

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

## “DAY OF MOURNING”

CUPE LOCALS 116, 2278 and 2950  
will be holding a ceremony at the  
CUPE 116 Memorial  
adjacent to the Rose Garden  
11:00am, Thursday, April 28th



We invite the community to join us on  
April 28th for “Day of Mourning”  
to honour those workers who have  
lost their lives or were injured on the job.

# Did you Know...

## CUPE 116 Executive, Trustees, Executive Council

**April 2011**

### Executive:

President	Colleen Garbe
Vice President	David Lance
Recording Secretary	Leah Murray
Treasurer	Roger De Pieri
Vice President at Large	Lindsay Forsyth
	Barry Jones
	Dennis Magee

### Trustees:

Ed Domenco  
Bill Provenzano  
Glenn Smith

### Executive Council:

Mechanical Trades	John Square-Briggs
	Ed Domenco
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson
	Peter Brien
Sage Bistro	Brett Small
Day Shift Service Workers	Anne Stanton
Afternoon Shift Service Workers	Milan Rezler
Clerical	Vacant
Labourers/Dispatch/Stores	Sean David
Housing	Emma Atillo
Parking	Marlene Marshall
	Georgina Stark
Security	Nick Sagliocco
	Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

## Communication Update:

The Local has received positive feedback from our membership, who have been receiving our new CUPE116 online service that delivers news and information, such as Bargaining Updates, Bulletins and Newsletters via email. We will be sending approximately 2-4 emails per month. Please call our union office at 604-222-0116 or email us at CUPE116@CUPE116.com to update your email address.

We are currently working on a new Website that should be up and running in the next few weeks.

## Gold Gym Memberships:

The Local has now purchased gym passes for our membership's use from Gold's Gym in the Village. If you wish to make use of a pass please call the Union Office to give your name and contact information. You will be required to sign a waiver prior to using the gym, those waivers will be available at the Union Office.

## Article 3.04 No Other Agreements:

No employee shall be required or permitted to make any written or verbal agreement with the University or its Representatives which may conflict with the terms of this Collective Agreement. (Page 3).

## Union Meetings:

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 for our meetings is the Student Union Building (SUB) at 4:00 p.m sharp. The average time for the meeting is one to one and one half hours. Along with door prizes and goodies, you will be provided with the most up to date information on what is happening within your Union. This is your opportunity to have your say and speak out on issues that may be affecting you and your co-workers at the workplace.

## Mark your Calendars and Plan to Attend

### Federal Election Monday May 2, 2011:

You should have received your voter card in the mail by now, if not go to: <http://www.elections.ca> and register.

## Time To Say Enough

After five years of Stephen Harper's Conservative government, it is clear they have no real commitment to improving the lives of all Canadians. They have put the interest of banks, the finance industry, oil companies and the rest of their Bay street backers ahead of Canadian workers.



### 2011 Cupe Local 116 Delegates:

At our January Membership meeting the membership elected the following members to be our delegates for 2011:

David Lance  
Christopher Longford

Roger DePieri  
Dennis Magee  
Leah Murray

Jim McKay

#### **Alternatives:**

Lindsay Forsyth  
Harry Easton

# President' Report April 2011

When I wrote my first report of the year I spoke of this year being very eventful. At that time I did not imagine that at the beginning of 2011 I would lose my Mother. Her passing came very suddenly and was a terrible shock to my family. Life is just not and will never be the same. Losing your Mother is like losing a piece of yourself.

I wish to take this opportunity to express our family's sincere gratitude and appreciation to the membership for your outpouring of sympathy, flowers, cards and donations to the Vancouver SPCA in memory of our Mother. She had a deep love for all animals and your donations to the SPCA go a long way in supporting their efforts to protect animals from inhumane and cruel situations. They also help with providing shelter and homes for these helpless animals who just want to be loved and who love unconditionally.



An issue that has come to the forefront over the last couple of months is regarding retirement security for all workers. Over 40 percent of our membership is not eligible for the UBC Staff Pension Plan and those of us who are enjoying the benefit of that pension plan need to be committed to ensuring that all our members are provided equally the opportunity to join the UBC Staff pension.

