

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

September, 2007



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Keith Jellis

Keith is 28 years old, and has been an Engineering Technician at UBC for approximately three years. He graduated from BCIT and currently holds a Journeyperson's certificate in his field as Machinist. He maintains labs, designs and builds equipment which either cannot be purchased or is too costly, and assists 140 undergrads and 60 graduate students doing mineral research.

Keith is active as a CUPE 116 Steward, and is the Safety Representative for Mining Engineering. He also represents the Local on CUPE BC's Young Workers' Committee.

UBC Works because WE Do!

I hope you all had a good summer vacation and a well deserved rest. As the new academic year is upon us, with all the hustle and bustle and busyness, the Local will also be very busy over the next year revving up our campaign “UBC Works Because We Do”.

To maintain the “Campus Footprint” we need to talk about the work we do! The province and the community surrounding the University as stakeholders must be made aware that as employees of UBC, we are here to protect their property and assets.

The University was initially established as an academic facility for post secondary education. It has now become a dual purpose site at Point Grey, academic and residential. In the Union’s view this has created conflict as to who is responsible for this jewel in our province.

At the September membership meeting the Executive will be putting forward the following motion:

“ To spend up to \$20,000 from the Defence Fund to amp up our campaign provincially, in respect to “UBC WORKS BECAUSE WE DO”.

We are asking for all our members to please attend this important meeting to vote on this motion to help get the message out to the public that we must preserve our Public University.

Late Retirement (ending Mandatory Retirement)

Effective January 1, 2008, Bill 31 (2007) removes the upper limit of 65 from the definition of age, which takes away an

employer’s defence against a human rights complaint when they require workers to retire at age 65 (mandatory retirement). But the changes do not entirely remove age discrimination. There are still exceptions contained in the Human Rights Code and in other legislation.

The new BC legislation, as well as the old, will be subject to a constitutional challenge. Whether such a challenge will succeed or not, is yet to be tested. The Local will be taking the position that workplace age discrimination is unacceptable, whether legally allowed or not.

There are many ways that age discrimination can occur. Some examples are:

- Performance reviews and harassment
- Denial of health benefits coverage
- Denial of LTD benefits or coverage
- Denial of WCB benefits or top-up
- Denial of promotional opportunity
- Denial of accommodation for disability
- Refusal to hire
- Forced retirement

Our Local, along with CUPE Local 2950 and our CUPE National servicing Representative, Diane Jolly, met with the employer on July 20, 2007. At this meeting the employer asked us about the fact that the Human Rights Code permits the parties to agree to different benefits for our members who wish to remain working post-65. The Locals advised the employer that this may be the case; however, that the changes the employer is considering for our members who work past 65 are discriminatory and subject to a challenge, therefore we are not prepared to be put in a position where we may be named co-discriminators. The employer has told the Locals they will now be considering changes without our input. Our Local will never agree to any concessions to our Collective Agreement.

For any of our members who reach the age of 65 prior to the end of 2007 and who wish to continue working, the Local is recommending that you notify your supervisor in writing of your intention to do so, with a copy to the Local. If the employer denies your right to continue working past age 65, please contact the Local and we will grieve on your behalf.

In addition, you should consider filing a complaint under Human Rights.

After January 1, 2008, the Local is advising our members who wish to remain working to give reasonable notice to the employer on your intended date of retirement.

The Local will also be examining our Collective Agreement provisions and any other agreements we have with the employer that may be construed as granting a right to the employer to discriminate on the basis of age, and consulting with our CUPE Representative if changes are required.

Paperless Payroll System

Our Local was advised by the employer at the Bargaining table that they plan to implement a paperless payroll system. At the conclusion of bargaining the employer agreed to ongoing discussions with our Local at our Labour/Management meetings. At our Labour/Management meetings in March and May the parties discussed the pros and cons of introducing a paperless payroll system. The Local brought our concerns forward. The employer assured the Local that they would not proceed with the introduction of this new system until they had an opportunity to address our concerns. They also had committed to us that when the training for this new system began, they would advise the Union so we could have Executive members also attend this training. To date the employer has not responded to us and has commenced with the training and introduction of the paperless payroll system in Land/Building Services.



