

CUPE 2950 Report Template:

Member Name: Lisa Hoang

Date(s): April 24-27, 2024

Event Day(s) 1-4

Event: convention business

Session: **all day** / morning / afternoon / evening

Topic or Issue: resolutions

Facilitator(s): Resolutions Committee

Short hand legend:

Resolution: rsln; human rights: HR;

Q1. What are the main points and concerns for the topic or issue?

Rsln 30, 31: Lobby the provincial government to complete the post-secondary funding review and commit to a meaningful increase in public funding to B.C.'s post-secondary system.

- Public post-secondary education has been strategically underfunded for forty years which created a venue for privatization of public education by tapping into international education and the over-reliance of funding has backfired when government policies implemented international student cap (drastic decline in international revenue: rapid inflation and decades of underfunding has finally led to layoffs, service cuts, program reductions from new changes that heavily relied on international student revenue)

Rsln: 35: create a library-specific bargaining guide, covering topics that help with bargaining

- Topics include: violence in the workplace, public incidents, third-party sexual harassment, artificial intelligence and automation, and including advice on bargaining with other unions at the same site and in the sector.

Rsln 20 – person's with disabilities: accessible transportation

- Update visible signage, automated voice messaging, large print signs for priority accessibility seating
- Collaborate with organizations to determine how to improve priority seating, remove barriers for people that need priority seating

Rsln 60 – increasing CPP (Canadian Pension Plan) but emphasizing a well structured, researched and in-depth analysis of the CPP.

Q2. Why is this topic or issue important for my local union, CUPE 2950 and/or workplace at UBC?

- Important because as PSEC in higher Ed, there is an importance to create guides covering topics for violence in the workplace, public incidents, 3<sup>rd</sup> party harassment. Public workers (especially our members that work at high education libraries, often deal with physical violence, physical and verbal harassment and overdose in library spaces and throughout campus to which many are not trained to deal with. It is more important than ever to have proper and updated resources on navigating these issues. That way, our members have safe work places to be in without fearing for their lives at work which helps with their mental health. Resources and toolkit on topics such as admin automation, AI, etc. Is needed to protect our jobs on campus. The resources will also alleviate not just our local but other higher education locals that are facing the same situation and with the resources,

this will help our local fill gaps in collective agreements which makes our CA language stronger

- Over reliance of provincial union—as we are approaching bargaining in 2025 (we are reaching ½ year point of 2024), there will be a lot of unions in the upcoming time (near end of 2024) and ongoing in 2025 for varying locals to back into bargaining and there is a possibility of having multiple strikes from different locals that may most likely exhaust the defence/strike fund (depending on the government we are voting for so there is more uncertainties). As our own union, we also need to take responsibility in the event there is a strike and it is important to financially grow a defence/strike fund to protect ourselves in the worst case scenario for a lengthy time as it is a trend for employers to push back and speak against and shame unions at strategic points in the media to build allyship and sympathy from non-union members and families.
- There needs to be an equitable CPP plan. Inflation in all aspects (food, electricity, utilities, rent, mortgage, gas) have risen uncontrollably compared to wages. Our members deserve to retire with dignity and with current CPP, it is not enough to get by in Vancouver and British Columbia making it impossible for people to retire.
- Not all disabilities are visible, updating signage in strategic spaces and promoting priority seating on public transit builds allyship and understanding for those that need to ask to use priority accessible seating; intergenerational usage on public transportation to and fro on campus allows everyone to get to their destinations safely without facing barriers, judgement and with dignity

#### Racialized Workers Caucus:

- People of color need to be in unity—there is a continuum issue of hating and pitting against each other instead of building solidarity with one another for improving safe work environments and having leadership that is genuinely representative for racialized workers to make progressive change

Persons with Disabilities Caucus: HandyDART underfunding and transitioning to privatization; the importance of requesting feedback and providing feedback on experiences that PWD go through (i.e. convention facilities, hotel room facilities, work spaces, etc).

- The importance of speaking up and self advocating yourself: initiate conversations to speak up on what is working at your workplace (what is not and provide solutions that will be helpful)
- HandyDART: increase of taxis are used instead of HandyDART (leading to privatization and cuts in HandyDART services). HandyDART employees are trained to deal with seniors, people with mobility challenges and people with disabilities. Taxis drivers are not trained to properly help community members that require HandyDART

Q3. How can I apply these learned applications, resources, tools or knowledge at CUPE 2950 and/or my workplace?

- Public transportation: sign the petition and take the survey [here](#) to keep HandyDART in-house rather than privatised which compromises the care required for members that require the use of HandyDART services. <https://saveourhandydart.ca/>
- Our local needs to connect on with members that have had their jobs changed or cut so that gaps are filled. This is also an important time to speak to member's concerns as bargaining season is coming up soon. Starting earlier is better—2024 is already half way

through—the need to have discussions with members is now important than ever due to inflation and various changes in our internal and external environment.

- Increase our defence/strike fund so that we are financially prepared for any possible strike that may take a long time. As our union is 1700+ member strong, in the worst-case scenario that we need to strike, we are financially ready to help all our members during strike.
- BIPOC Caucus on campus for our members has allowed dialogue for all of us to speak on issues and review our collective agreement and discuss on how we can navigate issues that are difficult to deal with and provide support. BIPOC Caucus is an inclusive space that welcomes all of our union members. It was heartbreaking to hear from members (other locals) that do not have a BIPOC caucus and the stories of them navigating difficult situations by themselves.

Q4A. Are these learned resources, tools or applications and knowledge helpful to your workplace at UBC and CUPE 2950? **Yes / No**

Q4B. If yes, how does it hypothetically change if implemented in your workplace at UBC and CUPE 2950?

- It was recommended to have a racialized workers caucus/BIPOC caucus to support workers. Our union has already created one since last year and the caucus is still active
- Pension: there is more inclusion to help members be included in our pension plan
- No resources, tools or applications provided by provincial union. There are some that we have implemented already at our own union.