

# THE COLLECTIVE

## THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

• Saale Nao Mubbarak • Gelukkige Nuwe Jaar • Gezuar  
Vitin E Ri • Snorhavor Nor Tari • Kul 'Am Wa Antum  
Bikhair • Sheta Brikhta • Eni Iliniz Mubarek • Noki Saal  
Mubarrak Bibi • Shuvo Nabo Barsho • Bloavezh Mat •  
Chestita Nova Godina • Soursdey Chhnam Tmei

• Felic Any Nou  
• Nuo Bazzor  
Bekunore • Xin  
Nian Kuai Le •  
Pace E Salute  
• Sretna Nova  
Godina • Stastny  
Novy Rok • Godt

Nyttår • Ufaaveri Aa Aharakah  
Edhen • Gelukkig Nieuwjaar •  
Kiortame Pivduaritlo

• Felican Novan Jaron • Head  
Uut Aastat • Melkam Addis  
Amet Yihuneliwo • Ruhus  
Hadush Amet • Onnellista  
Uutta Vuotta • Bonne  
Annee • Bliadhna Mhath  
Ur • Bo Nadal E Feliz  
Aninovo • Prosit Neujahr  
• Gilotsavt Akhal Tsels •  
Kenourios Chronos • Nutan  
Varshbhinandan • Hauoli  
Makahiki Hou • L'shannah

Tovah • Naye Varsha Ki Shubhkamanyen • Sun Leen Fai  
Lok • Boldog Új Évet Kivánok • Selamat Tahun Baru  
• Sal -e- No Mobarak • Sanah Jadidah • Bliain Nua  
Fe Mhaise Dhuit • Felice Anno Nuovo • Akimashite  
Omedetto Gozaimasu • Asegwas Amegaz • Hosa  
Varushadha Shubhashayagalu • Somwaka Omoyia  
Omuya • Snem Thymmai Basuk Laphi

• Sua Sdei Tfnam Tmei • Saehae Bock Mani Ba Deu Sei  
Yo • Newroz Pirozbe • Laim go Jauno Gadu • Laimingu  
Naujuju Metu • Sabai Dee Pee Mai • Srekjna Nova  
Godina • Tratry Ny Taona • Selamat Tahun Baru • Nveen  
Varshachy Shubhechcha • Puthuvatsara Aashamsakal •

Kum Thar Chibai

• Is-sena T-tajba

• Nawa Barsha

Ko Shuvakamana

• Godt Nyttår • Nua

Barshara Subhechcha •

Nupela Yia I Go Long

Yu • Masaganang

Bayung Banua • Nawai Kall

Mo Mubarak Shah • Sal -e- No

Mobarak • Manigong Bagong

Taon • Szczesliwego Nowego

Roku • Feliz Ano Novo • Nave

Sal Di Mubarak • An Nou Fericit

• Novim Godom • Manuia Le

Tausaga Fou • Sretna Nova

Godina • Nayou Saal

Mubbarak Hoje • Subha

Aluth Awrudhak Vewa •

Nawan Saal Shala Mubarak

Theevay • Stastny Novy Rok

• Sreèno Novo Leto • Iyo

Sanad Cusub Oo Fiican

• Feliz Ano~Nuevo • Heri Za Mwaka Mpya° • Gott Nytt År!

• Warsa Enggal • Eniya Puthandu Nalvazhthukkal • Losar

Tashi Delek • Noothana Samvatsara Shubhakankshalu

• Sawadee Pee Mai • Yeni Yiliniz Kutlu Olsun •

Shchastlyvoho Novoho Roku • Naya Saal Mubbarak Ho

• Yangi YilBilan • Chuc Mung Tan Nien

• Blwyddyn Newydd Dda

# HAPPY NEW YEAR

# 2011



# Did you Know...

## **CUPE 116 Executive, Trustees, Executive Council**

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

### • **Communication of "Snow Plans"**

It is incumbent upon the University to have a Snow Plan in place for each Department or Faculty. When a severe snowfall occurs the University President will make the decision to close the University or not. It is the Department or Faculty that is responsible to communicate the decision to their employees.

A copy of the "Snow Plan" will be posted on the bulletin boards.

If the Faculty or Department is closed, employees who were scheduled to work on that day will be paid their regular wages for the day.

If the Faculty or Department is open, only those employees who come to work will be paid their regular wages for the day.

Employees who are concerned about their safety travelling to and from work and/or have child care responsibilities may choose not to come to work. Employees who decide to remain at home after the University has made the decision to remain open may opt, with their administrator's/manager's approval, to use vacation time, banked time, or take a day of leave without pay.

For further information please contact your Department Manager or Administrator.

### • **Article 9.02 (pg 18) Seniority List**

The University shall maintain seniority lists showing the seniority date as defined in Article 9.01 of each employee. Separate seniority lists shall be maintained for staff and hourly paid employees.

