

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

September,  
2008

# CALM Award

Presented to

*CUPE Local 116  
The Collective*



For

*Best Photograph* · produced by volunteers  
*"Lions Gate Bridge" (Dennis Magee, photographer)*

In recognition of outstanding achievement  
in union communications



*2007*

Year

UBC Works because **WE** Do!

# Did you Know . . .



-“When required by Legislation or the University to wear safety footwear, a regular full-time or part-time employee will on proof of purchase, receive one hundred and twenty (\$120.00) dollars allowance every two (2) calendar years”. See Article 25.03 on pages 67 & 68 of our Collective Agreement.

-“Where the University requires an employee to hold a Industrial First Aid ticket for the benefit of the University, the employee shall be paid a salary differential of ninety (\$90.00) dollars per month. The University shall pay for the tuition fees of the course.” See Article 27.04 on page 69 of our Collective Agreement.

-“The University agrees to allow leave of absence from work, with pay for one (1) hour to attend up to four (4) Union meetings to be held at 3 pm or later, in each twelve (12) months period of the Collective Agreement” See the Letter of Understanding #3 on page 143 of our Collective Agreement.

-Your Union meetings are held on the third Wednesday of every month, September through June (no meetings in July or August). The location and time is at the Barn Coffee Shop at 4 pm sharp and 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 proceeds going to 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!!!

How fast the summer has come and gone. I hope all of you have had a good holiday. I know when I started my vacation at the end of July it took me over two weeks to unwind. One of the last issues the Union was dealing with prior to my vacation was the lack of recognition and respect given to the services our members provide for this University.

When the current Executive took office it was of utmost importance for us to take a good hard look at the state of labour relations. For the most part we found ourselves constantly involved in long drawn out grievances and contractual disputes, which of course is not a healthy situation to be in, for the wellbeing of our membership or for the University as a whole.

The Union has embarked upon a communication campaign: **“UBC WORKS BECAUSE WE DO”** to raise awareness within the internal and external communities. This campaign illustrates that the services CUPE 116 members provide are cost effective, necessary and valuable. We will be continuing with our campaign with the hope that the Senior Administration will one day embrace the idea that sound labour management practices and working cooperatively with the Union to effect a dispute/conflict resolution process makes good economical sense. Also it is a fine example of being socially sustainable as described as part of the “Focus on People Plan”.

The University continues to have severe problems when it comes to managing their budgets, and our membership continues to pay the price for the budget shortfalls. The Union has on several occasions made presentations to the University with respect to the budget concerns.

We have asked why the University continues to contract-out work when they have experienced employees that can do the work better and at a lower cost. I will go back to the issue, that put my head into a tail spin prior to vacation: the University contracted out work and had our members, at no cost to the contractor, providing services such as note taking, making coffee and running errands for the contractor?

Who paid for this? If you guessed the University you were right. How is this respecting the work of their employees or being accountable to the taxpayer? The University also refuses to make contractors accountable for their shoddy work. Our members are constantly repairing the deficiencies, and their time on the job is charged to the Department’s operating budget instead of to the contractors? Does this make sense?

Another issue that is very costly to the University is the move to decentralize, particularly in Human Resources. With a decentralized Human Resources management system there is not a Human Resources team at UBC, rather there

are fiefdoms and power struggles. The cornerstone to a healthy and thriving organization is to have experienced Human Resources leadership at the top, who are good communicators and progressive thinkers that have authority to make decisions. This does not seem to be the case at UBC. It is the Union’s view that Senior Administration has been an impediment to good labour relations. They do not appear to be interested in finding solutions to issues. There is no clear, fair or consistent application of labour management practises, policies or even the Collective Agreement. This is a huge contributor to the increasing costs borne by both the Union and the University. The huge number of grievances and arbitrations has led to increased legal fees, time loss, and low morale. The focus for our members in the workplace is to know there are easy to understand human relations practices which are applied fairly and consistently, and that they are treated with respect.

The Union’s input to the budget problems thus far has fallen on deaf ears. The Union will, however, continue to remain vigilant with respect to the questionable spending and management practises at the University, in an effort to have our concerns heard.

