

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

December, 2006

MERRY CHRISTMAS

UBC WORKS

BECAUSE WE DO!

Tim Hortons

2424

Main Mall

Main Mall 2424

Rd. 600 Agronomy

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Warren Clement
Food Service Worker
(AKA Santa Cool)



President's Report

Message from the President....

2006 has been quite an eventful year for our Union. With the conclusion of Collective Bargaining the Local is now setting our sights on the continuation of the campaign we started, "Universities Work Because We Do," the campaign on protecting UBC assets for future generations.

In October we attended the First CUPE University Workers meeting in Montreal. We need and want attention paid to our sector. We found from coast to coast, in small communities such as Kamloops and large cities such as Montreal and Toronto, that we share common challenges, such as the assault on public services, the corporate influences, free collective bargaining, and high tuition fees. We spent three days strategizing on how best to meet our needs in the short term and long term. We are looking at what can be done in several directions, starting within the Union and then outside it, and then looking at what can be done at the local, regional and national levels. One of the first obvious goals we hope to achieve is to synchronize contract expiry dates regionally and nationally. We will be making recommendations to the Division and National conventions over the next two years. We want to ensure NO CUPE University Local is left behind!

On October 30 the Executive and Stewards attended a one day 2006-2007 Strategic Planning Session, "Building Our Local." CUPE National Staff John Malcolmson, the National Research Representative; Roseanne Moran, the National Communication Representative; and our Staff Representative, Diane Jolly, are assisting the Local in identifying our challenges, to be able to meet those challenges, to build for 2010, and to defend our membership and build our Local. In 2007 the Local will be working hard to get our message out to the communities, by way of coalition building on campus.

We will be lobbying all levels of government, providing membership education, and commencing a public awareness campaign on the need for a transparent governance of UBC to ensure public accountability.

This past June, the Greater Vancouver Regional District released a report on future GVRD/UBC "Development Control Options" and accompanying governance relationships. The Regional District is currently in the process of seeking broader input on priorities, issues, and options contained within that study.

UBC and the GVRD have been continuing discussions regarding the direction to be taken in future governance arrangements for the campus.

On behalf of the Local I presented the Local's position on UBC Governance to the UBC/GVRD Joint Committee meeting on October 4, 2006. Members of the Executive have and will continue to also attend the GVRD Land Use & Transportation Committee meetings when the agenda includes such items as "Implementing Neighbourhood Plans at UBC" and "UBC Governance."

Yours in Solidarity,

Colleen



Vice-President's Report

As mentioned in my last grievance report, the Executive planned to sort through and prioritize our outstanding grievances. In October, with the help of Diane Jolly – our CUPE National Representative, this was achieved. There are two particular groupings of grievances that we plan to tackle in the upcoming months, dealing particularly with jurisdictional issues and with job descriptions. However, we continue to work through all grievances as well as dealing with the new issues that arise constantly. There are continued grievance meetings scheduled for the New Year.

The UBC Okanagan jurisdictional dispute decision has still not been received.

Labour History © Clarke/CALM



Allan Blakeney (1925-)

As former Premier of Saskatchewan, Allan Blakeney was a key player in introducing the first comprehensive public medical health care plan in Canada.

Born and raised in Nova Scotia, the Rhodes scholar was recruited by Tommy Douglas in 1950 to become one of Saskatchewan's most valuable civil servants.

Blakeney became leader of the Saskatchewan NDP in 1970 and led his party to a decisive victory in 1971.

Blakeney's major achievements were the establishment of a nationally admired provincial administration and the establishment of a state-led economic development strategy featuring crown corporations.

Blakeney came to be recognized as one of the most capable and intelligent advocates of a more decentralized yet equitable federal system in Canada. He ranks as one of Canada's most successful and highly regarded post-war politicians.

Since leaving electoral politics in 1987, Blakeney has taught constitutional law in Toronto and Saskatchewan and served as director on the Royal Commission on Aboriginal Peoples.

Though no longer active in the NDP or national affairs, he continues to offer valued advice to the Saskatchewan and federal NDP.

We await the decision from the Labour Relations Board that will determine the appropriate Union representation for the employees at the UBC Campus in Kelowna.

