

# **CUPE3799**

## **Committee List**

As a local, CUPE (Canadian Union of Public Employees) 3799 has several committees, special, permanent & other, that fulfill a need and serve a purpose for our Local. In addition to the locals' committees, CUPE BC has committees in which our members can participate in. Below is a list of these committees. Additional information about these committees can be found in the CUPE 3799 bylaws, section 17 – Committees, by reaching out to the Chair or Representative noted or by connecting with a CUPE 3799 Executive Member.

### **Permanent Committees**

The Chairperson of each permanent committee will be elected by the membership at a General Membership meeting (unless otherwise stipulated) and will hold a term of two years. The Chairperson and the Executive Committee may, with the approval of the membership, jointly appoint other members to serve on a committee. The Vice-President shall be a member, ex-officio, of each committee.

#### **Education Committee**

This committee reviews requests from CUPE 3799 members to attend various training, workshops, seminars, conferences on behalf of the Local. Any CUPE member can put in a request to attend CUPE training & conferences, you can find out how via the CUPE Local 3799 website as there are specific forms to complete. We are looking for members for this Committee if you are interested contact the Chair for details.

Term: 2 Years – March 1, 2024, to February 28, 2026

Chair: Tamara Sweet      [tsweet@cupe3799.ca](mailto:tsweet@cupe3799.ca)

#### **Equity Committee**

This committee's goal is to eliminate racism and discrimination in the workplace, local union and broader labour movement and society through education, participation in human rights and anti-racism activities both in and outside of the labour movement.

Term: 2 Years – March 1, 2024, to February 28, 2026

Chair: Mindi Gobbi      [mgobbi@cupe3799.ca](mailto:mgobbi@cupe3799.ca)

#### **Grievance Committee**

Shop Stewards act as a liaison between the Executive Board and the membership, they deal with complaints and process grievances. They meet as a group weekly and process all grievances not settled at the initial stages.

Term: 2 Years to match Chief Shop Steward Term

Chair: Peter James, Chief Shop Steward      [pjames@cupe3799.ca](mailto:pjames@cupe3799.ca)

#### **Hardship Fund Committee**

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## **Committee List**

The Hardship Fund is designed to help Members meet their or their family's essential needs or aid in the event of exceptional or irregular expenses. Members of this committee review applications submitted to the Hardship fund and make decisions about the disbursement of funds.

Term: 2 Years – March 1, 2024, to February 28, 2026

Chair: Afton Zral [azral@cupe3799.ca](mailto:azral@cupe3799.ca)

### **UNBC Occupational Health & Safety Committee**

As a worker you have the right to participate regarding health & safety issues via your JOHSC – and to do that, CUPE 3799 has 4 folks that sit on this committee.

Each term is 2 years with alternate election dates:

Term: 2 Years – March 1, 2023, to February 28, 2025

CUPE Main Rep: April Tod [april.tod@unbc.ca](mailto:april.tod@unbc.ca)

Alternative Rep: Alencia Graham [alencia.graham@unbc.ca](mailto:alencia.graham@unbc.ca)

Term: 2 Years – March 1, 2024, to February 29, 2026

CUPE Main Rep: Mike Billups [mike.billups@unbc.ca](mailto:mike.billups@unbc.ca)

Alternative Rep: Vacant

### **Post-Retirement Benefits (PRB) Committee**

This CUPE 3799 Committee was established recently to bring to the membership a recommendation on how to use funds that were bargained for in our last Collective Agreement to assist our Local's retired members with post-retirement benefits.

Term: 2 Years – March 1, 2024, to February 28, 2026

Chair: Vacant

### **PRB Claims Committee**

This Committee is a two-member committee with the CUPE Treasurer position as one member, and another member elected from either the CUPE Executive or the General Membership. The Committee gets together once a year to review CUPE PRB Claims.

Term: 2 Years – March 1, 2024, to February 28, 2026

Treasurer: Meagan Jago [mjago@cupe3799.ca](mailto:mjago@cupe3799.ca)

Member: Vacant

### **Engagement Committee**

This CUPE 3799 Committee's responsibilities include new member orientation and existing CUPE member engagement for the purpose of acquainting employees with the benefits and duties of Union membership and his/her responsibilities and obligations to the University and to the Union. To join the Committee, contact the Committee Chair.

Term: 2 Years – March 1, 2024, to February 28, 2026

Chair: Emily Gadzala [egadzala@cupe3799.ca](mailto:egadzala@cupe3799.ca)

### **Ad Hoc Committees**

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## **Committee List**

Ad Hoc Committees are struck for specific purposes. They may be regular committees that have infrequent but necessary functions. We currently have two of those committees:

### **Bargaining Committee**

Established at least 6 months prior to the expiry of the Local's Collective Agreement (CA) and automatically disbands when a new CA has been ratified.

