

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

November, 2008

Lest we Forget



**HARRY WAS ON THE
FRONT LINE FIGHTING
FOR OUR RIGHTS AND
FREEDOMS**

Harry Smith (76th Winnipeg Battery, C.F.A.), Vimy Ridge. He fought for the rights and freedoms we enjoy today, such as Public Education.

Public Education is under attack from privatization,
we need to keep up the fight.

Let's not let Harry down!

Universities work because we do!

To find out more please visit our website at: <http://www.116.cupe.ca>

Come and join us on November 11 as our Local lays a wreath to remember our fallen soldiers. The University of British Columbia Remembrance Day ceremony is held annually in the War Memorial Gym and is attended by faculty, staff, students and members of the off-campus community. Over 1,000 people attend this annual ceremony.

This year, the Remembrance Day ceremony will be held on Tuesday, November 11 at 10:50 a.m. It will be an opportunity to honour and remember all those who served in times of war, military conflict and peace. Doors open at 10:00am.

Did you

Know...



-“Employees may use up to three days of dependant leave in any calendar year to care for the illness or injury of a dependant living in the same residence as the employee. For more details See the Letter of Understanding #7 on page 147 of our Collective agreement.”

-“Transportation to a physician or hospital for employees requiring medical care while employed by the University and at work shall be at the expense of the University. See Article 23.05 on page 61 of our Collective Agreement.”

-“It is agreed by the parties concerned that every effort will be made to prevent pollution. Employees will not be required to work in areas or under conditions in which preventable pollution exists. See Article 23.06 at page 61 of our Collective Agreement.” If you have concerns please contact the Union Office for advice.

-Your Union meetings are held on the third Wednesday of every month, September through June (no meetings are held in July or August). The location is at the Barn Coffee Shop at 4pm sharp. The average time for the meeting is one to one and one half hours. Along with door prizes and 50/50 draws, with half the proceedings going to the United Way, you will be provided with the most recent information and updates on what is happening within your Union.....Please mark your calendars and plan to attend!

I wish to begin my report to inform the membership that our Vice-President David Lance is on a medical leave of absence. His absence leaves a huge void within our Executive. David needs to be in good health to keep up with his large and sometimes overwhelming work load and responsibilities. I know the membership joins their Executive in wishing David a speedy recovery as we all need him back as soon as possible. In David's absence Roger De Pieri has been appointed by the Executive to acting Vice-President he has stepped up to the plate in assuming many of the Vice-Presidents duties along with assisting our Shop Stewards and is doing a fine job.

The Union continues to work on promoting our memberships hard work through our campaign UBC Works because We Do! We must keep up our fight to combat the privatization of our University and we are doing this by getting out to the internal and external community to bring to their attention that the University is not being properly funded. In fact government has cut expenditures to Universities. Our infrastructure is in shambles, we will keep up with our goal to make the public aware of the situation and the call for public renewal and re-investment into our University.

The public investment which has built Canadian infrastructure throughout our history is being abandoned by policy makers.

This Local is also pushing for the University to come under the governance of the City of Vancouver. This in our view is the only way to bring accountability and transparency for our public investment and to continue the delivery of essential public services for the public interests.

At our October membership meeting the members voted to adopt the Terms of Reference for 2010 University Sector Bargaining.

“University Sector Bargaining Committee” (UCBC).

The purpose of the University Sector Bargaining Committee is to conduct and coordinate bargaining and related matters on behalf of all participating CUPE Locals to have positive results in a 2010 settlement for CUPE members.

There is much work to be done in preparation for the next round of bargaining. Our Constitution and By-Laws only permit

an election for the next Negotiating Committee 3 months prior to the expiration of our current Collective Agreement.

The President has the ability to appoint committees and I along with the approval of the Executive have appointed a Bargaining Preparation committee. The members on the committee are:

- Chris Longford
- Lindsay Forsyth
- David Lance
- Laura Lowry
- Leah Murray
- Anne Stanton
- Gregg Garbe
- Dennis Magee
- Roger De Pieri

In preparation for the CUPE Bargaining Conference which will be held in February 2009, the committee will be collecting pertinent data, information and materials necessary to evaluate, digest, and concentrate on all proposals submitted by the membership for consideration.