The local executive has recently begun to take a renewed interest in the Staff Pension Plan. The pension plan is of vital importance to all eligible members, as it provides many employees' primary source of income during retirement. The Staff Pension Plan has an eight member Board of Directors comprised of elected and appointed members of the plan. The Board of Directors is responsible for ensuring that the interests of the plan membership as a whole are represented. The Board, as the membership's voice, makes recommendations to the University on many aspects of the plan.

I, along with representatives from CUPE 2950, met with Jay Parker recently. Jay is the Executive Director of the Staff Pension Plan and is therefore very knowledgeable on the plan. The session was an opportunity to ask questions and gain clarity around many aspects of the pension plan. It was also a chance for us to provide input and for Jay to let us know about some of the items that the Board of Directors is working on currently. Discussions are underway at the Board on communication aspects of the plan in order to improve general understanding of it. There are also planned talks on the formulas that dictate the contribution levels as well as the benefit levels – as benefit improvements can be recommended when the plan is in a healthy enough financial state.

The executive plans to engage in ongoing discussions with the Board of Directors in order to participate in moving the plan forward and improving it to the advantage of the members. I will continue to report on these discussions and on other information pertaining to the Staff Pension Plan.

In closing, I wish everyone the best of the Holiday season.

Dave



Basics for Babies

As Christmas approaches, the Union once again, is collecting donations to give to this wonderful charitable cause. Items such as formula, diapers, baby food and other baby necessities would be greatly welcomed. You can drop off your donation in person all month long at the Union office. In addition, you can also bring the items to the Union meeting.

Thank you for your support!

11th Annual Labour Christmas Dinner

Once again, Union and union members are extending a hand to those in the community who maybe experiencing a difficult time this Christmas. For far too many less fortunate individuals and families, Christmas can be the loneliest time of the year.

For the last 10 years, Unions and union supporters and friends have delivered the labour community dinners. On Christmas Eve we will be serving dinners at the following places:

5-8pm

Maritime Labour Centre
1880 Triumph Street, Vancouver, BC

Whalley Legion (Upper Auditorium)
13525-105th Avenue, Surrey ,BC

* If you would like to volunteer please call the BC Federation of Labour at 604-430-1421 or email: dollym@can.rogers.com

Please visit our Website for more information at: <http://www.116.cupe.ca/>

Safety First

Community

To all workers,

As much as this is the time of the year to be jolly it is also the time of the year to be more aware of your surroundings. With the holidays approaching quickly most of our minds might not be on the tasks at hand. There's a ton of things to shop for, you have to plan to entertain those unwanted family members from Boise, Idaho. Every night at the mall is a nightmare, parking as usual, sucks! Traffic is tenfold and the weather conditions are changing by the minute. On top of it you no longer get any satisfaction by yelling at the driver beside you because they have a cell phone jammed in their ear that they didn't even know you were there when they changed lanes.

So as a reminder please keep your attention on the job.

To all members,

We have made great progress in accumulating the names of our committee reps throughout the campus and we will be in touch with you in the early New Year.

To all Safety Committee reps.

Thank you for your sometimes thankless efforts, We very much appreciate the jobs that you do.

Love,

Santa and your Safety Committee!!!

I have asked the locals safety committee members to submit articles for our Newsletter to help give an insight as to what is happening all around campus. So, first up is Weldon Wong. Employed at the Bookstore and represents the local on the University Ergonomics Committee.

Ergonomics Update:

According to the UBC Health Safety and Environment (HSE), over 50% of all injuries at UBC are related to ergonomics. Proper ergonomics training helps prevent and reduce musculoskeletal injuries. Unfortunately, Gina Vahlas, former ergonomics coordinator for UBC's HSE Department recently resigned her position to join UBC Land and Building Services as the HSE Coordinator. While this is great for LBS it leaves a big void at the department of Health Safety and Environment.

It appears that there will be no more Office Ergonomics Representative training or ergonomic refresher courses until someone else is found.