Chair: Joyce Henley, President [jhenley@cupe3799.ca](mailto:jhenley@cupe3799.ca)

### **Bargaining Information Group (BIG)**

Research information for the Bargaining Committee and disseminates information to the members-at-large, as requested by the Bargaining Committee.

Chair: Tamara Sweet, Vice-President [tsweet@cupe3799.ca](mailto:tsweet@cupe3799.ca)

### **Other Committees**

Other committees that we have members sit on are mandated by the Collective Agreement were created to carry out a necessary function. We have a number of those committees:

#### **Employee Recognition Committee (ERC)**

Each year the University recognizes employees for: length of service (at the 10-year mark), President's Award for Creative Initiative, and President's Award for Service Excellence. One CUPE Representative serves on the University's ERC for the President's Awards. Nomination to be on this Committee is done through the February CUPE General Meeting, with an appointment starting in March. This committee has two CUPE Reps, with alternating terms. To nominate someone for a President's Award a call goes out to the University Committee via email and a formal nomination form needs to be submitted.

Term: 2 Years – March 1, 2023, to February 28, 2025

CUPE Rep: Tamara Sweet [tsweet@cupe3799.ca](mailto:tsweet@cupe3799.ca)

Term: 2 Years – March 1, 2024, to February 29, 2026

CUPE Rep: Bethany Haffner [bhaffner@cupe3799.ca](mailto:bhaffner@cupe3799.ca)

#### **Good of the Union Committee**

This CUPE 3799 Committee's goal is to foster a sense of community in our Local through recognizing various life milestones and/or providing encouragement. Cards can be requested by members to send to other CUPE Local 3799 members who have experienced life events such as a birth of a child, loss of a loved one, accident, surgery, retirement, etc.

Term: 2 Years – March 1, 2023, to February 28, 2025

Chair: Meagan Jago [mjago@cupe3799.ca](mailto:mjago@cupe3799.ca)

#### **Job Evaluation Committee (JEC)**

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## **Committee List**

This University Committee evaluates and classifies new and re-evaluates existing jobs so that they fit with UNBC's job evaluation plan. There are two CUPE Representatives and two alternate CUPE Representatives. To perform their duties, employees who are JEC members will be provided access to relevant documentation such as Position Description Questionnaires, job descriptions, job evaluation results, and receive specific training. If you would like to be on this Committee, contact Joyce Henley for more information.

Term: No term set for this committee

Coordinating Committee Chair: Kathy Shaw [kshaw@cupe3799.ca](mailto:kshaw@cupe3799.ca)

### **Labour Management Committee (LMC)**

The purpose of the Committee is to promote the cooperative resolution of workplace issues, to respond and adapt to change in the economy, to foster the development of work-related skills and to promote workplace productivity. To be on this Committee a CUPE member must hold a CUPE Executive Position:

President: Joyce Henley

Vice President: Tamara Sweet

CSS: Peter James

### **Senate Committee on the University Budget (SCUB)**

This Senate Committee is an advisory Committee to the President and Senate and is intended to assist the President in preparation of the University Budget by meeting with senior university officials, reviewing budgetary submissions and issues with them, and submitting recommendations to the President prior to the tabling of the annual budget to Senate. Nomination is done through the February CUPE General Meeting, with an appointment starting in March.

Term: 2 Years – March 1, 2024, to February 28, 2026

CUPE Rep: Aneta Douglass [aneta.douglass@unbc.ca](mailto:aneta.douglass@unbc.ca)

### **UNBC Pension Board Trustee**

The UNBC Pension Plan is overseen by a Board of eight pension trustees (one of which is a CUPE Representative, who serves a 3-year term). Pension Trustees ensure that the Pension Plan is properly maintained on behalf of UNBC employees. Nomination is done through the February CUPE General Meeting, with an appointment starting in March.

Term: 2 Years – March 1, 2024, to February 28, 2026

Pension Board Trustee: Kevin Aquino [kaquino@unbc.ca](mailto:kaquino@unbc.ca)

## **CUPE BC Committees**

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## **Committee List**

CUPE BC's Committees are mandated to carry out the policies, campaigns and action plan developed at convention. Members are appointed by CUPE BC after soliciting recommendations from affiliated locals and the District Councils. Members of each committee are further reflected by the Terms of Reference of each committee. Final appointments to the committees are made by the CUPE BC Executive Board. For more information on what these committee's mandates are go to [www.cupe.bc.ca](http://www.cupe.bc.ca).

- Anti-Contracting Out Committee
- Education Committee
- Universities Committee
- Colleges Committee
- K-12 Committee
- Municipal Committee
- Pension Committee
- Colleges Committee
- Committee Against Racism & Discrimination
- Community Social Services Committee
- Library Committee
- Transportation Committee
- Women's Committee
- Environment Committee
- International Solidarity Committee
- Political Action Committee
- Young Workers Task Force
- Occupational Health & Safety Committee
- Skilled Trades Committee
- Pink Triangle Working Group
- Workers of Colour Working Group
- Aboriginal Working Group
- Persons with Disabilities Working Group