

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

April, 2008




A Place of Remembrance
Dedicated to the Members
of
C.U.P.E Local 116
By their co-workers

“We mourn the dead and fight for the living”

Come join us on April 28, 2008 at any time between 11:00am and 12:00pm to honour all workers who have fallen on the job. We are meeting in front of the flag pole by the Chan Centre with ceremonial speeches commencing around 11:40am at our memorial site.

Photo by: Dennis Magee

APRIL 28th Day of Mourning

The **Day of Mourning** offers us an opportunity to stand together with the world's workers to remember those who have died on the job, and to reflect on what needs to be done to prevent more deaths and injuries. On April 28th:

- We remember all workers stricken with workplace illness, suffering injuries or killed on the job.
 - We remember children left without a parent and families facing hardship and deprivation.
 - We remember young workers who are injured and killed at a much higher rate than mature workers.
 - We remember women workers whose hazards are often unrecognized or ignored by health studies.
 - We remember the working wounded who are forced to continue to work because they are denied fair compensation.
 - We remember families and friends who have to nurse or care for ill or injured workers.
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The **Day of Mourning** was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions. Remembering that union struggles help us obtain laws and protections to make workplaces safe:

- We vow that "an injury to one is an injury to all."
 - We demand the enforcement of health and safety laws.
 - We denounce those who place profits before workers' health.
 - We proclaim our right to safe workplaces and respect on the job.
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On April 28th, we reaffirm our solidarity and commitment to workplace health and safety and clearly state to all that we mourn the dead and fight for the living.

CUPE

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Day of Mourning

On April 28, 2008 CUPE members across the country organize events to recognize our sisters and brothers who were injured, made sick, or killed at work. This year our Local is working with CUPE through our Health and Safety Committee to organize an event for the day of mourning which will be held at our memorial site located behind the Chan Centre.

The Local will keep you up to date with the planning process as it unfolds. We wish to join with workers around the world to renew our collective resolve to demand healthier and safer workplaces.

Earth Day

On April 22, 2008 Canadians and people in over one hundred and sixty countries will celebrate the world's foremost global environmental celebration. Millions will participate in Earth Day activities designed to promote a clean and healthy environment.



Our Local has written to the University making a formal request that they undertake a specific environmental project or programme that will move us towards an enhanced sustainable community. The environment is important to our well being and that of our children. We are asking all our members to get involved and take part in this year's Earth Day.

For more information please go to <http://www.cupe.ca>

Review of Sunlife

The Local, along with the other employee groups on campus, has written to the University asking for a review of Sun Life benefits. It has been over five years since Sun Life Assurance of Canada took over the responsibility of providing group benefits to UBC workers. We want to ensure that the quality of services provided and the overall costs and effectiveness are in keeping with other insurance companies.

As of writing this we are awaiting a response from the University. The Local will keep you posted.

Western Canada Universities Conference

Last year I was elected Co-Chair of the CUPE BC Universities Committee. We have much work to do ramping up to the provincial election in 2009,

and we must keep focused on the need for accessible, accountable, publicly funded universities. Between now and the next round of bargaining in 2010, we must continue to strategize and to build capacity in our Local to fight the tough fights and be prepared for the toughest fight yet in the post-Olympics era, when Union members will be expected to settle for crumbs in the wake of the government's over-runs. That is why we look to involve greater numbers of other University Locals both regionally and nationally.

CUPE BC will be hosting a Western Canada Universities Conference in November in our continuation to strive for a national strategy. We must maintain the momentum we have started with the National Universities working group, in order to accomplish a

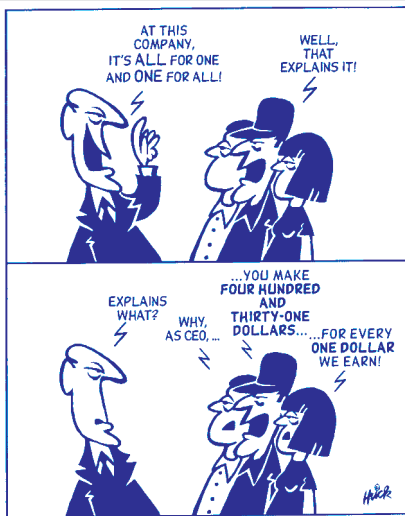
highly effective coordination of our collective efforts to increase funding to post secondary education, stop privatization and corporatization and safe guard our jobs.....