It comes as no surprise to our Local that we are now being met with many enquiries from our members, in respect to their privacy and what happens to the information that the employer is requesting for log-in purposes, lack of user friendly computers, difficulties encountered when English is a second language, whose time are they on when trying to access their pay stubs, help line set-ups, and the list goes on.



We are advising our members to be patient, ask questions, take the time you need to understand, and if you are having extreme difficulty let the employer know. Write down the problems you are experiencing and bring in your notes to the Union Office. Your training and access to your payroll information will be on employer paid time and you will also be able to PRINT-OFF your pay stub! So much for a paperless system! This is nothing more than just another way of the employer taking away work from employees at UBC.

The employer has the right to implement this system but the Union will continue to bring forward our concerns at future Labour/Management meetings, in hopes of convincing the employer that this is not an efficient change of operations and does nothing to increase the well-being or morale of their employees.

The Pension Plan for Hourly Paid Members of CUPE Local 116

The plan is a defined contribution pension plan and covers our hourly paid members who have been employed at the University for 3 months and maintain working 20 hours per week or more. The plan is a Registered Pension Plan as defined in the Income Tax Act and is not subject to income taxes. The effective establishment date of the plan was January 1, 1997.

As a member of the plan you are responsible for contributing 3% of your earnings after joining the plan. The University is the sole employer and, pursuant to our Collective Agreement, is responsible for contributing 1.2% of the gross payroll for all employees within our Local.

Included in this publication is a copy of the Audited Statement of Net Assets available for Benefits of the Pension Plan for our hourly members as of December 31, 2006. These financial statements are the responsibility of the plan's Trustees.

The Trustees are:

Colleen Garbe - Chair
 Branko Radmilovic - Plant Operations
 Alexandra Psiharis - Plant Operations

We also wish to welcome our newest Trustee, Michael Smith from Food Services, who replaces our long serving member Tatjana Simic from Plant Operations. We wish to thank Tatjana for her years of service and dedication to ensuring our plan is well looked after.

If you are an hourly paid member who currently is not on the plan and think you should be, please contact the Union Office to enquire about signing onto the plan.

Update on our Income Replacement Plan and Governance Question

Some months ago the Local advised our members that income tax was owed on

investments made by the University on behalf of our Income Replacement Plan funds.

The Local did have our CUPE Legal Department investigate, and indeed the plan does owe payment of certain tax liabilities. Now a number of Income Replacement rate changes were recommended in our most recent IRP valuation. The recommended increase for CUPE 116 is to increase the current 1.5% to 1.9%.

There are four issues that our Local needs to address in some fashion that affect the cost of the plan.

They are:

- Terms and conditions of the benefits
- Cost of administration of the plan on a daily basis
- Cost of long term administration (trustees)
- Income received through investments

Our Local, along with CUPE 2950 and 2278, is in agreement with CUPE's recommendation to hire an independent actuary to undertake a project to look at various financial and governance alternatives to the current IRP structure. We look forward to working jointly with the other CUPE Locals on campus to achieve the best possible structure and financial position for our plan.

At this time the Local has advised the University that we reject UBC as trustee acting unilaterally to making any changes to our contribution rates. Further, the Union does not agree with UBC making any changes to the contract with Sunlife until such issues as our governance review have concluded and the Union has given the University clear approval to do so.

Watch for further updates!

Yours in Solidarity,

Colleen

Filing a Human Rights Complaint

Where to Get Help

If you need help filling out your form, or advice about whether you should file a complaint, you should contact a lawyer or human rights advocate. Assistance may be available at:

BC Human Rights Clinic
 Vancouver Region
 Suite 1202-510 West Hastings St.
 Vancouver, BC V6B 1L8
 Phone: (604) 689-8474
 Fax: (604) 689-7511
 Toll Free: 1-877-689-8474

The Law Centre
 Third Floor-1221 Broad St.
 Victoria, BC V8W 2A4
 Phone: (250) 385-1221
 Fax: (250) 385-1226

UBC Law Students' Legal Advice Program
 Room 158, 1822 East Mall
 Faculty of Law
 University of British Columbia
 Vancouver, BC V6T 1Z1
 Phone: (604) 822-5791

Western Canada Society to Access Justice
 Phone: (604) 878-7400
 Fax: (604) 324-1515
 Web site: www.accessjustice.ca

