

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

February, 2008



Public Services Work because **WE** Do!

Photo by: Dennis Magee

### “Universities Work Because We Do”

Our membership provides important services and support throughout the University. In late 2007 our Local advised CUPE that we wished to continue our bargaining campaign, “Universities Work Because We Do”. We requested that CUPE financially assist us in continuing to get this message out to the community. We are pleased to report that CUPE National has agreed to cost share the campaign with our Local!

The current five-year Collective Agreement gives us an opportunity to voice our key concerns, such as:

- The future governance of the UBC Endowment Lands, and to continue the debate that UBC should become a part of the City of Vancouver.
- Become more involved in the internal governance of the University, ensuring that those who are elected from staff to the Board of Governors, are supported and held accountable.
- Putting a more public focus on the activities of the UBC Properties Trust – a market-orientated private company wholly owned by the University of British Columbia.



- Seek to improve basic funding to support existing services and university infrastructure.
- Influence how sustainability is defined. The Local wants to ensure that sustainability “UBC-style” includes people and workers, diverse communities (not just the wealthy), and protecting existing infrastructure and green space.

- Ensure maximum accountability for any private partnerships, and to help create a climate where there is support for building existing capacity within the University, rather than fragmenting services and infrastructure through a myriad of private partnerships.

- Monitor and speak out on the impact of the provincial government’s major report on the future of post-secondary education, Access and Excellence:

The Campus 2020 Plan for British Columbia’s Post- Secondary Education System.

Our membership takes care of the services, buildings, and grounds that allow education to happen. We know that there is a huge public investment that is not being properly protected. It is imperative we get the message out and put as much pressure on the government as possible, to ensure proper funding so that our public assets that we maintain are protected for future generations!!!

### The Income Replacement Plan:

This plan is a long-term disability plan that provides disability benefits to our members who become totally disabled to work through illness or injury. The plan is 100% funded by the membership. There was an IRP valuation meeting on November 22, 2007. The trustees of the plan advised the Local that our plan is in an unfunded liability situation and that we must increase our contribution rates from 1.5% to 2%. We requested from Mercer all the facts and figures that supported the need for an increase. The University provided all the information to CUPE. The benefits expert at our CUPE Regional Office, after a thorough examination, found that the facts and figures supported the increase.

As reported at the January membership meeting, CUPE 116 asked the employer if we could wait until April 1, 2008 to implement the increase, as this would be more palatable for our members, given pay increases would occur concurrently.

We are please to report that the University has agreed to wait until April 1 to implement the increase.

### Employee and Family Assistance Program (EFAP) – New Provider

The University’s committee for the Employee and Family Assistance Program (EFAP), comprised of representatives from our Local and other employee groups on campus, undertook a review of the current EFAP program, and engaged in a competitive bid process. The joint committee took this action because we wanted to ensure that the University’s employees and their family members are receiving the best possible EFAP service and value.

Human Solutions was selected to be UBC’s designated EFAP provider effective February 19, 2008. There will be no disruption of EFAP services. Until February 19, 2008 you can call Interlock at 1-800-663-9099 to receive counselling with them. Any time on or after February 19th, you can call Human Solutions at 1-800-663-1142 to receive counselling with them.

You will have the option of continuing your counselling with your existing Interlock counsellor for a designated transition period, which will end on March 31, 2008. After that time, arrangements can be made to begin using Human Solutions.

Please watch for additional information, such as posters and pamphlets, coming in the near future.

Yours in Solidarity,

*Colleen*

## Protect the investment in people and infrastructure at UBC CUPE 116 offers budget advice

Calling on the University of British Columbia to walk the environmental and sustainability talk found in its TREK 2010 plan, on February 1, 2008 CUPE 116 made a series of recommendations on the university's upcoming budget.



CUPE 116 president Colleen Garbe identified a number of ways to improve support for UBC's academic community, its workers and its growing population of residents.