We remain hopeful that the valuable contribution of the University’s employees will be recognized and that the Union will be afforded the respect it deserves.

Yours in Solidarity,

Colleen



Firstly, I hope that everyone had an enjoyable and restful summer and had some well deserved time off.

Despite the ongoing labour relations strife and volume of grievances that we continue to deal with, I want to focus on a positive event that occurred recently.

In June, I had the fortune of attending the annual Western Canadian Municipal Workers Conference along with three other representatives from our local. We were invited by CUPE to attend the conference as they, as well as many CUPE municipal locals, are aware of the ongoing GVRD mandated governance review of UBC. They are also aware of the stance that our local has taken – namely that we believe that UBC should be included in the Vancouver municipality and should have an accountable, transparent governance structure with elected officials and enforceable by-law and environmental standards. This would no doubt be an improvement from the status quo.

At the conference we were asked to provide a report on our local's activities, struggles and outlook, as well as the state of our labour relations. We explained why the local took the position we did in the governance review process – and that we hoped to be attending the conference in the future as delegates, not guests!

We discussed bargaining and the problems we have had with government interference and the subsequent inability to engage in free collective bargaining. Our presentation also focused on the inadequate funding structure of the post secondary sector and, in particular, UBC's move to privatization and allowing corporate intrusion into the University domain.

This could ultimately result in the 'selling off' of a public institution, that is designed to be accessible to the citizens of B.C. and for the benefit of all, regardless of socio-economic status.

The part of our presentation that received the strongest reaction and the most questions concerned labour relations. The attendees were astounded at the number of grievances and arbitrations that we are having to undertake, as well as the types of issues that we are having to address. An example given was our recent difficulty obtaining an agreement on an arbitrator in a termination case – to the extent that we had to write to the Labour Relations Board for assistance. Meanwhile, our member was out of work for over a year and was denied due process while all this took place.

After our presentation we were inundated with additional questions and offers of support. We also received valuable advice and recommendations on how to deal with such a negative and frustrated environment.

Lastly, an important and lasting aspect of our experience in Calgary was the networking opportunity and the contacts we made. We continue to meet and strategize for the future – 2010 and beyond.

In Solidarity,

Dave

*\*Note In my last newsletter article I inaccurately wrote that UBC is disallowing CUPE 116 members from working past age 65. To be clear, CUPE 116 members can work beyond 65, BUT at present they have to undergo a reduction in benefits. We hope to address this issue in the near future.*



## Looking Back:

Even though we usually mark this time as the beginning of another year, I would like to look back in review of the last year and touch base on a few items that members may have forgotten about, or not.

## New Regulations

Regulations changed July 26, 2007 surrounding new and Young Workers which did not go into effect until Jan 2008. These changes put the onus on the Employer to ensure young and new workers are properly orientated and aware of all workplace hazards. With the inclusion of these regulations the employer must, regardless of age, or length of time with the employer orientate, and re-orientate all workers in respect to hazards and/or equipment in the workplace on a continuous basis.

The new law not only intensifies protection for workers working late nights and alone it also improves the safety of all workers in BC.

## Threats of Violence on Campus

January 30 and February 6, 2008, what the heck happened here? All mayhem broke loose, this kind of thing doesn't happen in this Country, usually it's reported on King 5 News or some other American network. But unfortunately it was a reality for us all. There were some very uneasy and unsettling moments. The threats highlighted the deficiencies with the University response times and communication systems.

The University along with the University wide Health and Safety committee and Campus Security are working to restore community confidence by correcting and initiating top-notch and timely communication systems. I will keep you updated as they progress with the introduction of superior communication and security measures.

## Day of Mourning

Monday, April 28th was the CUPE day of Mourning. We honored those workers who died on the job with a gathering at the flag pole and a march to our memorial site where Colleen and Brother Barry O'Neil our CUPE BC President addressed the crowd. It was attended by approximately 70 people who came on their own lunchtime, and for that I am thankful. Let this not be the only day we remember those who have died on the job. We must continue to be vocal in our demands to end preventable workplace injuries on a campus that saw 300 work-related injuries last year.

## Arbitration

May 27, 28, 29 and don't forget June 30th was our Arbitration hearing regarding the University's Attendance Management Program, this was a process that was witnessed by 40 of our members. It was filled with a number of highlights and was a great opportunity for our members to witness the process.