You can also find legal information about human rights on the following Web sites:

BC Human Rights Tribunal including links on the Web site – www.bchrt.bc.ca

B.C. government Web site – www.ag.gov.bc.ca/programs/hrc/index.htm

Canadian Human Rights Reporter – www.cdn-hr-reporter.ca

There is a series of guides available from the tribunal or your local Government Agent's office. The titles are:

- 1 The BC Human Rights Code and Tribunal
- 2 Making a Complaint
- 3 Responding to a Complaint
- 4 The Settlement Meeting
- 5 Getting Ready for a Hearing

The tribunal also has a series of information sheets available from the tribunal or your local Government Agent's office. (See contact information below)

BC Human Rights Tribunal
 1170 – 605 Robson Street
 Vancouver, BC, V6B 5J3
 Phone: (604) 775-2000
 Fax: (604) 775-2020
 TTY: (604) 775-2021
 Toll free: 1-888-440-8844
 Web site: www.bchrt.bc.ca

To find the British Columbia Government Agent's office nearest you, call the tribunal at one of the numbers listed above, or contact Enquiry BC for assistance, toll free, at: 1-800-663-7867. You can also check the Government Agents' Web site at: www.governmentagents.gov.bc.ca



Edward Schreyer (1935-)

Edward Schreyer was born and raised in Beausejour, Manitoba. His parents were German-Austrians who emigrated to Canada from the Ukraine.

In 1958, at age 22, Schreyer became the youngest member of the Manitoba legislature. He remained an MLA until he was elected to the House of Commons in 1965.

In 1969 Schreyer returned to provincial politics and led the Saskatchewan NDP to victory. Schreyer remained premier until 1977.

In December 1978, while serving in the Manitoba legislature as Leader of the Opposition, Schreyer was appointed governor general of Canada. He was sworn in January 22, 1979. At 43, he was the youngest person to hold the office in more than a century.

Schreyer was informal, inviting large numbers of ordinary Canadians to Rideau Hall, and travelling widely across the country meeting people. His term ended in 1984. He then served four years as Canada's high commissioner to Australia.

Today Schreyer is back in Winnipeg, where he works as the national representative for Habitat for Humanity, a non-profit housing organization.



AUDITORS' REPORT

To the Board of Trustees of
The Pension Plan For Hourly Paid Members of C.U.P.E. Local 116 At The University of British Columbia

We have audited the statement of net assets available for benefits of The Pension Plan For Hourly Paid Members of C.U.P.E. Local 116 At The University of British Columbia as at December 31, 2006 and the statement of changes in net assets available for benefits for the year then ended. These financial statements are the responsibility of the plan's trustees. Our responsibility is to express an opinion on these financial statements based on our audit.

We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by trustees, as well as evaluating the overall financial statement presentation.

Contributions have not been subject to complete verification by audit procedures since it was not practical to extend our tests into the records of the University of British Columbia to substantiate the number of employees belonging to the plan, the earnings of those employees, and the gross payroll for all employees of the Union, Local 116. Accordingly, our verification of revenue from this source was limited to comparisons of recorded receipts with deposits and with monthly summaries prepared by the University and we were not able to determine whether adjustments might be necessary to contributions from employer, contributions from employees, increase in net assets for the year, and net assets available for benefits.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we extended our tests beyond the limitations explained in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the plan as at December 31, 2006, and the results of changes in net assets available for benefits for the year then ended in accordance with Canadian generally accepted accounting principles.

Langley, British Columbia
February 12, 2007

d'Abadie Moody
Chartered Accountants

d'Abadie Moody 
CHARTERED ACCOUNTANTS

**The Pension Plan For Hourly Paid Members
of C.U.P.E. Local 116 At The University of British Columbia
STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR
BENEFITS**