Garbe urged UBC to remember that it is a public institution and encouraged the university to promote its own excellent services; including its skilled trades people and workers, and the fact that it has 'the best fed students in the province'.

"UBC must commit to restore and rehabilitate neglected campus infrastructure – which represents a huge public investment. It is past time to address the ever-mounting accumulation of deferred maintenance costs," said Garbe. Pointing to the university's Facilities Infrastructure Management Plan deferred maintenance clock, she said that the accumulated deferred costs are rising at a rate of \$76 per minute and are close to \$475 million.

Garbe called on UBC to develop and fully utilize the skills and expertise of its workers in implementing plans to restore and rehabilitate campus infrastructure and for campus services in general. "We are in a time of labour shortages and the university should be looking for ways to retain existing workers."

"The university's 2008-09 budget must reflect a real commitment to decreasing and ultimately eliminating contracted-out areas like food services, security services and building maintenance, the latter particularly in the commercial area. This would really demonstrate an increase in respect for the work and contribution made by CUPE members," said Garbe.

Garbe also encouraged the university to take seriously the suggestions found in the Focus on People document, including job exchanges and sharing and increased recreation facility access for workers.

CUPE said that the union is determined to continue to participate in the processes for consultation that are available to it and to press for the university to be more open and transparent with its workers and its community.

## Members Honoured at the UBC Dentistry Building



Our members in the custodial department were honoured at a breakfast in late December for their dedication, hard work, and commitment to excellence at the University.

**UBC Works because WE do!**

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

**February 2008 3**



This coming April 28th will be like any other day for a lot of people on campus, but you may see a few different things happening, especially on Main Mall.

As you may or may not know (and I hope you do) April 28th is recognized by all labour groups as a day of mourning, it is a day that offers us an opportunity to stand together with the worlds 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.

To give you an idea as to what size of scope I'm talking about here are some statistics from worksafe BC, these stats do not include last year, 2007 due to the time frame to compile all the information and have it posted.

Remember these statistics only apply to BC. And having being involved in safety since 1999 I felt this is a good place to start from (statistically speaking) .

Since 1999 to December 31st, 2006 worksafe BC reported 1,329,879 new injuries. That's 166,234 a year, 13,852 a month, 3,463 a week and 494 a day. Holy snappin' can you believe this. These aren't statistics that include war, or the days of laying down our train lines, these are the past eight years. We are a sophisticated society and take reasonable efforts to ensure safety... don't we?

So in looking at these statistics I am sure they are all broken down from cuts and scrapes to sprains and breaks, this won't include the possible nears misses or not reported accidents due to embarrassment or bruised egos. Can you imagine what the real statistics would say?

But having said all that, the most horrifying statistic is the level of fatalities. In the same year span there were 1,765 Work related deaths in BC, That's 4.5 deaths a week. Can you imagine the amount of lives this affects every year in this province? Something is horribly wrong when people go to work and don't return home at the end of the day.

This isn't an article to point blame or find reason why, that's being done at many levels and by many labour committees. This is simply an article to raise awareness and to have you stop for a moment in your day and remember those who have lost their lives while on the job. With statistics being what they are I have no doubt that someone reading this has been personally affected by this tragedy and for that I am sorry.

So on April 28th, at 11:30 am when you see a large group of people walking down Main Mall, join them in remembering. We are planning to walk all the way down to our memorial site beside the Rose Garden and Chan Center where we will hold a brief service. I hope you can attend this.

More information will follow as what the specifics are through your local safety committees and information flyers that will be handed around. Keep safe.

### Boots anyone?

I was recently informed through a member about a program that is in the early stages of taking off.

They are the same group that created the initiative "Dressed for success" which is a program to generate, through public donations, decent clothing for those women less fortunate to own their own suits in order to go to interviews and hopefully being successful in finding work.

The program was and is a huge success!

The recently new initiative is similar in its goals although the drive behind it is to satisfy a need for men that may be less fortunate. The program is called "Work in Gear".