We hope a replacement is found soon for this is an important role at the University. In the meantime information can be found at:

http://www.hse.ubc.ca/health_promotion/ergonomics/index.html

Happy Holidays,

Weldon Wong
Safety Rep.,
UBC Bookstore

Just - Giver Bike Tour/Fundraiser

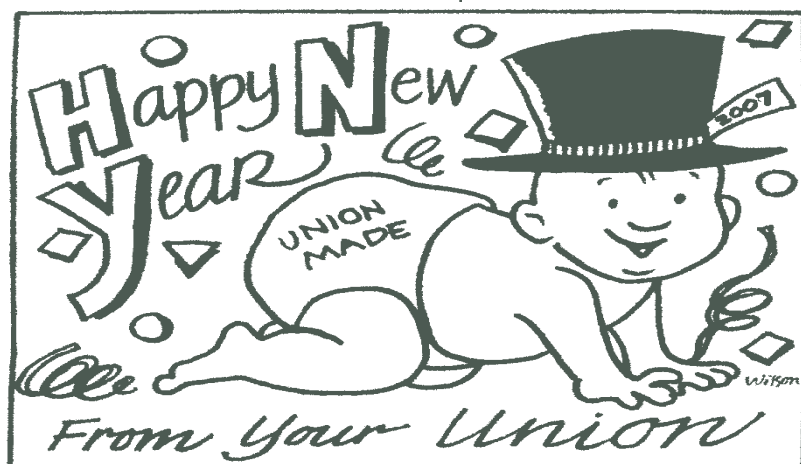
In late summer Branko Radmilovic (Carpenter, Plant Ops.) & his friend Kelly had a crazy idea to raise money for Parkinson's disease. They were to cycle by bike from Vancouver to Osoyoos. Their goal was to raise \$25000.00 for research for Parkinson's disease. Branko and Kelly are proud to say that they have accomplished their personal goal of cycling to Osoyoos, and met their target of raising \$25000.00 to help those living with Parkinson's Disease.



Well done!!!!!!!

Branko would like to personally thank all of those people who assisted in helping them achieve their goal, as well as all of the supporters.

They are looking forward to doing it all over again in the 2007 Bike tour!



Editorials

CUPE action members on the front line

Rollin' up the rim at UBC

VANCOUVER | CUPE 116 is proud to announce that the University of British Columbia's invitation to Tim Horton Doughnuts to open up shop on campus has been accepted, making the new outlet the first unionized Tim Horton's in B.C. and one of only a handful in Canada.

The UBC Tim's, which will open in early November, will be located in the Forest Building on the university's Point Grey campus.

"CUPE food services workers have so much to be proud of," says Colleen Garbe, president of CUPE 116, the local that will represent Tim Horton's workers. "It is the quality of their work, so appreciated by both the student body and the surrounding population, that made unionized doughnuts a reality on campus."

Recent Tim Horton's television ads promoting the famous coffee-and-doughnut shop appear to reflect some of the positive aspects of working on campus,



□ ALWAYS GOT TIME FOR 116
CUPE BC secretary-treasurer Mark Hancock shares some fresh Tim Horton's doughnuts with CUPE 116 members Barry Jones, Dennis McGee, local president Colleen Garbe and Laura Lowry. The new outlet, opening on the UBC campus in November, is the first unionized Tim Horton's in B.C.

including good benefits and a break on tuition, among others.

CUPE 116 member Laura Lowrie will be the on-site supervisor for the UBC Tim Horton's. Other unionized Tim's are located on university campuses in Ontario.



□ STANDING STRONG IN THE VALLEY It took 33 days of job action to get there, but municipal workers from CUPE 774 on July 29 finally reached an agreement with the City of Abbotsford that put them on equal footing with municipal workers from neighbouring communities of a similar size. "We want to thank the citizens of Abbotsford for the support they have shown us during this dispute," said CUPE 774 president Joe Rodrigue, seen here (centre, with members Kelly Meehan and Ken Frick) at a July 7 rally that drew 200 activists to city hall. The rally was attended by CUPE National president Paul Moist and CUPE BC secretary-treasurer Mark Hancock.

National Women's Survey wants you!

The National Women's Task Force, established by delegates to the 2005 CUPE National Convention, is consulting with CUPE members across the country about the status of women in CUPE. The Task Force is examining barriers to women's participation and leadership in the union, and how our union can address women's equality in the workplace.

You can access the survey on-line at www.cupe.bc.ca under the CUPE Women logo. The survey takes about ten minutes to complete.



BREAKING BARRIERS BC Women's Committee member Debbie Taylor and National Women's Task Force member Sheryl Burns were joined by CUPE BC president Barry O'Neill and CUPE National president Paul Moist during division convention last spring.

