improve the situation for instructors to be free from harm. He will be following up with those who provided their contact information on the survey in the near future. The Local is attempting to encourage the Employer to have all of the information available in one place that can easily be accessed by members if they ever encounter any harassment as currently it is difficult to find.

Motion to adopt the Executive Committee Report: W. Buschert moves; L. Chang seconds; carried.

12. By-Election: Member at Large, 1 position (to December 2024): J. Zorbas nominates Clay Burlingham. Clay Burlingham accepts the nomination. 3 calls for other nominations. None. Clay Burlingham is elected by acclamation.

13. New Business: L. Chang asks about STF. There has not been any coordination of support between CUPE and STF. If that changes, the members will be notified.

14. Adjournment: J. Zorbas