With the recent boom in construction and a ton of opportunity to work in this field some may be finding hard to purchase necessary equipment, i.e. Boots due to the cost of them. That's where hopefully we can come in.

We have the opportunity to purchase a new pair of boots every two years, so what happens to your old ones?



In the main entrance of Plant Operations we will be displaying a box marked "Work in gear" your donations to this program would be greatly appreciated. Hopefully we can all help participate in this program.

Yours in Safety,  
Barry Jones

## New agreement for CUPE 116 members at UBC Aquatic Centre

CUPE 116 members Katie Trant, Colleen Garbe (president) and Luke Lynette-Krech join national representative Diane Jolly during the ratification vote.



December brought not only the expected exams for CUPE 116 members at the UBC Aquatic Centre, most of whom are students, but also a new agreement. On December 13, the members ratified an agreement that will expire in December 2010. A whirlwind round of bargaining began at the end of November, when CUPE 116 president Colleen Garbe was advised that the existing agreement, ending on December 31, 2007, had to be renewed by December 10 in order to be eligible for provincial government's Early Incentive funds.

Aquatic Centre shop steward Katie Trant established a bargaining committee consisting of herself, Luke Lynette-Krech and Dan Minster. The committee reviewed the membership's bargaining surveys and got membership ratification of bargaining proposals, then headed to the table. "We negotiated for three days and arrived at a settlement that met with the members' approval. This put a lot of pressure on our members, with exams and other activities, but I am pleased with the agreement," says Trant.

The agreement covers 69 members at the Aquatic Centre and provides wage increases of 2.2 per cent in January 2008 and 2.3 per cent in January 2009 and January 2010.

Garbe says that the local has been working to get better acknowledgement of the important role UBC facilities contribute to not only the academic community of students, faculty and staff, but also the broader community that now lives at or close to UBC. "Understanding that UBC is a community means that workers like these would be compared to others in surrounding municipalities," says Garbe.

CUPE National servicing representative Diane Jolly, who was at the table with the local, agrees. "The wages for these members are still far below those of CUPE aquatic workers in community pools in surrounding municipalities. We've got some distance to go before these members' wages recognize the contributions they make to their community," she says.

"The local's bargaining committee was committed to getting a negotiated settlement in spite of the timing. I'm pleased we were able to meet the deadline, reach an agreement endorsed by the membership, and ensure the members will receive the provincial government incentive."

While the Public Sector Employers' Council has approved the agreement, the UBC Board of Governors has not yet ratified the settlement, but is expected to do so.

## Local Working Committees

The Union has been actively establishing or re-establishing working committees throughout the Local over the past few months. As per Article 5.04 of our Collective Agreement, the committees meet with their respective departments to discuss and hopefully find resolve to the daily issues that affect the working environment of those they are representing.

Issues such as posting of shifts, workload, or job postings are just a few of the issues that may be of concern. Get to know your committee and support them in their efforts to improve your work site. If you are unsure of who your representatives are, call the Union Office.

Anne Stanton  
Vice President at Large



**Life's Truth**

The paradox of our time in history is that we have taller buildings but shorter tempers, wider Freeways, but narrower viewpoints. We spend more, but have less, we buy more, but enjoy less. We have bigger houses and smaller families, more conveniences, but less time. We have more degrees but less sense, more knowledge, but less judgment, more experts, yet more problems, more medicine, but less wellness.

We drink too much, smoke too much, spend too recklessly, laugh too little, drive too fast, get too angry, stay up too late, get up too tired, read too little, watch TV too much, and pray too seldom.

We have multiplied our possessions, but reduced our values. We talk too much, love too seldom, and hate too often.

We've learned how to make a living, but not a life. We've added years to life not life to years. We've been all the way to the moon and back, but have trouble crossing the street to meet a new neighbor. We conquered outer space but not inner space. We've done larger things, but not better things.