Please visit our Website for more information at: <http://www.116.cupe.ca/>

Editorials Continued

<p>September 25, 2006</p> <p>Kyle Cormier, Director, Human Resources and Administration</p> <p>Land & Building Services</p> <p>Dear Mr. Cormier:</p> <p>Re: Search for a New Director of Sustainability</p> <p>The Union is writing to thank the University for seeking our input into the skills and abilities required for such a key position at the University.</p> <p>David Lance and I met with Catherine Van Alstine and Barbara Quelch of Ray & Berndtson on Tuesday, September 19, 2006.</p> <p>We conveyed our thoughts and concerns to them, in hope, they will be passed on to the appropriate people, considered and acted upon.</p> <p>This person must be a leader with strong communication skills and be highly visible to the campus community by actively promoting an understanding of what the University's vision and commitment to sustainability is. The Unions view of what the University is facing to ensure ecological maintenance of UBC's assets for future generations of British Columbians who are socially and economically conscious are:</p> <p>Regular and preventative maintenance and ongoing updating of the infrastructure, current buildings and grounds, ensuring sustainability</p> <p>Replace outdated vehicles and equipment throughout Plant Operations, including the recycling capabilities in Waste Management</p> <p>For example, UBC Food Services has taken steps to reduce waste by implementing table service at a number of Food Service units.</p> <p>However, there are significant items that need to be addressed:</p> <p>Adequate staffing levels to ensure the service, the infrastructure, buildings and surrounding areas are healthy safe places for all who live, work and learn on campus The prevention of harmful emissions from buildings, such as the one housing the</p>	<p>Chemistry Lab, where Local 116 members are unable to perform work on the roof without full respiratory protection. The Local has a concern about the fallout from these buildings.</p> <p>Wherever possible environmentally friendly vehicles equipment and products to be utilized on campus, including the leased land and properties.</p> <p>The University must be prepared to tackle the tough issues such as adequate funding for public assets and public services. Funding requests for the issues listed above must include ecological considerations, having long term economic and social considerations for the future generations of students, faculty, residents and workers at UBC.</p> <p>A healthy environment including clean air, clean water and healthy food is a vital cornerstone of a sustainable, prosperous future.</p> <p>Sincerely,</p> <p>Colleen Garbe</p> <p>President CUPE Local 116</p> <p>****</p> <p>October 24, 2006</p> <p>Ms. Colleen Garbe, President CUPE 116</p> <p>Dear Ms. Garbe,</p> <p>Re: Search for a new Director of Sustainability</p> <p>This letter is further to your letter to me dated September 25, 2006 on the above subject. Due to the large size of the attachments, I have chosen to reply by electronic mail only.</p> <p>I must begin by stating that your letter was very much appreciated. I am very pleased that the Union has taken an active interest in the hiring of the Director of Sustainability. Your comments and thoughts on the qualities needed for this position will certainly be taken into consideration when we begin reviewing candidates for the position.</p>	<p>We feel comfortable that we will be able to achieve our goal of staffing this key position early within the New Year.</p> <p>In your letter you also raise a few immediate issues of concern for the Union on matters of social and environmental sustainability. In particular, you raised concerns on the following subjects:</p> <p>Adequate staffing levels to ensure that buildings and other infrastructure are healthy and safe places to work.</p> <p>That adequate safeguards are in place to prevent harmful emissions from buildings on campus.</p> <p>That the University utilize, where possible, environmentally friendly vehicles and equipment on campus.</p> <p>Fortunately, on all three issues a great deal of research and work has already been done to address these challenges.</p> <p>On the issue of adequate staffing levels to maintain building and other infrastructure, the University has developed the following two-part strategy:</p> <p>1) All newly constructed buildings on campus are allocated sufficient operating funding for provision of the optimum APPA Level 2 maintenance standard. APPA Maintenance Standards are an industry recognized rating system that defines service level on a scale from 1 to 5. Level 2 represents "comprehensive stewardship" which is the optimum level for a leading institution such as UBC. Level 2 funding ensures that maintenance of building systems is performed as per manufacturers' recommendations and that custodial tasks and frequencies are performed at levels that support the activities of each department. This maintenance standard also optimizes building system lifecycle and minimizes overall cost of ownership.</p>
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Please visit our Website for more information at: <http://www.116.cupe.ca/>

Editorials Continued

2) Older buildings on campus are refurbished through the UBC Renew program, a long-term initiative designed to address deferred maintenance and revitalize the condition and functionality of existing building space. Implementation of UBC Renew Phase 1, which involves a \$120M investment shared equally between the Province of BC and UBC, is now underway. Three additional phases of UBC Renew are planned over the next fifteen years. All buildings refurbished through the UBC Renew program receive on-going operational funding at the APPA Level 2 standard.

