

September 2011

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



**Welcome Back!**

**"Be prepared, you never know what surprises we may overturn."  
Colleen Garbe, President CUPE 116**

Photo by Dennis Magee

# Did you Know...

## CUPE 116 Executive, Trustees, Executive Council

**September 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 Brett Small
Sage Bistro	Anne Stanton
Day Shift Service Workers	Milan Rezler
Afternoon Shift Service Workers	
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

The terms of the following positions will come to an end this November. The Local will be accepting nominations at the October 19, 2011 Membership meeting:

- Vice-President : 2 year term
- Treasurer: 2 year term
- Vice-President at Large: 2 year term
- Trustee: 3 year term

On Wednesday September 21, 2011 the Society of the Union will be holding their Annual General Meeting. The following motions will be debated and voted on at this meeting:

1. Motion to retain Nordahl Craig Cummings & Gares, Accountants.
2. Motion to pay \$500 in legal fees for registering the Societies Act.
3. Motion to continue to pay \$10 per year of service to a maximum of \$250.00 for retiree's gift.
4. Motion to continue to pay to the School of Social Work to a maximum of \$500.00 per year.
5. Motion to budget for 3 - \$1,000 Society Scholarships to be awarded by October of each year.
6. Motion to continue with the Turkey draw at the December CUPE 116 Union meetings to a maximum of \$350.00 (14 twenty-five dollar gift certificates.)
7. Motion to budget \$250.00 for communications such as Newsletters and other handouts.
8. Motion to budget \$500.00 for booked time off for Society Executive and Trustees.
9. Motion to continue paying Medical Leave of Absence for members who are off work under their doctor's care. The Society will cover MSP,EHP,BGL,IRP and EFAP for up to 6 months. In order to be eligible the Society needs to be notified by way of application.

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 UBC Student Union Building at 4:00 pm sharp. The average time for the meeting is one to one and one half hours. Along with door prizes, 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.

**Another great job done  
by our Sign Shop**

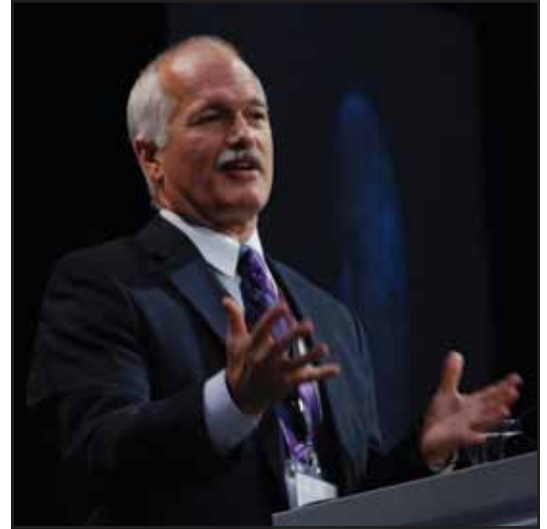


# President's Report - September 2011

As I start to write my report, I have just heard over the CBC radio that Jack Layton, leader of the Federal NDP party has passed away at 4:45 am this morning. An overwhelming sadness has come over me. 2011 has been a year of great loss for me, both personally and professionally.

Jack was truly an amazing person with so much charisma and energy; he truly cared about all people. He carried out his duties in office with such enthusiasm and passion. He gave you a sense that we can achieve anything we put our minds to. He was truly an inspiration, and so committed to social justice. He was a rare and endearing person who led and fought battles on bread and butter issues that resonated with many Canadians. He was a visionary and a political leader that people were willing to put their trust into.

He faced his illness with such courage and optimism, although this was a fight he could not win, but I know the party will go on to be a strong opposition for the current government, based on the principles and ethics that Jack brought to his party and all Canadians.



Bargaining is about to start after the summer break, there are several dates set for September. Be prepared, you never know what surprises we may overturn. As we advance through bargaining we will keep the membership updated via Bargaining Bulletins and through our Website.

Our ongoing key priority must be to strengthen solidarity within and amongst CUPE members and with other unions/ community allies.

CUPE 116 was invited to attend the 20th annual Coalition of Graduate Employees Unions conference, and the 7th annual Canadian Coalition of Graduate Employees Unions conference in New York City this past August. We sent three of the bargaining committee members to show support for the organizations, both here and in the United States. The conference was a forum to strengthen established unions, and to meet to share information and work together toward common goals. The conference theme was "Mobilize to Organize." Along with our brothers and sisters in CUPE Local 2278, we worked together to address how to best fight against pervasive attacks on collective bargaining and higher education. Other workshops topics included:

- Understanding the Canadian and U.S. Bargaining Contexts
- Creative Actions
- Coalition Building on and off Campus
- Organizing Research Assistants
- Moving Forward: Building a C/CGEU Message

Next year UBC and SFU Graduate Employees Unions will be hosting this conference in Vancouver, and we look forward to supporting their efforts in organizing a great conference.

Yours in Solidarity,

Colleen

# Vice President's Report - September 2011

To begin, welcome back as another new school year starts. Hopefully those who wanted to, were able to enjoy some time to relax over the summer.