We've cleaned up the air, but polluted the soul. We've conquered the atom, but not our prejudice. We write more, but learn less. We plan more, but accomplish less. We've learned to rush, but not to wait. We build more computers to hold more information, to produce more copies than ever, but we communicate less and less.

These are the times of fast foods and slow digestion, big men and small character, steep profits and shallow relationships. These are the days of two incomes but more divorce, fancier houses, but broken homes. These are days of quick trips, disposable diapers, throwaway morality, one night stands, overweight bodies, and pills that do everything from cheer, to quiet, to kill. It is a time when there is much in the showroom window and nothing in the stockroom. A time when technology can bring this letter to you, and a time when you can choose either to share this insight, or to just hit delete...

Remember; spend some time with your loved ones, because they are not going to be around forever.

Remember, say a kind word to someone who looks up to you in awe, because that little person soon will grow up and leave your side.

Remember, to give a warm hug to the one next to you, because that is the only treasure you can give with your heart and it doesn't cost a cent.

Remember, to say, 'I love you' to your partner and your loved ones, but most of all mean it. A kiss and an embrace will mend hurt when it comes from deep inside of you.

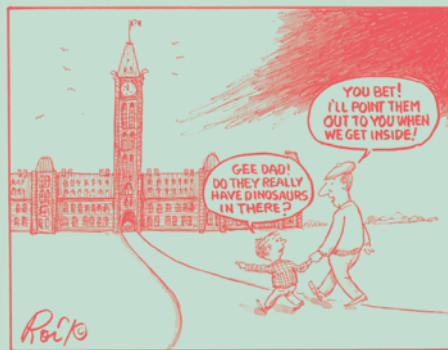
Remember to hold hands and cherish the moment for someday that person will not be there again.

Give time to love, give time to speak! And give time to share the precious thoughts in your mind.

**AND ALWAYS REMEMBER:**

Life is not measured by the number of breaths we take, but by the moments that take our breath away.

If you don't send this to at least 8 people.... Who cares?



**Workplace Truth**

Don't be irreplaceable, if you can't be replaced, you can't be promoted.

It doesn't matter what you do, it only matters what you say you've done.

The more crap you put up with, the more crap you are going to get.

You can go anywhere you want if you look serious and wear a lab coat.

Eat a toad the first thing in the morning and nothing worse can happen to you for the rest of the day.

When the bosses talk about improving productivity, they're never talking about themselves.

If at first you don't succeed, try again, then quit.

Keep your boss's boss off your boss's back.

Everything can be filed under "pending."

Never delay the ending of a meeting or the beginning of cocktail hour.

To err is human, to forgive is not company policy.

Important communications that contain no errors will develop errors in transit.

If you are good at your job, you will be assigned all the work. If you are really good, you'll get out of all the work.

The people who get to go to conferences are the ones who shouldn't.

When you don't know what you're supposed to be doing, walk fast and look worried.

Following the rules will not get the job done.

Getting the job done is no excuse for not following the rules.

No matter how much you do, you'll never do enough.

If it wasn't for the last minute, nothing would get done.

## Workplace violence

Directions/UFCW/CALM

Almost 20 per cent of all incidents of violence—including physical assault, sexual assault, and robbery—happen to workers on the job, according to a 2007 Statistics Canada study.

A third of all workplace violence cited in the study involved someone working in social assistance or health care services such as hospitals, nursing, or residential care facilities. Rates were higher than average in industries like hospitality and food services, retail or wholesale trade, and education.

Criminal Victimization in the Workplace is the first comprehensive study of the subject conducted in Canada. It was compiled from self-reported data from 24,000 households taking part in a general survey.

## When the punishment doesn't fit the crime

by Karrie Ouchas/In  
Solidarity/OPSEU/CALM

Progressive discipline sounds fair. But overzealous managers often apply it improperly.

The concept is simple. Progressive discipline addresses unwanted job-related behaviour or actions of a worker who fails to meet certain performance expectations.

The underlying theme of progressive discipline is that the employer should approach it as an opportunity for the worker to learn and grow.