The Local is actively seeking an expansion to our Steward and activist base in order to support the activities of the Union as a whole and in preparation for the next round of bargaining. The Executive are pleased that members put their names forward to be representatives on the Executive Council from many different Departments and Units. This enhances our collective desire to advance the economic and social interest of our membership which is very diverse.

Yours in Solidarity,

Colleen

United Way Campaign

Our Local has a raffle draw with proceeds going to the United Way.

First prize is two nights (weekend) at Harrison Hot Springs Hotel with buffet breakfasts and a 4 course dinner for two at the Copper Room, plus massage for two.

Second prize is \$100.00 cash

Third prize is a CUPE Local 116 Jacket.

Tickets are available through your Shop Steward or the Union Office and are only \$10.00 each.

Draw date will be November 19, 2008.

Don't delay get your tickets early!

Grievance Update

There seems to be a flurry of grievances these days in areas that are usually quiet. Members seem to be getting fed-up and are standing up and saying no more, contacting the local and apprising us of the situation.

Attendance Management Program

In a disappointing decision, arbitrator Chris Sullivan dismissed the grievances the Union filed against the University's administration of the Attendance Management Program and Attendance Review Committee.

The arbitrator ruled that because the contents of the Attendance Management Policy were not "unilaterally introduced", he would not engage in the type of legal analysis that the Union said was required. He also concluded that certain features of the policy were not unreasonable and were consistent with the Collective Agreement.

As for the Attendance Review Committee, the arbitrator concluded that the University can, in appropriate circumstances, demand medical information from employees directly, without first referring the file to the joint ARC.

The Union is disturbed at these findings and has instructed legal counsel to file an appeal to the Labour Relations Board.

Vacation Arbitration

Earlier this year we had a number of vacations denied in the department of Campus Security. The Department believed that vacation allowances were to be decided by teams and not by Department wide seniority. We went to an expedited arbitration at the beginning of summer to have our case heard and the arbitrator agreed with the Union that when assigning vacation "the department as whole must be viewed in order to accommodate a senior employee's request."

Elevator Update

The Local has received some positive news on our elevator grievance, and we are pushing ahead to have the step 3 meeting heard.

Bookstore LOU's

The Local has filed a grievance around scheduling outside the hours defined in article 12 of the C/A. The University believes the provisions that allow the Bookstore to schedule outside of these through an LOU from the last agreement is still in force and effect. We disagree with their position, and have demanded that they cease and desist immediately because they were not renewed by the parties in the last round of Bargaining.

Utilities Contracting Out

We are waiting for dates from the University to hear at step 3 the contracting out of a Backhoe Operator work. The employer hired an outside company to do the work when other 116 members were available to do the work.

Housing - Maintenance Contracting Out

The University has contracted out regular maintenance work in the Department of Housing. The step 3 has been heard and was not favourable to the Union. We have filed for arbitration and are awaiting dates for this case to be heard.

Parking - Contracting Out

There have been numerous grievances filed for contracting out of maintenance work in Parking.

Food Services - Arbitration

The Union has filed for arbitration with the University in regards to a classification/health & safety issue in food services.

Unjust Discipline

The Union has filed for arbitration in December to deal with an unjust discipline in the Carpenter shop.

Technician Update

The Local is looking at filing a grievance in the Department of Materials Engineering over work of the Bargaining Unit.

A member who used to perform this work has since vacated the position and the University is attempting to re-assign those duties outside of the Bargaining Unit.

Museum Theft Update

The University has fired one of our Campus Security Officers citing he was derelict in his duties resulting in the theft of the Bill Reid artifacts. The Union has taken his case to step 3 of the grievance procedure arguing that there were many other factors beyond his control. He should not be used as a scape goat and we were met with a negative step 3 response. We have moved his case to arbitration awaiting dates.