As is typical, our grievance, arbitration & shop steward activity slowed during the summer with many people off on vacation. However, we did work through some important issues.

First, with the assistance of an arbitrator, we were able to achieve a mediated settlement with the University regarding the provision of Animal Care work by Technicians.

There has been a trend that has seen the number of unionized Animal Care Technicians dwindle over the past few years; partly due to external factors, but also due to the fact that non-union Technicians perform similar work in faculties in which we are not certified. This trend has led to a number of our Technicians facing lay-off.

Ultimately, the solution to this situation will be a comprehensive organizing campaign and drive, but in the meantime, through this new agreement, we were able to secure unionized employment for a number of our current Animal Care Technicians and ensure that there remains unionized Animal Care facilities on campus.

The second significant issue pertains to one of our smaller bargaining units and the Collective Agreement that we have with the UBC Graduate Students Society (GSS). This Collective Agreement covers the staff who work in the GSS Pub, known as Koerner's.

In brief, the GSS has decided to close the Pub; a decision that we disagree with and have challenged. Ultimately it is within the GSS's control to close their operation, but in order to do so they must comply with their obligations under both the BC Labour Relations Code and the Collective Agreement. In our view, and in the view of the staff from the Pub, they have not upheld their responsibilities on either front.

We are in the midst of proceedings at the Labour Relations Board to try to remedy these issues and expect that we will need to have a full hearing to achieve satisfaction for our members from the Pub, who have been treated shabbily throughout this process.

We have also worked to resolve a number of issues without having to invoke the grievance procedure, but where needed, have pursued grievances and set up arbitration dates.

We have two cases at present which are proceeding to arbitration, in order to challenge promotion processes that in our view were flawed, and that resulted in senior, qualified employees being by-passed.

As well, we have two cases involving a Layoff/Recall Umpire where we are disputing either or both the validity of the layoff and the options remaining for the member after the layoff.

We have also recently resolved a long outstanding reclassification case which has resulted in a number of employees being moved up to a new pay grade that more accurately reflects their work, skills and contributions.

We anticipate that the autumn will continue to be busy, but will hopefully be productive for our members.

In Solidarity,

Dave

# Safety Report

A new school year is upon us.

Many take this time to treat it as a fresh start and make resolutions to be more efficient and mindful of their organizational skills. And if all goes to heck in a hand-basket, you always have the traditional New Year just around the corner to try again.

But as we settle in to familiar surroundings, and the water cooler chat has heard its last vacation tale, we realize it's time to get back to work and focus on the matters at hand.

One thing I have witnessed in the many years of being at the University is the number of committees we hold; we have committees for everything. I won't mention them all because my article is usually 740 words long and as I am at 132 now, I won't be able to say what I want.

Besides, the committees I am more concerned for are the safety ones, and as we know, on campus we have 88 Joint Health and Safety Committees, and CUPE 116 members participate on 38 of them.

One thing I have noticed is that plenty of these committees do not run efficiently. Proper process isn't followed and unfortunately, apathy sets in and nothing productive gets done.

It's easy to finger point and assign blame for reasons, but they are JOINT committees so we all own some accountability for their success.

One initiative that the University Joint Committee is taking this upcoming year is the production of a Safety Calendar. It is a joint effort from all the employee groups, WorkSafeBC, and the Risk Management Services department.

This calendar is specifically designed for the Joint Safety Committee in your department to use as an information tool at every meeting. Each month references a different topic; to name a few, it has Risk Assessments, Working Alone, and Fire Safety. It will give a brief description as to what it actually means and how this may affect you. It will have references to the University's policies that apply, and contact information, to assist your committee in finding solutions.

The idea is easy; each committee will refer to the calendar each month for discussion on the topic. For example:

July - Fire Safety. We chose this topic for this month because of the usual dry climate, and we are forever bombarded with radio commercials about forest fires. Your committee reviews the information provided, then looks internally as to what it needs to do.

It's a great time to look at your own safety program and ask questions: Who's our Fire Warden? Where's the Muster area? Are the Extinguishers, Exits and Evacuation Plans in order and visible? When is your next Fire Drill? Who do we contact? And where do we find resources to assist us?

These are some of the many questions that hopefully your committee will come up with, and by doing this exercise, be better prepared should the occasion arise, to ensure everyone's safety. We believe the Calendar will be a successful tool for all committees to use; it's a tremendous opportunity to be active and promote safety in the work place, and it will generate positive discussion to have proper process followed.

We will be working feverishly to ensure that your committee has a calendar for your September meeting, as the UBC calendar year begins in September and ends in August.

So as you enter the new school year, I ask that you renew your commitment to Safety, and those of you who are representatives for our members in your workplace, that you rejuvenate your advocacy for the members' rights.

I look forward to working with you over the coming year.

Yours in Safety, Barry

**UBC**  
**Get Ready to**  
**Shake Out.**

**DROP! COVER! HOLD ON!**

October 20, 10:20 a.m.