The reason I included this event in my safety article is because many times during the Arbitration the University tried to tie this program that they created into the wellness program, I believe they even referred to it as "a continuum of care".....Are you serious? If that's their idea of "a continuum of care" I would rather be subjected to the Medical System in the U.S.

To reiterate Colleen's article; respect the services of our members, don't contract out our work, centralize we are one University one employer, start being

fair and consistent with labour management practices and stop pushing the budget shortfalls down to us. Put people in charge that are good communicators and progressive thinkers.

## A quote from the Universities Focus on People Plan:

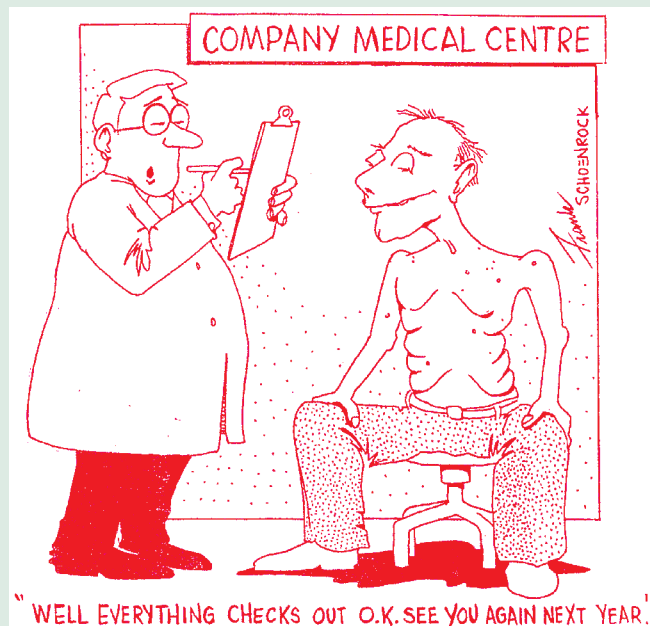
*"Our most fundamental connection to the organization is in our relationships with whom we work." All members of the University must contribute to a culture of positive values and good relations, and establishing a working environment marked by respect, trust, diversity and camaraderie".*

These words speak for themselves it is now up to the University to lead and put them into practice!

Let's look forward to a safe and healthy year.

Yours in Safety,

Barry Jones



# A Healthy Footprint

We invite faculty to the UBC Vancouver's 6th annual Health Symposium – A Healthy Footprint -- to be held at the beautiful Chan Centre on October 15, 2008. The event is complimentary to all UBC faculty and staff.

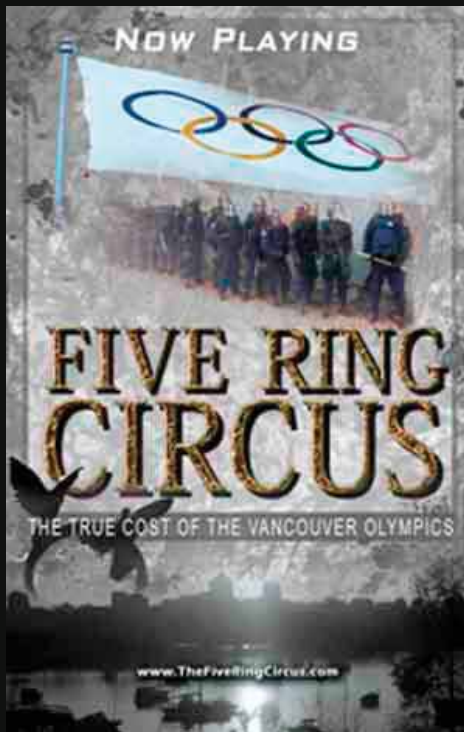
You will have the opportunity to hear nationally renowned and engaging speakers like Dr. Greg Banwell and Linda Edgecombe. You can participate in relevant and informative breakout sessions with various field experts including Dr. Milan Khara, Dr. Joti Samra, Merv Gilbert, Kathy Lynn and Rowena List. Pick up free products/goodies and be eligible to win great prizes.