Year ended December 31, 2006

	2006	2005
INCREASE IN ASSETS		
Interest and dividends	\$ 229,304	\$ 174,498
Capital gains and unrealized increase in market value of investments	<u>639,014</u>	<u>417,772</u>
	868,318	592,270
Contributions from employer	755,816	707,411
Contributions from employees	<u>234,658</u>	<u>227,768</u>
	<u>1,858,792</u>	<u>1,527,449</u>
DECREASE IN ASSETS		
Administrative		
Actuarial and consulting	10,627	12,031
Administration - monthly services	56,798	54,084
Administration - other	7,397	6,856
Audit	3,403	3,474
Custodian fees	5,927	6,693
Filing fees	3,136	3,017
Insurance	7,000	7,578
Investment counsel fees	11,886	10,061
Office and sundry	1,451	4,100
Rent	-	497
Trustee education	<u>18,067</u>	<u>5,846</u>
	125,692	114,237
Benefits paid	<u>285,437</u>	<u>406,431</u>
	<u>411,129</u>	<u>520,668</u>
INCREASE IN NET ASSETS	1,447,663	1,006,781
NET ASSETS AVAILABLE FOR BENEFITS, beginning of year	<u>6,792,474</u>	<u>5,785,693</u>
NET ASSETS AVAILABLE FOR BENEFITS, end of year	<u>\$ 8,240,137</u>	<u>\$ 6,792,474</u>

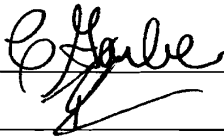
See accompanying notes to the financial statements

d'Abadie Moody 
CHARTERED ACCOUNTANTS

**The Pension Plan For Hourly Paid Members
of C.U.P.E. Local 116 At The University of British Columbia
STATEMENT OF NET ASSETS AVAILABLE FOR BENEFITS
As at December 31, 2006**

	<u>2006</u>	<u>2005</u>
ASSETS		
Cash	\$ 57,286	\$ 7,663
Contributions receivable from University of British Columbia	262,143	78,887
Prepaid expenses	5,555	5,555
Investments (Notes 2 and 3)	<u>7,925,385</u>	<u>6,709,330</u>
	8,250,369	6,801,435
LIABILITIES		
Accounts payable and accrued expenses	<u>10,232</u>	<u>8,961</u>
NET ASSETS AVAILABLE FOR BENEFITS	<u>\$ 8,240,137</u>	<u>\$ 6,792,474</u>

Approved by the Trustees


 _____ Trustee
 _____ Trustee

See accompanying notes to the financial statements

d'Abadie Moody 
 CHARTERED ACCOUNTANTS CA

Ahh, to be young again...

A new school year is approaching. How many of you have flashbacks in late August of times when you were much younger and anxious for the new school year? Maybe not, although I am sure you're all having those flashbacks about just being younger.

I don't know exactly what day it was I started to reminisce about days gone by, but it seems to be occurring a lot more.

I believe it was our parents that coined the phrase "kids have it so good today" but when I look at my kids and this new generation coming up I believe "they have it so good...better than us". Do you think when they are older they'll think their kids have it even better?

But are things really BETTER? In many ways I'm sure they are but let's deal with one issue, which is quite important; it's called "beginning work."

With this employment boom going on, BC has nearly 350,000 young workers between the ages of 15-24 in workplaces. Wow! And statistically every working day 36 young workers are injured; and 5 are permanently disabled each week.

In 2006, 10,893 young workers were injured in workplace accidents; unfortunately nine of those were fatal.

Is this not horrifying?

What are we doing, we encourage our kids to get out there and earn a living, take responsibility and to start their lives. We hand them over to an employer and within a few months we are putting one less place setting at the dinner table on Sunday.

I don't want to come across as cold and callous with that last statement, I just wanted it to seem as frivolous as "a statistic."

Worksafe BC have improved the regulations surrounding "New" and "Young" workers and without getting into too much detail about it, it really emphasizes training and orientation for these groups of workers, which is comforting. Although policing it may be a different story. The problem is that there are a lot of employers who don't follow regulations set out by Worksafe BC and should a worker get injured the fine isn't severe enough to really force them to make changes.

My son is 19 and entering his second year of his apprenticeship, and there aren't too many days that go by that I don't mention to him to work safe, and remind him of his rights as a worker. Maybe with so many changes going on in this world of ours it's time we as parents started to change too.

We tell our kids to be careful crossing the street, don't talk to strangers, eat your peas, act polite, study hard, don't drink and drive, but we never inform them of the dangers of work and their rights. We assume their employer will look after them and ensure that they are safe. But that's not always the case.