The University is participating in ShakeOut BC on October 20 at 10:20 a.m. and would like all departments/units to join in practicing "Drop, Cover and Hold." ShakeOut BC is the largest earthquake drill in Canadian History. Earlier this year, more than 470,000 people participated in the first ShakeOut BC. The drill will henceforth be on the third Thursday of October annually.

[www.ShakeOutbc.ca](http://www.ShakeOutbc.ca)  
[www.emergency.ubc.ca](http://www.emergency.ubc.ca)

UBC a place of mind  
THE UNIVERSITY OF BRITISH COLUMBIA

The Great  
British Columbia  
**Shake Out**

Insurance Bureau  
of Canada

# CUPE Pride

The 31st of July, Sunday morning, I hurried down to my first Pride march. Well actually it was a first for all of us at CUPE 116; Colleen Garbe, Laura Lowry, and myself, Ed Domenco. We gathered down at the multi-pride float on Robson and Thurlow. As we waited to kick off the event, we were approached by a reporter and his camera crew, and asked, "Why are you here today?"

We replied, "We are here to march with our brothers and sisters and show that CUPE supports and believes in Pride. If you are gay, lesbian, bisexual, transgendered, or straight, we are with you on your march for human rights."

Soon we were walking down the parade route. It felt like the entire city of Vancouver was out to cheer us on. Waves and shouts of happy pride filled the air. This was a great day to be out in the sunny city. But something kept me going back to the reporter's questions. Why are we here? What's this all about? I was curious to find out more. So after some searching on the web I found my answer. I found it was more than I had thought, a day for the gay community to dress up and let loose.

It had started in 1969 at a place called The Stonewall Inn, a popular gay bar in Greenwich, New York. Police raids were commonplace for gay bars, and the patrons usually showed little to no resistance. But this night, on June 27th, something changed for all time. The gay community fought back. Things had reached a boiling point at the Stonewall and it erupted into a riot spilling out into the street. Violent protest washed over the surrounding streets like a tidal wave. It was said an unknown drag queen threw the first brick that started the riot. Enough was enough. The community would no longer tolerate bullying, harassment, and beatings handed out by local police. The riots grew bigger and bigger over the course of four days. This was the start of the Gay Liberation movement.

To commemorate this historical event in gay history, we march. We march for those who cannot, and for those who still live in fear around the world. We march to educate. We march for human rights. We march for Pride.

I felt proud to walk with my brothers and sisters. So what have you done today to make you feel proud? Here are some resources:

Pink Triangle at [cupe.ca/lgbtt](http://cupe.ca/lgbtt),  
MultiUnion Pride at [multiunionpride.ca](http://multiunionpride.ca), and  
[Vancouverpride.ca](http://Vancouverpride.ca)



# On August 22, 2011

Like all Canadians, CUPE BC and its members were deeply saddened by the news on the morning of August 22, 2011 that federal NDP leader Jack Layton had lost his final battle with cancer and has passed away at age 61.

For working people everywhere, Jack was truly like a member of the family. Throughout his public life - from his time as a Toronto city councilor to his ultimate achievement, this past spring, of leading the NDP to Official Opposition status in the House of Commons - Jack identified with the hopes and dreams of average people and always stood up for what's right.

We join all Canadians in mourning his loss and paying tribute to his legacy. On behalf of secretary-treasurer Mark Hancock, the CUPE BC executive, and the 85,000 CUPE members in B.C., I would like to extend deepest condolences to Jack's life partner, Olivia Chow, his children Sarah and Michael, and the entire Layton family. Your tremendous loss is shared by all of us.

Barry O'Neill  
President



## "On the front line"

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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

### Motions to be debated and voted on at our September Membership meeting:

1. To donate \$1000.00 to CUPE 3338 to support the locked out members at SFU.
2. To send a full delegation to the CUPE National Convention to be held in Vancouver October 31 through November 4, 2011 and pay all associated costs.
3. For CUPE Local 116 to fully endorse the United Way Campaign that is going to commence September 2011.
4. To pay all bills and salaries.



### UBC AQUATIC CENTRE

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The University Of British Columbia, 6121 University Blvd, Vancouver, BC, V6T 1Z1

Dear CUPE Executive,

July 16<sup>th</sup> 2011

On behalf of the Organizing Committee, I would like to thank you once again for supporting our 2nd Annual Lifeguard Competition. This year we were able to put together another successful lifeguard competition and we could not have done it without your help. The participation and competitor turn-out was really encouraging this year. Your contribution and support demonstrated to our competitors that the sport of lifesaving is valued and that the training they commit to is appreciated by businesses in the real world. With your help, we were able to make this competition a hit, and many lifeguards are already talking about it. They are especially keen to see your company's presence next year!

I look forward to speaking with you more about next year's event in the upcoming months. The organizing committee and I hope that your company will be able to support us once again, and that you or a representative of your company would be able to attend on the day of. Please know that your support has already helped us tremendously, and that your continued sponsorship will go a long way to making our next year's competition a memorable event for everyone involved.

Sincerely,  
Mr. Alexander Tse  
Lifeguard Competition Organizing Committee  
UBC Lifeguard Competition

*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).*