In Solidarity,

Roger De Pieri
Acting General Vice President

Quote Of the Day

"The best managers in industry says that troublesome unions are usually a function of bad management. It's not the other way around. Troublesome unions don't create bad management; they are a response to it!"

Elections/Nominations

Nominations were taken at the October Union meeting for:

- 2 Vice-Presidents at Large (2 year terms)
- 1 Recording Secretary (2 year term)
- 1 Trustee (3 year term)

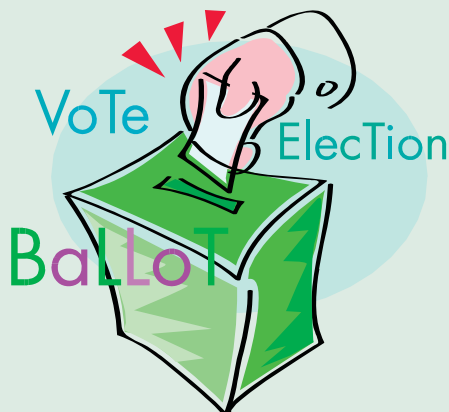
All positions were acclaimed!

Congratulations to Barry Jones, Lindsay Forsyth, Leah Murray, Glenn Smith. The Union wishes to thank Anne Stanton, outgoing Vice-President at Large, for all her hard work on behalf of the membership!

2008-2009 Executive

- President: Colleen Garbe
- Vice-President: David Lance
- Treasurer: Roger De Pieri
- Recording-Secretary: Leah Murray
- Vice-President at Large: Dennis Magee
- Vice-President at Large: Barry Jones
- Vice-President at Large: Lindsay Forsyth
- Trustee: Laura Lowry
- Trustee: Bill Provenzano
- Trustee: Glenn Smith

As per Article XIV (b) of our Constitution and By-Laws, there were nominations taken for an Executive Council.



The objective of the Executive Council is to support the activities of the Union viewed as a whole.

The following members were elected and/or nominated at the October Union meeting:

Trades Group

- 1 Architectural - Dave Needham, Bricklayer (Carpenter Shop)
- 1 Afternoon Shift - two members were nominated: Harry Easton (Electrician) and Bill Provenzano (Painter), both accepted nomination and there will be an election at the November membership meeting.

Technical Group

- 1 Technician - Keith Jellis (Mining Engineering)

Food Service Group

- 1 Retail - Betty Nielson (Tim Hortons)

Service Workers

- 1 Day Shift - Anne Stanton
- 1 Afternoon Shift - Milan Rezler

Labours/Dispatch/Stores

- 1 Representative - Sean David, Labourer (Soft Landscape)

Bookstore

- 1 Representative - Suzanne Taylor, Bookstore Assistant

Dentistry

- 1 Representative - Tanja Majer, Dental Assistant

There will be further nominations taken at the November Union meeting for the following positions:

- 1 Mechanical Trade (Day Shift)
- 1 Technician

- 1 Food Services Residence
- 1 University Centre
- 1 Head Service Worker
- 1 Clerical Representative
- 1 Housing Representative
- 1 Parking Representative
- 1 Security Representative
- 1 Grad Student Centre Representative
- 1 Aquatic Centre Representative

The Union will also accept nominations at the November meeting for one Director for the Society for a 3 year term

Dwindling drinking water access on campus

CCPA/CALM

Water fountains are becoming an endangered species on university campuses across Canada. That's one of the findings of a national online survey, Corporate Initiatives on Campus: A 2008 Snapshot, designed to document the commercial and corporate presence on Canadian campuses.

Responses to the survey, which was developed by the Canadian Centre for Policy Alternatives, the Canadian Union of Public Employees and the Polaris Institute, paint a picture of rapidly decaying water fountains and a lack of access in educational institutions across the country to clean, potable tap water.

Thirty three percent of respondents noted a reduction in the number of drinking water fountains on campus. Forty three per cent cited delays in repairing existing water fountains. Others said that new buildings are being built without water fountains, that existing water fountains and cold water taps in washrooms are being removed, and that vending machines are blocking access to water fountains.