Universities Work Because We Do!

Yours in Solidarity,

Colleen

Over the past number of months the Local has been able to catch up with all the grievance meetings that were delayed because of the departure of the previous Human Resources Manager who dealt with CUPE 116. We have begun to work with the new manager and have had numerous step three grievance meetings with him. We have managed to achieve a number of settlements to recent grievances and are hopeful that we can continue to do so.



The Executive has completed a comprehensive overview of our outstanding grievances and is pleased to report that we are pretty close to being up to date with our cases – and will be even more so when we have worked through the next scheduled meetings.

Included within the next grievances we are scheduled to deal with are some discipline cases, as well as a number of contracting out violations. We have noticed of late that contracting out of maintenance work has become a more prevalent occurrence. This is troubling in light of the agreement reached with

the University at the last round of bargaining. Contracting out to low bid contractors is a short-sighted and misguided approach to management of the University's assets and infrastructure. We continue to argue strongly that in times of shrinking budgets and limited resources, having a capable, trained, qualified, and accountable staff is essential to enable the University to flourish and to meet its stated goals.

Although we have been able to settle a number of grievances, there are, however, a number of cases that will be proceeding to arbitration. By the time of reading this article the Local will either have been able to reach a settlement on the attendance management grievances, or the arbitration will have been heard. Either way, we are confident that the manner in which many of our members and co-workers have been treated will be stopped. Additionally, we have discipline, promotion, and harassment issues that are going to have to be resolved with the assistance of a third party. We also have some new problems to deal with concerning employees' privacy rights and surveillance of employees.

As always, we will attempt to keep you as up to date as possible with our grievance activity.

In Solidarity,

Dave

LABOUR HISTORY © CLARKE/CALM



Two weeks after the war ended, 11,000 UAW members, workers at Ford in Windsor, Ontario, went on strike, demanding a union shop and seniority for returned soldiers. Negotiations failed. Workers and supporters left their cars around the plant, blocking the factory and creating a huge traffic jam. Supreme Court Justice Ivan C. Rand was appointed umpire. His decision said that every employee had to pay the equivalent of union dues, as every one benefited from the union's work. This set a pattern throughout Canada.



It just hit me, I'm gonna live forever! Well, maybe for a real long time.

The only real challenge I face now, is how do I help keep the world around me healthy enough to last for my existence, oh ya, and my children's.

Every day, no matter what source of media we see or hear, we are constantly reminded of our ever eroding world. And unless you live with your head up your... alley, there's proof of it all around.

Maybe it is time to realize that every little bit counts, hey it can't hurt.

I checked my "ecological footprint", which is a measure of the amount of nature's resources an individual consumes in a single year. I don't know how correct it is, and maybe some of you doubters out there think it's a load of malarkey, but even if they are relatively close, I may not have an earth to live on. In fact, it says if everyone lived like me, we would need 4.2 worlds to continue to exist... Yikes!

So what can we do? Little things done by a lot, can have a huge effect.

Here are a few little things you should consider doing to make a huge difference.

Check your tires: Properly inflated tires enable your vehicle to run more efficiently. Did you know that 70% of people in Vancouver

have one or more of their tires improperly inflated?

Wash in cold water: Between 80% and 90% of the energy used to wash clothes is used for heating the water.

Change your shower head: Change to a low-flow shower head and while you're at it, spend 5 minutes less time in there.

Share a ride: I'm sure there are lots of times you can share a ride with somebody, either to work, a friend's place, sporting events, or any occasion. Or, don't even ride, walk to the corner store or those close by places.



Be meat free for one day: Meat production requires a tremendous amount of resources, specifically water and fossil fuels. Those of you already meat free, my apologies if this is offensive.

Don't sit idling: Well duuuh! Check out www.idlefree.ca

This week's action: I know they look pretty flying across your computer screen, but seriously, at the end of the day... Shut it down,

and turn off your monitor, screen savers suck energy.



If you want to know what your ecological footprint is, log onto www.mec.ca which is the Mountain Equipment Co-op website, and it only takes a minute.