The University believes that this strategy is the best way to address the problems of deferred maintenance and ultimately provide the best possible physical environment for the UBC community.

In regards to the Renew Program itself, a power point presentation developed by the Associate Director of Project Services is available by clicking the link below. This document explains key elements of the UBC Renew Program. The presentation also lists the buildings scheduled for renewal under phase #1.

We feel confident that all the buildings that are refurbished through UBC Renew shall be staffed and maintained at the standard that currently applies to our newly constructed buildings.

http://www.projectservices.lbs.ubc.ca/files/UBC_RENEW_for_Directors_Meeting_v3.ppt

With respect to the prevention of harmful emissions from campus buildings, the University is addressing this issue through a program of extending fume hood stack heights.

This results in improved plume dispersion and reduces the environmental impact on the campus. Stack extensions also allow rooftops to be accessed without the need for respiratory

protection. New research buildings are designed to permit rooftop entry without respiratory protection as well. This initiative is ongoing and the issue should be explored in more detail with our new Sustainability Director. I also understand that the Union you will also be raising this issue for further discussion at the next University Health and Safety meeting.

On the matter of the use of environmentally friendly vehicles on campus, the University has set a target of converting at least 10 percent of the entire UBC vehicle fleet to super-ultra-low emission standards by 2010. Some UBC departments may be able to achieve this goal sooner. For example, Land and Building Services, which controls about a third of the licensed vehicle fleet at UBC, feels confident that it will be able to achieve this goal prior to 2010. This area of the sustainability mandate is a very dynamic one, and I would expect that the new Sustainability Director would be exploring further options in this area. The target for low emission vehicles is referenced on page 24 of the UBC Sustainability Strategy 2006-2010 (visit the following link)

www.sustain.ubc.ca/pdfs/ia/51059_iatarg_april3_rv2.pdf.

Once again, I appreciate your support and interest in the hiring of the new Director of Sustainability. I look forward to working with you in the future on similar initiatives.

Yours truly,

Kyle Cormier
Director, Human Resources & Administration
Land and Building Services

CAMPUS 2020
(Letter to Geoff Plant Special Advisor to BC Government)

CUPE Local 116 represents some 1,800 members on campus and is a long-standing member and stakeholder of the University of British Columbia community. The Union has a real interest in participating in these deliberations and representing our members issues and concerns. Having meaningful input into shaping the future vision of B.C.'s post-secondary education system is vitally important to us.

Our challenge, as front-line workers who care for the UBC legacy on a daily basis, is to ensure that legacy is maintained for future generations.

In British Columbia today, Universities are under increasing pressure to find alternate sources of funding. The situation has come about as a result of the failure of Government to adequately fund post secondary education. UBC, like other institutions of higher learning has been forced to turn to private and corporate

sources for funds that traditionally came from the public purse. The concerns, and some even say the danger, associated with this increased commercial and corporate money is that a corporate agenda will see academic freedoms transformed on University campuses. We all must agree that maintaining academic freedom must be of considerable concern to society as a whole.

Real Estate has become a major source of funding at UBC's Point Grey Campus. This funding strategy is resulting in the creation of a market-oriented residential core on the Campus with private ownership based on 99-year leases. This market driven enterprise has the potential to conflict with the University's academic enterprise which has been traditionally based on care and maintenance being delivered by unionized UBC staff. It used to be that UBC Administration focused on running the University by managing the funds available from academic programs, ensuring the public gifted money was used well and ensuring that the lands and buildings were well-maintained.

The failure of the Provincial Government to provide adequate and stable funding to support the University's core educational mandate has led to further UBC's involvement in revenue-generating development of a non-institutional nature. Revenue challenges coupled with poor lines of political accountability have paradoxically led to the shameful neglect of many of the campus' physical assets (land and buildings). While non-institutional development proceeds apace, such neglect has intensified pressure to further corporatize University operations by out-sourcing responsibility for the maintenance and upkeep of University facilities.

One of the goals outlined in the TREK 2010 document is to "continually review and enhance the quality of UBC's physical environment, its buildings, academic facilities, and natural setting to ensure that all members of the UBC community, whether in Vancouver or in the Okanagan, have the best possible surroundings in which to live, study, work and play".