One response from Brock University in St. Catharines explained "there are no water fountains" in new buildings on campus, "only Pepsi machines."

"Commercialism on campus is a trend we know is on the increase," explained Erika Shaker of the CCPA. "The responses to this survey provide a preliminary look at the effects of this trend on campus life, from sponsored activities and research to the most basic: access to tap water.



On Sunday, October 5th, you walked, ran and gave generously!

THANK YOU!

Thank you so much for participating in the 2008 Canadian Breast Cancer Foundation CIBC Run for the Cure!

On Sunday, October 5th, over 170,000 people like you connected in 55 communities across Canada. Together, we raised an incredible \$28.5 million to provide hope to thousands of Canadians living with breast cancer. We couldn't have done it without you!

Your personal efforts this year have made all the difference. Funds raised will go towards leading breast cancer research – finding better ways to prevent, diagnose and treat this disease. Your support will also allow us to continue delivering vital breast health education and awareness programs.

With you at our side, we're making progress. Survival rates for women who have breast cancer have improved significantly – the current 5-year survival rate is 87%.

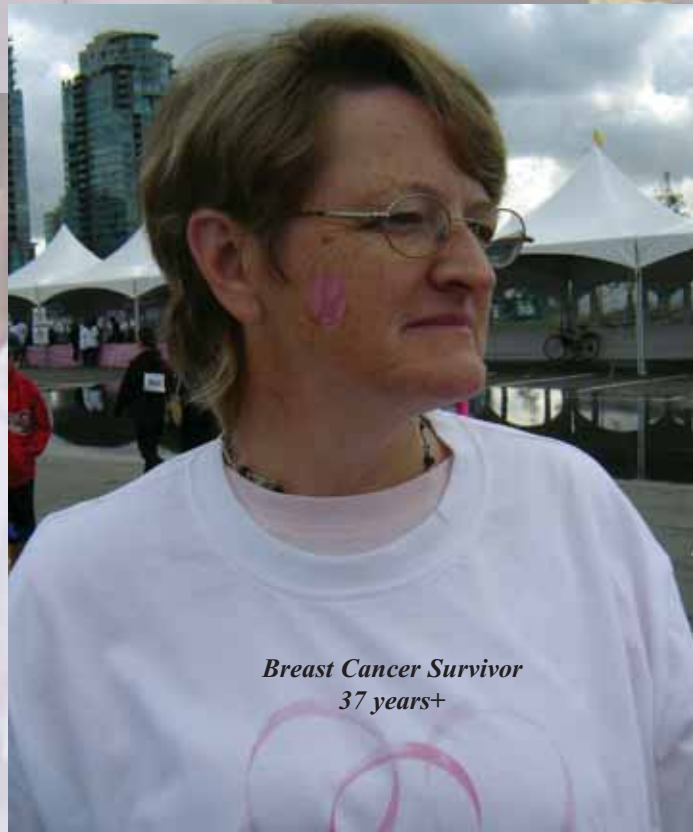
Run day was an inspiring and emotional day for us all. We'd love to hear about your experiences.

Please share your stories or photos on our finding hope blog.

Every step we take is leading us closer to a future without breast cancer. Your support is invaluable, thank you once again! We look forward to seeing you next year on Sunday, October 4th, 2009.

Sincerely,

Alison J. Youngman
Chair, National Board



UBC Works because WE Do!

Dear CUPE 116 Members:

The Journal de Quebec locked-out employees want to thank you very sincerely for your support during our long-lasting fight which came to an end on August 18, 2008.

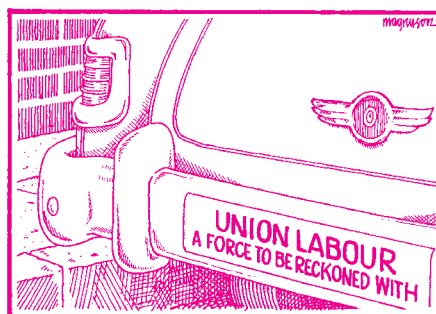
The solidarity and financial support received from CUPE locals and other unions allowed us to win this fight against our employer, Quebec/Sun Media, who declared the lockout of its employees on April 22nd, 2007.