Our Canada Pension Plan is also under attack by the Federal government. With looming Federal and Provincial elections, it is imperative that we all take the lead in engaging the larger community in the fight for better pensions. We need to speak directly to both our Federal and Provincial politicians on the importance of this issue. Many of our seniors who have contributed to the development of this Country are living in poverty in their old age and this is unacceptable.

The Canadian Labour Congress' pension reform program seeks to increase CPP benefits for all workers. The position put forward by the CLC would see the future CPP benefits doubled over a seven year period and an immediate 15 per cent increase in the Old Age Security/Guaranteed Income Supplement benefits for seniors would provide the best options for ensuring that seniors will live in dignity in retirement.

I would encourage you to log on to the CLC website to access more information on this very important issue.

**On April 28, 2011 the three CUPE Locals will be holding a "Day of Mourning" ceremony. The ceremony will be held at our memorial site adjacent to the Rose Garden. We are encouraging all our members and the UBC Community to attend. We will be gathering at the Flag Pole at 11am. This day is to honour the memory of those workers who lost their lives on the job in 2010. One of our members who lost his father to illness relating to workplace environmental conditions will speak at the event, as will Barry O'Neill, President of CUPE BC and Pierre Ouillet, UBC's Vice-President of Finance, Resources and Administration. UBC is partnering with the Locals on campus to encourage all to attend this meaningful ceremony.**

With all that is going on in this world it is important that we treat each other with generosity and empathy and that we work together to make the world we live in a better place.

Yours in Solidarity,

A handwritten signature in black ink, appearing to read "Colleen". The signature is fluid and cursive.

Colleen

# Safety Report

## Was it me or did the ground just move?

I guess with all that is happening around the globe regarding earthquakes, now more than ever is the time to prepare - or are you ahead of everyone else and just waiting for the big one to arrive?

Whether it happens or not we cannot control it, what we do have control over is being prepared as best we can.

So what's the purpose of being prepared? Isn't the city I live in going to take care of me and my family?

Many plans are put in place for your community, but things can't happen instantaneously. Most communities ask that you prepare yourself and your families for 72 hours, to be self-sufficient because you don't know what services will be available or to what extent the damage may be, and by being prepared helps minimize the impact it may have on you and your family. And how are you prepared if you have to relocate?

There are a ton of resources out there to assist you in preparing and I encourage all of you to talk about it with family and friends. To use this article and list all of the items you may need would be too long. These are things you'll need to discuss with your family, but I will add a few scenarios to get you thinking of other things.

First and foremost; start today, most people won't start immediately because they figure it to be too onerous or costly to get all the items immediately, but you don't have to get it all today, most items you already have. Make it a family project and figure out a time line that is convenient for you.

Food, Water and Shelter are the three items to work with. When you are planning these things think for the scenario that you can't stay home. You and your kit should be portable, and if it's a large one make sure it has wheels. A good idea would be to have something like your city garbage cans. There are many ideas out there, so decide what best suits your needs.

Water - a rule of thumb is two litres per person, per day. A family of five? - that's thirty litres of water. The wheels on your kit sounds like a good idea now eh?

Food - each person and family will vary with items, just make sure it's food you actually like and requires minimal water and or effort to make.

Shelter - tarps, plastic sheeting, whatever you think you'll need. Just prepare to be outside.

As I have mentioned, many websites can assist you with all the items or even your local community has information for you, just ask.

Most importantly, have a plan. Get everyone to participate, practice the plan, discuss where to meet if you are not all together initially and if you can't get together, have an out of town contact that you can communicate through.

Other things to think about when preparing your kit: pets and their food, extra medications if needed, personal identification, cash on hand, first aid and toiletries and as the seasons change is a good time to rotate stock and add appropriate clothing. One last point of note, if you keep your kit stuffed in your basement and you are unable to access it, it won't serve you very well, so have it easily accessible or outside in the yard if possible and lock it up if you can.

I hope this information is useful to you and I also hope that you never have to rely on it, but it never hurts to be prepared.

Oh, and it was just me, not the ground!

Yours in Safety,

Barry



# Seniors / Your Health

## Senior's Tax Credit

**OVER 100,000 UNAWARE THEY QUALIFY**

*Are you entitled to a disability tax credit?*

Recently the National Pensioners and Senior Citizens Federation participated in consultations for New Data Strategy on People with Disabilities. The forum was presented by Statistics Canada, Human Resources and Skills Development Canada and the Council of Canadians with Disabilities.