The current strategy to privatize both the ownership and stewardship of UBC lands and buildings seems to run contrary to the stated vision.

We must keep Universities public to protect all our assets for future!

Colleen Garbe, President, Cupe Local 116

Canadian Union of Public Employees
Local 116
"On the front line"

C.U.P.E.
U.B.C. LOCAL 116

MAINTAINING OUR PAST
TO BUILD OUR FUTURE

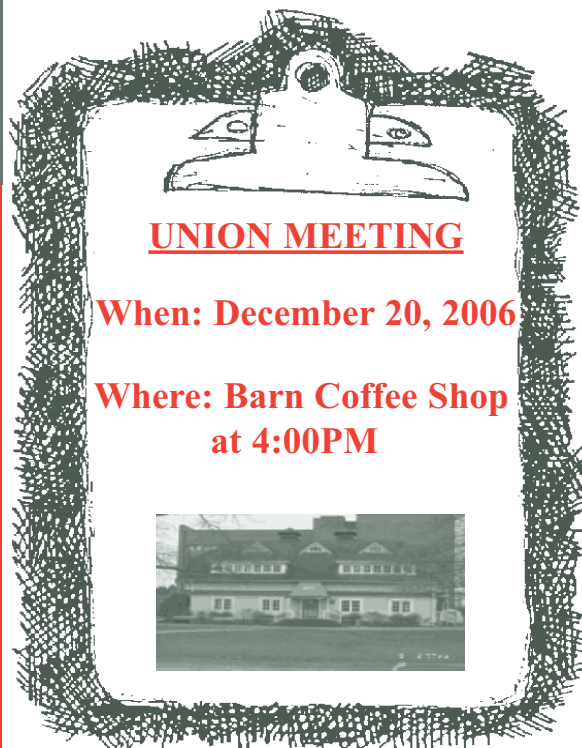
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UNION MEETING

When: December 20, 2006

**Where: Barn Coffee Shop
at 4:00PM**



Bulletin Board

Nominations and Elections
Results:

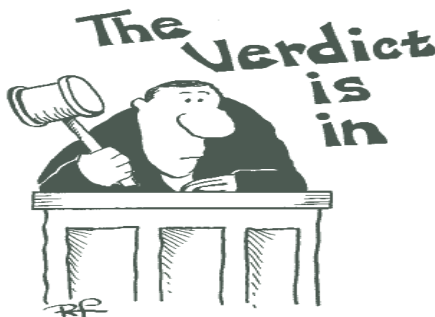
President - Colleen Garbe

Recording-Secretary - Leah Murray

2- Vice Presidents at Large -

Barry Jones

Anne Stanton



The Local wishes to congratulate them all on their election!

Motions that will be voted on at the December meeting:

Motion: To adopt the 2004-2005 auditors report.

Motion: To appoint BDO Dunwoody as auditors for 2005-2006 audit.

Motion: To adopt the Trustee's report for year end review of the books to October 31, 2006

Motion: To pay all bills and salaries.

Motion: To increase the dues from an average of 2.33% of gross payroll to an across-the-board rate of 2.5% of gross payroll.

116 Employees Society

NOTICE – 2007 SCHOLARSHIPS

The UBC Employees' Society offers three scholarships every year, in the amount of \$1000 each, for the children of CUPE 116 members who are entering their first year of post-secondary education. The winners could also have their essays published in the Union newsletter. The deadline for

submission of applications is August 31, 2007. Application forms are available at the Union Office, located at the address indicated below.

REQUIREMENTS FOR APPLICATION:

1. Parent or Guardian must have attended at least TWO regular membership Union meetings in the year the application is being made.
2. Transcript of Secondary School marks.
3. Letter of reference from Secondary School Principal.
4. Letter of acceptance from Post-Secondary Institute.
5. Community involvement and volunteer work will be considered.
6. Required to write 600-word essay on Labour History.

MAIL or DROP OFF to:

UBC Employees' Society No. 116

c/o CUPE 116 Union Office

LEGAL DISCLAIMER; The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the Editor or Executives. If you have any questions, comments, or letters, please contact the editor Roger De Pieri at the Union Office 604-822-6116 or Fax at 604-822-8970 or E-mail at newsletters@cupe116.com

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