Hit home-search products (type in footprint) - scroll to ecological footprint - take test. Easy eh? Now if it was only this easy to save the world!

Yours in Safety,

Barry Jones



The Centre for Sustainable Food Systems invites you to the:
Fourth Annual Community and Education Symposium
at
UBC Farm

Friday April 25, 2008, 9am – 4pm, lunch provided
Held, rain or shine, at UBC Farm (see map below)
Registration cost: \$20 - attendees, \$12 – students & low income

The goals of this Symposium are to:

- Celebrate the tremendous variety of student and community projects
- Understand the links between local farming and community health
- Strengthen UBC Farm-community-university connections

Neighbours, students, practitioners, industry, NGO, university, and government representatives are invited.

If you plan to attend,
please RSVP to Tegan Adams at farm.symposium@gmail.com by April 15, 2008

Schedule Brief: (for more details please visit www.landfood.ubc.ca/ubcfarm/)

8:30	Registration
9:00	Welcomes
9:30-10:30	Keynote: <i>Dan Jason of Salt Spring Seeds</i>
10:30-10:50	Break with snacks and coffee
10:50-12:30	Re-localization and the Food System
12:30-1:30	Lunch (provided) & networking
1:30-2:15	Farm tours
2:30-4:00	Community Health and the Food System
4:00	Wrap-up & feedback

***Presenters and tour stops will represent & highlight:**

UBC Farm Market Garden; Intergenerational Landed-Learning Project; Urban Aboriginal Community Kitchen Garden Project; Honeybee Project!

UBC Farm, 6182 South Campus Road

For more detailed directions, check:

www.landfood.ubc.ca/ubcfarm/



Your 2008 CUPE 116 Executive



Back left: Roger De Pieri (Secretary-Treasurer), Barry Jones (V.P. at Large), Colleen Garbe (President), Dennis Magee (V.P. at Large), Anne Stanton (V.P. at Large)

Front left: David Lance (Vice President), Leah Murray (Recording-Secretary)

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

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Facebook: CUPE Local 116 (UBC)

Please advise the Local of any changes to your home address, phone number, or personal email.



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: April 16, 2008

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



Bulletin Board

Return to Work Process

Please be advised if you are going through the Return to Work process and requiring any form of accommodation you are entitled to a Shop Steward to assist you through all meetings in respect to your return to work.

If you are currently in the process and do not have a Shop Steward working on your behalf please call the Union Office.

Income Replacement Plan Claim Applications:

Under the terms of the IRP plan, members must fulfill a waiting period of six months before income benefits are payable. You must be deemed totally disabled to work at your job or any job you are qualified to do in order to be accepted on the plan. If you are off work due to illness or injury that includes WCB and expect to be off for more than three months on sick leave, it is important to initiate a claim for IRP benefits.

Claim packages are available by contacting Grace Wang at the Health Promotion Office phone number 604-822-8696 or by referring to their website

at:

http://www.hse.ubc.ca/health_promotion/irp/irp_in dex.html

The application package includes three forms:

- 1) Plan Sponsor's Statement
- 2) Plan Member's Statement
- 3) Attending Physician's Statement

The adjudication of a claim can take up to 10 weeks or longer to complete and begins when all three forms are received, therefore, it is important that all paperwork is completed and submitted within the first three months of your medical leave.

The Members Decided – February – March 2008:

At the February and March membership meetings the following decisions were made:

- To send a full slate of delegates to the CUPE BC Convention in Vancouver from April 16 through April 19, 2008 and pay all associated costs.

- To send three delegates to the Canadian Labour Congress Convention in Toronto from May 26 through May 30, 2008 and pay all associated costs.
- To continue our affiliation with CUPE BC on an on-going basis.
- To send David Lance to the CUPE National Pension Trustee Strategy meeting in Ottawa from May 11 through May 15, 2008 and pay all associated costs.
- To donate \$500 to the family of Lillian Philips, purchasing clerk at Plant Operations, to assist the family with sending her ashes back home to St. Lucia in Africa.
- To send up to 6 members to training at the CUPE school in Naramata and pay all associated costs.
- To donate \$500 to the family of Zoltan Jakab, painter at Plant Operations, to assist his family with his burial.
- To pay all bills and salaries.

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/>