Some very interesting statistics emerged. Did you know that 40% of all Canadians over 65 have at least one or more disabilities? It is estimated that over one hundred thousand seniors over 65 are entitled to \$7,000 Disability Tax Credit and are unaware of it or don't consider themselves sufficiently impaired to qualify. Impairment of speech, hearing, walking, dressing and other body functions can qualify you for a Disability Tax Credit.

Seniors accrue additional expenses because of these impairments. They are no longer able to do some of the chores around the house, like mowing the lawn, cleaning the oven, washing windows and other household chores. The Disability Tax Credit is designed to offset some of these expenses.

Pick up the Medical and Disability-Related Information from the nearest Taxation office or from Service Canada.

Read it carefully and discuss it with your family doctor. If you fit the criteria the doctor will fill out the form and you send it in to Revenue Canada. If you have had the impairment for some time the tax credit can be made retroactive.

The information is available on the website [www.cra.gc.ca](http://www.cra.gc.ca). It may well be that your health is good and you don't require this additional tax credit, but if you qualify take advantage of the benefit and make your life somewhat easier.

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## CANCER IN TODAY'S WORKPLACE

This was the topic of a recent seminar hosted by the B.C Federation of Labour. I attended this event looking to bring back some relevant knowledge that could be applied to our Sisters and Brothers of 116 at UBC. The facts are that Cancer is the leading cause of premature death in Canada. One in four Canadians die of cancer. Lung cancer accounts for 27% of all cancer deaths. The biggest problem is what you don't know can kill you. There is no such thing as safe levels of exposure to carcinogens. Researchers are finding even parts per billion can have long term detrimental effects on your body. Know the hazards, Chemical, Biological, Asbestos, Radioactive and even some yet unknown carcinogens. Ask about the products you are using. Question your suppliers. Request substitutions when products are deemed unsafe. 80% of MSDS sheets can be wrong. Ask questions, it's your right to know. For more information look to [www.carexcanada.ca](http://www.carexcanada.ca)

Your 116 Steward      Ed Domenco

# United Way Campaign 2011



a place of mind

## 2011 UNITED WAY LOANED REPRESENTATIVE OPPORTUNITIES

Each year, two UBC employees are 'loaned' to United Way to serve as an extension of United Way staff by acting as a full-time resource person to Employee Campaign Co-ordinators and committees at UBC and various workplaces around the Lower Mainland.

"UBC has been involved for over twenty years in the Loaned Rep program at United Way", says **Prof. Stephen Toope, UBC President and 2010 Co-chair for the United Way of the Lower Mainland Campaign**. "This program provides the loaned rep with significant professional development and the opportunity to learn about the community surrounding and supporting UBC, as well as the importance of social responsibility. They return to UBC ready to take on greater challenges and enrich our community through the experience they gained."

Each employee receives training for this job from United Way and works on the campaign from the end of August to mid-December. Once trained, the UBC employees assist primarily on the UBC United Way Community Campaign but will also have the opportunity to work on other campaigns through-out the Lower Mainland.

**Eligibility:** All full-time, continuing employees are eligible to apply for these positions. While on loan from UBC, the employees would continue to receive full pay and benefits, but will be relieved of their regular job responsibilities for the duration.

### Further information:

For more information about this exciting opportunity, do one or more of the following:

1. Check out the Loaned Rep posting, which will be on UBC Human Resources job postings website late March to mid April, and submit your resume.
2. Go to the United Way website <http://www.uwlm.ca/participate/loaned-representatives> and watch the video with Dave Needham, one of last year's successful Loaned Reps.
3. Contact one of the following UBC staff members who are former Loaned Reps:  
Dave Needham, Building Operations, 604 992 4909 [davned@gmail.com](mailto:davned@gmail.com)  
Joel Kobylka, Enrolment Services, 2-8307 [joel.kobylka@ubc.ca](mailto:joel.kobylka@ubc.ca)  
Debra Elliott, Conferences & Accommodations 2-1013 [debra.elliott@ubc.ca](mailto:debra.elliott@ubc.ca)  
Kevin Morris, Building Operations, 778-689-2492 [kevin.m.morris@telus.net](mailto:kevin.m.morris@telus.net)