An example of progressive discipline may begin with an informal reminder of the expectation. It progresses from there to a verbal warning, written warning and an increasing number of days of suspension, should the negative behaviour continue.

Ultimately, should the worker be unwilling to make the requested changes, discipline may end with termination of employment.

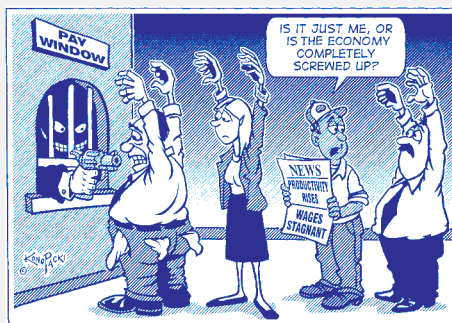
Most union contracts contain an article that addresses discipline. The employer must show that every opportunity has been given to allow the worker to change the behaviour before firing them. Of course, there are exceptions. For example, if a worker is engaging in criminal activity, it is not necessary to follow the guidelines of progressive discipline.

If progressive discipline is not followed or if the punishment is too severe, a member should file a grievance for unjust discipline. A settlement may include asking for any letters on file to be rescinded and destroyed, a written apology, a reversal of days of suspension and replacement of any loss of wages, with interest.

## Minimum wage

Directions/UFCW/CALM

Quebec's minimum wage will jump by half a dollar in May to \$8.50 an hour, putting it on par with the highest minimum wage in the country, that of Nunavut. And in April, New Brunswick's minimum wage will also be boosted by 50 cents—the largest ever single rise in the province's history. Currently New Brunswick's minimum wage is \$7.25, the lowest in Canada.



Current minimum wage rates across Canada

Nunavut	\$8.50 since March 2003
Yukon	\$8.37 since April 2007
NWT	\$8.25 since December 2003
Saskatchewan	\$8.25 in January 2008

B.C.	\$8.00 since November 2001
Alberta	\$8.00 since September 2007
Manitoba	\$8.00 since April 2007
Ontario	\$8.00 since February 2007
Québec	\$8.50 in May 2008
Nova Scotia	\$7.60 since May 2007
PEI	\$7.50 since April 2007
Nfld. & Lab.	\$7.50 since October 2007
New Brunswick	\$7.75 in April 2008

## Go outside and play

CCPA Monitor/CCPA/CALM

When your mom told you to go outside and play, she really did know what was best for you.

Just being outdoors or having access to the natural world has physical and mental health benefits. And new research has now found that the more diverse and vibrant an ecosystem is, the healthier it is for us.

People gravitate to these kinds of places, they usually say, because they are beautiful, peaceful, or relaxing. Sometimes they will venture as far as calling experiences with these ecosystems uplifting, moving—even spiritual. For others, it's a feeling that's difficult to describe in words, but being in nature just somehow makes them feel better.

There's biological value in having experiences with nature, value that is measurable and quantifiable. It's long been established that general health, mental fatigue and physical injury all recover faster when patients have access to natural areas. Studies have shown, for example, that surgery patients recover more quickly when they have views of natural landscapes outside their windows, rather than views of bricks and concrete.

Famed Harvard ecologist E. O. Wilson calls this connection to the natural world biophilia. It's a term he coined and it simply means that he believes humans have an innate kinship with other living things.

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Local 116  
"On the front line"**

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**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: February 20, 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\\_index.html](http://www.hse.ubc.ca/health_promotion/irp/irp_index.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.

**Elections**

- There will be an election at the meeting to select the order of delegates for convention

**Nominees are:** Gregg Garbe, Dennis Magee, Bill Provenzano, Barry Jones, Christopher Longford, Keith Jellis, Laura Lowry

**Motions**

- To pay all bills and salaries
- To send up to 3 delegates to the CLC Convention in Toronto and pay all associated costs
- To continue our affiliation with CUPE BC on an on-going basis

**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



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