In the last few years the Vancouver School Board has introduced the Senior Secondary Apprenticeship program which is in response to the critical demand for trades people in this province due to all the baby boomers retiring. And even the government is creating cash incentives for those who stick with the program. All this is fantastic but are we sending our kids to work with all the necessary tools? 10,893 accidents tell me not!

We need to weave safety into everything taught at school and home regarding our children's new workplace. We have to be assured that when the day comes for them to work we know they have the proper tools.

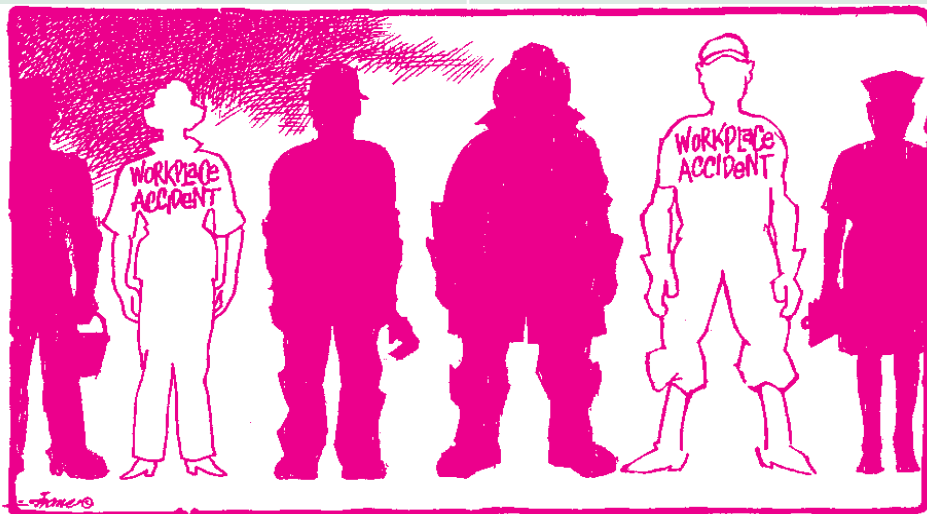
In school we need to demand from the Board that no pre-apprentice student can graduate from the program until they have successfully completed a safety program in the related field. Rather than making it mandatory to have something like History 11.

Worksafe BC works with the school board on educating young workers of hazards, and their video named "Lost Youth" is quite chilling. But they can only reach so many kids. We have it in our control to at least reach our own children.

Maybe this should be a Sunday dinner discussion while we are all present at the table.

Yours in Safety,

*Barry Jones
CUPE 116*



LABOUR SHORTAGE



John Square-Briggs, Housing Plumber & Shop Steward, who has just returned from two weeks in El Salvador where he was building houses as a volunteer. Way to go John!!!

Breathe Deep

Once upon a time in a Land called Naramata, 80 people from several locals came together to take different workshops for the betterment of themselves and their members. To come away with tools they could use to help others in time of need. They treated each other with respect and integrity, even though they were far from perfect.

Some got to role-play in class and out. One, I know, got to revisit his youth and hair. Others played games they hadn't played for awhile and forgot they were older than they once were. But they took courage to play their best. All the while they were making friends and sharing life stories and union experiences.

Because of this, they went away changed and empowered to do the work before them with new strengths, more wisdom, and encouraged, and lots of ammunition for the battles ahead. And it was good!

And they all lived happier ever after.

And without face-to-face communications skills this would have been much harder than it was, and for this I thank you all!

John Square-Briggs

116 Employees Society Picnic



(July 2007)



**A DAY OF FUN IN THE SUN
AT THE PICNIC IN THE
PARK.**

**Thanks to all the members
who came out!!!**



Young workers injury risk higher

IWH/CALM

Young workers are more likely than older workers to sustain cuts, contusions, and burns. But they are most commonly affected by sprains, strains and musculoskeletal problems like back pain—just like their older colleagues.

Although adult workers are more likely than their younger co-workers to develop a long-term work-related disability, data collected in Ontario between 1990 and 2003 showed that two percent of injured teenagers and three per cent of injured young adults were hurt severely enough to be left with a permanent impairment.

Young Canadians perform more physically demanding work than adults which increases their injury risk. A survey conducted in Ontario showed that younger workers encountered more unsafe work conditions than older workers.