### CONTACT:

Eilis Courtney, Senior Volunteer, UBC Community United Way Campaign  
Director, UBC Ceremonies Office  
Phone: 604-822-6192  
E-mail: [eilis.courtney@ubc.ca](mailto:eilis.courtney@ubc.ca) Website: [www.unitedway.ubc.ca](http://www.unitedway.ubc.ca)

# Canadian Red Cross



Canadian  
Red Cross

Croix-Rouge  
canadienne

March 24, 2011

CUPE Local 116  
209-2150 Western Parkway  
Vancouver BC V6T 1Z3

Dear Red Cross Supporter,

Thank You for your recent gift of \$1,500.00.

Your support of Red Cross programs and services means so much to so many. Whether right in your own community or across the world, your donation is hard at work, improving the life of someone made vulnerable by disaster, war, house fire or other emergencies.

In recent years, disasters have driven nearly four million Canadians from their homes and caused billions of dollars in damage. That is why your donation is so appreciated and so critical. Your gift helps to ensure our disaster response teams are ready to respond 24 hours a day, seven days a week. It also assists Red Cross in helping to break the cycle of child abuse and violence through the education of youth and adults who provide leadership to them. And it provides the free loan of essential medical equipment to vulnerable people recovering from illness or injury.

You are the strength behind the Red Cross and it is through your generosity that we are able to continue bringing help and hope wherever and whenever it's needed most.

Very truly yours,

The Canadian Red Cross Society  
Western Canada

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**Western Canada Office** 100 - 1305 11 Avenue S.W., Calgary, Alberta T3C 3P6  
Telephone: (403) 205-3448 Fax: (403) 205-3463



Supported by your United Way or Red Cross campaign contribution [www.redcross.ca](http://www.redcross.ca) Charitable Registration Number - 119219814RR0001

## "On the front line"

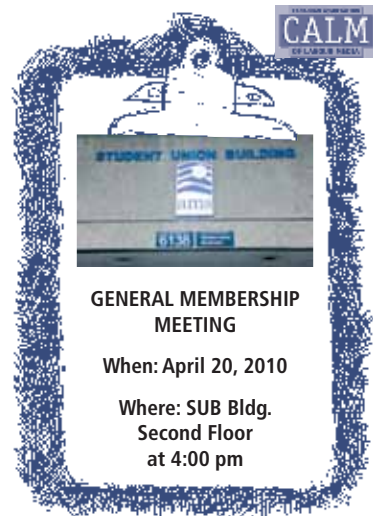
Suite 209 - 2150 Western Parkway  
Vancouver, BC V6T 1Z3 (In the Village)

Phone: 604-222-0116  
Fax: 604-222-0113  
Fax: 604-222-0119  
Email: [cupe116@cupe116.com](mailto:cupe116@cupe116.com)  
Website [www.cupe116.com](http://www.cupe116.com)  
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 - 11:00 am. Please contact the Union Office to make an appointment.



## Bulletin Board

### The Members Decided:

#### February 2011 Union Meeting:

1. To donate \$1,000 to the Juvenile Diabetes Research Foundation.
2. Donate \$100 to the Heart and Stroke Foundation in memory of Rick Byers, Return to Work Coordinator.
3. Donate \$500 to Minds in Motion.
4. To pay all bills and salaries.

#### March 2011 Union Meeting:

1. To donate \$2,000 to UNICEF to assist in the rescue and recovery efforts in Japan.
2. To donate \$2,500 to the Canadian Red Cross to assist in the rescue and recovery efforts in Japan.
3. To donate \$2,500 to Doctors Without Borders to assist in the rescue and recovery efforts in Japan.
4. To pay all bills and salaries.

### Recent Retirees



Carol Murray - Parking & Access Control Services



Mohammed Ramzan - Housing & Conference



Monta Farrel - Food Services

*Disclaimer: The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the publisher or Executive. If you have any questions, comments or letters, please contact the Union office at 604-222-0116 or fax at 604-222-0113 or e-mail at [newsletter@cupe116.com](mailto:newsletter@cupe116.com).*