MediaMatinQuebec, the daily newspaper published by the locked-out workers, contributed to inform the people of Quebec City of this labour dispute and helped us live through this difficult period while working in dignity.

We thank you once again for your support!

Sincerely yours,

The 252 *Journal de Quebec* employees,
members of CUPE Local 1450 (editorial staff)
CUPE Local 1872 (printing workers) and
CUPE Local 2808 (office employees)



UBC Employment Equity Census

To: All Members of CUPE Local 116

A major step in implementing an employment equity program at UBC was the dissemination of a survey in 1990 to all faculty and staff to determine the current representation of the four groups designated under the Employment Equity Act – women, visible minorities, Aboriginal people and persons with disabilities. This meant conducting a census on campus. Subsequently, all new UBC employees have been asked to complete an employment equity survey. Summary data was used to develop an employment equity program and this same data is used as a baseline to report on employment equity progress. The Canadian Human Rights Commission and the British Columbia Human Rights Tribunal fully support employment equity surveys and programs.

Since 1990, the demographics of the staff and faculty may have changed. In particular, faculty or staff who did not identify as persons with a disability when they completed the census may have now have a disability. It would also be helpful to have some additional information about sub-groups within some of the designated groups. For example, some groups classified as “visible minorities”, may face more or different barriers to employment than do other “visible minority” groups. We must ask additional questions to identify those distinctions. In addition, some historically disadvantaged groups, particularly members of LGBTQ communities, have not been included in our employment equity planning. To do so, we need to collect data on their representation in the UBC workforce. It is for these reasons that the Equity Office is conducting a new on-line census in November 2008.

To facilitate CUPE 116 members who do not have easy access to computers at work, the Equity Office will send a paper census package to members’ residential addresses. Employees who complete the census during the first 2 weeks will be entered for a draw to win 1 of 12 iPod shuffles. Please visit www.equity.ubc.ca for more information on employment equity.

Poh Peng Wong
Equity Office Administrator
University of British Columbia
Tel.: 604-822-5339
www.equity.ubc.ca

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

Suite 209 - 2150 Western Parkway (In the Village)
Vancouver, BC V6T 1Z3

Phone: 604-222-0116
Fax: 604-222-0113
Fax: 604-222-0119
Email: cupe116@cupe116.com
Website: <http://www.116.cupe.ca>
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: November 19, 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

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.

Hourly Pension Plan

It has come to the Union's attention that some of our members who are eligible to join the Pension Plan for the Hourly paid members of CUPE Local 116 are not aware that they must enroll in the plan it is not an automatic.

If you are hourly paid and have worked for 3 months on a continuous basis and maintain 20 hours per week or 80 hours per month please make sure you request a member record card. You can receive a card by coming to the Union Office or contacting your Plan Administrator. You can address all inquiries to:

D. A. Townley Associates Ltd.
101-4190 Lougheed Highway
Burnaby BC V5C 6A8
Phone: (604) 299-7482
Fax: (604) 299-8136

The Members Decided-September/October, 2008 Union meetings

1. To send up to a full slate of delegates to the BC Federation of Labour Convention in Vancouver from November 24-28, 2008 and pay all associated costs.
2. To continue the process of moving to a Union Trusted Ltd. Plan, consisting of those staff Unions who agree to the commitment. Which includes a commitment to sharing some of the costs.
3. To send two Executive members to the Lancaster Labour Arbitration and Bargaining Conference in Vancouver on December 3 & 4, 2008, and pay all associated costs.
4. To adopt the Executive recommendation to ratify the Terms of Reference for 2010 University Sector Bargaining.
5. To endorse the Executive recommendation to submit the following resolution to the BC Federation of Labour "Calling for the Federation to instruct the public sector committee to coordinate with its affiliates and relevant political parties to end the attack on public sector unions and repeal Bill 78."
6. 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/>