Young workers in Quebec reported they did more repetitive work, handled more heavy loads, were more likely to work with tools and machinery and deal with intense noise, effort involving tools/machinery, and intense noise than older workers.

According to a recent survey, the top seven dangers facing working youth in British Columbia are lifting heavy or awkward objects; working on ladders, stairs or other raised areas; using knives; working with hot substances or equipment; using or working near mobile equipment; operating food slicers; and working near running equipment or machinery.

There is concern that when smaller-sized adolescent workers use job and safety equipment designed for taller, heavier adults, this can increase risks for injury.

- For more information go to www.iwh.on.ca , www.wsib.on.ca

Costliest and least effective health care

Labornotes/ CALM

For-profit health care in the U.S. continues to be the world's costliest and least

effective according to a report from the Commonwealth Fund.

“The U.S. health care system ranks last compared with five other nations on measures of quality, access, efficiency, equity and outcomes,” stated the report.

Per capita spending in the U.S. was \$6,103—almost twice that of the second worst country on the list, Canada, which spent \$3,165.

Making Vancouver 2010 the “No Sweat Olympics”

Maquila Solidarity/CALM

In 2004 and 2005, Maquila Solidarity Network (MSN) and their coalition partners coordinated Canadian efforts in the international Play Fair at the Olympics campaign.

The campaign called on the Olympic movement to adopt ethical licensing policies for sportswear products and on the sportswear suppliers to improve their labour standards.

As a result, the Canadian Olympic Committee (COC) entered into discussions with the Ethical Trading Action Group about the possibility of adopting an ethical licensing policy, and then-Canadian Olympic supplier, Roots, made some improvement in its code of conduct and began the process of applying for membership in the Fair Labor Association (FLA).

Vancouver will host the 2010 Winter Olympics. The Vancouver Organizing Committee (VANOC) has developed an initial program to require environmental, labour rights and aboriginal employment standards for its purchasing and licensing. MSN and its Canadian partners are now consulting with VANOC to improve their initial program by making it more

comprehensive, effective and transparent. We are also advocating for a permanent policy by the COC and the International Olympic Committee (IOC).

MSN is also engaging directly with Olympic sportswear suppliers, including the current uniform supplier for the Canadian Olympic Team, the Hudson's Bay Company, encouraging them to improve their labour standards compliance programs and public reporting in order to meet the standards in a VANOC and COC ethical licensing policy.



Canadian Union of Public Employees
Local 116
“On the front line”



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Email: cupe116@cupe116.com
Website: <http://www.116.cupe.ca>
Facebook: CUPE Local 116 (UBC)



UNION ORIENTATION

Will be held the 3rd Wednesday of every month at the Union Office from 10:00-11:00am. Please contact the Union office to make an appointment.

UNION MEETING

When: September 19, 2007

Where: Barn Coffee Shop at 4:00PM



Bulletin Board

Notice of Nominations for Elections

The following positions will be up for election at November's Annual General Membership Meeting:

- 1 - General Vice President
- 1 - Secretary-Treasurer
- 1 - Vice-President at Large

Nominations will be accepted at the October General Membership Meeting.

Contractor Cards

The Local now has contractor cards available to the membership. They are nifty pocket-sized cards that you can carry with you, should you come across a contractor that you suspect may be doing Bargaining Unit work. Please complete the cards and return to the Union Office as soon as possible, so that we may follow up.

Ten Ways to Kill a Union

1. Don't come to meetings.
2. If you do come - come late.
3. If the weather doesn't suit you don't come.
4. If you do attend a meeting, find fault with the work of the officers and other members.
5. Never accept a position - It's easier to criticize than do things.
6. Nevertheless, get angry if you are not appointed to a committee.
7. If asked by the officers to give your opinion on a important matter, tell him/her you have nothing to say. After the meeting tell everyone how things should be done.
8. Do nothing more than is absolutely necessary. When other members roll up their sleeves, willingly and unselfishly, using their abilities to help matters along, howl that the Union is being run by a clique.

9. If your Union is struggling financially to maintain actions on your behalf, be sure to muster all the help you can to vote against a dues increase.
10. Don't bother with new members, let the other person do it.



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 604-222-0116 or Fax at 604-222-0113 or E-mail at newsletters@cupe116.com



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