On-line registration for the Health Symposium will be open shortly. Visit [www.hse.ubc.ca/health-symposium](http://www.hse.ubc.ca/health-symposium) for program information and to submit your registration.

(To learn more about Health Promotion Program's ongoing series of free events (seminars, presentations, and health screenings) including the Healthy Workplace Initiative Fund please visit us at [www.hse.ubc.ca](http://www.hse.ubc.ca).)



## Five Ring Circus:



A most interesting read, this book is written by Christopher A. Shaw who is a Professor at UBC.

It is an exposé of the greatest sham on earth! What is of particular interest is the section on Corporatization of Universities under the Olympic Rings, the Societal Impacts and the Real Estate Deals.

The Union has purchased copies of this book as well as the DVD. If you are interested in reading it or seeing the DVD, please come to the Union Office to sign a copy out.

August 28, 2008

To: All Members of CUPE Local 116

Dear Sisters & Brothers:

Re: **United Way Campaign 2008**



The Executive are writing to you regarding the 2008 United Way Campaign. Unions and the United Way have a long history of working together to strengthen our communities. We are requesting that you support and promote the United Way at your work sites.

In recent years we have seen government cuts have huge negative effects on many families that live in our province. The United Way has been there to offer services that many families and individuals rely on.

CUPE BC, CLC, and the Vancouver and District Labour Council support the work of the United Way, and we hope that they can count on your support as well. If you have any questions please feel free to call the Union Office at (604) 222-0116.

In Solidarity, on behalf of the CUPE Local 116 Executive,

Colleen Garbe  
President  
CUPE Local 116

David Lance  
General Vice President  
CUPE Local 116

## ***Tim Hortons***



***Dear Members of CUPE Local 116:***

On behalf of the thousands of children who will benefit from attending a Tim Horton Children's Foundation camp this year, thank you for your participation in Camp Day 2008.

With the help of generous public contributions and the dedication of countless volunteers, we were able to raise a chain-wide total of more than \$9.0 million. These funds will help send over 13,000 children to camp this year!

Thank you again for taking the time to participate in our Camp Day event. We hope that you found the experience both meaningful and memorable.

**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](mailto: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: September 17, 2008**

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



**Bulletin Board**

**116 Hourly Pension Plan General Meeting**

There will be a meeting held on October 1st, 2008 at the Michael Smith Laboratories Lecture Theatre. Two sessions will be held, first at noon (12:00pm) and the second session will be at 3:00pm.

DA Townley will be making a presentation to the members to update you on the status of your pension plan.

**Society News**

The bi-yearly retirement dinner will take place this fall. Please ensure that the Society via union office has the names of recent retiree's. The dinner will be held on Saturday, November 8, 2008 at the Hilton Metrotown (Burnaby) details to follow.

**-Motion:**

Nominations will be held at the October 15th Union meeting for:

- One (1) Director of the Society (Two year term)

**The Members Decided – June 2008:**

To send up to two (2) members to the Respectful Workplace Conference at the University of Victoria from November 11 through to November 14, 2008 and pay all associated costs.

To send up to 4 members to the CUPE National Health & Safety Conference in Newfoundland from October 22 through to October 27, 2008 and pay all associated costs.

**Motions:**

1. To send our Vice-President to the CUPE Pension training session to be held in Halifax on

October 18 through to October 25, 2008 and pay all associated costs.

2. To pay all bills and salaries.

3. To send up to a full slate of delegates to the BC Federation of Labour Convention (Vancouver) from November 24 -28, 2008 and pay all associated costs.

4. 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.

5. To send two Executive members to the Lancaster Labour Arbitration and Bargaining Conference (Vancouver) on December 3 & 4, 2008, and pay all associated costs.

**Nominations:**

Nominations will be held at the October 15th Union meeting for:

- One (1) Trustee (Three year term)
- Two (2) Vice Presidents at Large (Two year terms)
- One (1) Recording-Secretary (Two year term)

As per Article IX of our Constitution and By-Laws, eligibility to hold Office for these positions you have to have attended fifty per cent (50%) of the General Membership meetings during the twelve (12) months prior to the date of the election.

**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](mailto:newsletters@cupe116.com)



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