Seniority lists shall include employee names in order of seniority, seniority date, and classification held and an indication of those employees who are grant funded. A copy of each seniority list shall be sent to the Union and posted on bulletin boards in January and July of each year by each department or unit.

Note: Seasonal employees shall be included in the seniority list for hourly paid employees with the word "seasonal" in brackets after their names.

If you do not see a Seniority list posted please contact your Administrator or Manager to request that one be posted.

### • **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 new location for our meetings is at the Student Union Building (SUB) at 4:00 pm 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.

### **Nominations for 6 Delegate + 2 Alternate Positions**

To be voted on at the  
February 16th Union Meeting

Dennis Magee  
Lindsay Forsyth  
David Lance  
Harry Easton  
Roger De Pieri  
Leah Murray  
Jim McKay

# President' Report February 2011

This year promises to be eventful, with many challenges and also opportunities for our membership to play key roles in sparking up discussion and activities in our workplace and community.

Bargaining, as you know, is underway and our Local is coordinating with the other nine University Locals to achieve the best possible results. The Education sector will also be at the table soon and we will be looking at coordinating our collective efforts with them as well.

Thus far we have met with the employer on five occasions and have had constructive and cooperative discussions with such issues as committee structure, workload, lay-off umpire process and grievance procedures.

The Local and the University have confirmed many dates for bargaining over the next couple of months.

We will continue to advance our "University Works Because We Do" campaign and focus on improving internal membership communication as well as external communication.

The first issue of the "University Worker" publication went out in November and the next issue will be out in February. This publication will highlight features on post secondary education. We will be sending out these publications through our e-mail all system and with our newsletter deliveries.

We are working with the employer to ensure all our workplace sites have a Union Bulletin Board to post all our information on.

The Local will be launching a new and improved website this year. This form of communication will highlight the many activities of our Local. It will also profile our members and the services they provide. All our bulletins and newsletters will also be on the site, and the website will be updated regularly as we proceed though bargaining.

We have also been working on beefing up our e-mail data base and have over 1100 updated names and contact information for our membership. We also are working on updating and building on our phone tree. If your number has changed over the years, please contact the Union Office at (604) 222-0116 to provide us with your new number. This communication tool allows us to send out important information quickly.

In addition, the three CUPE Locals on campus have commenced with an advertising campaign including bus and billboard advertisements. Print ads will also be published in community papers and other various publications promoting the "University Worker".

The Local will also be scheduling times over the next six months to come to sites for lunchtime and tailgate meetings to listen and hear what our members have to say.

It is a privilege to work full time for CUPE Local 116 and together we can meet and exceed whatever challenges we may face over the year!

Yours in Solidarity,



Colleen

# Vice President's Report – January 2011

Happy New Year to everyone!

Although we moved into Collective Bargaining in the Fall and have a number of dates to meet set with the University over the next couple of months, we are continuing to conduct grievance meetings as well.

Bargaining is an ideal opportunity to try to address areas within our Collective Agreement that could be strengthened or that need to be clarified. It is also an occasion to put new language into the Collective Agreement to address issues that may have arisen during the term of the existing agreement. For example, the Union has proposed language that will provide for a faster resolution process to grievances and arbitrations; because as we all know, they can ultimately take months to resolve.

During the upcoming weeks we have a number of step three grievances meetings scheduled to argue discipline cases, where we allege that the discipline imposed on our members was either unwarranted or excessive. These cases originate from a number of different Departments.

We have also been dealing recently with promotion cases where we argue that the process used to assess candidates in promotion cases was flawed and so ultimately employees were overlooked.

As mentioned in previous articles, the local has been experiencing a higher than usual number of lay-offs, many of which we dispute the validity of or how the lay-off process itself was conducted.

As well, there are contracting-out issues that need to be addressed, as we see instances where work that should properly be performed by members of our bargaining unit, being performed by contractors.

Through the investigation and handling of these grievances, we are continuing to try to include some of our newer shop stewards in the process so that they become familiar with what is necessary to address the issues of our members. Our shop stewards continue to meet on a regular basis to exchange experiences and to increase their knowledge of the workplace. The local supports this process by sending as many of our active stewards as we can to good, relevant training courses.

We will keep you updated as we continue to work to address the concerns of our members and to make sure that they are well represented.

In Solidarity,



Dave

## Promoting Trades in the School System

Last week I gave a presentation to a group of students in middle school in New Westminster. It was an honour to be invited to the students Career day for the second time. Last year the class was half boys and half girls, this year it was all girls. Using a power point presentation, I gave an overview of the trades in CUPE 116 and what we do here at UBC. I explained that with the trade's shortage looming in the Province, it has never been a better time to consider a Career as a unionized tradesperson. I spoke about how I became interested in woodworking at school and my journey to becoming a red Seal Joiner/Cabinetmaker and how fulfilling the job is.

I explained in detail all the duties attached to being a Carpenter at UBC. It was a wonderful to see so many girls interested in Carpentry as a Career.

Leah Murray



# Safety Report

I guess we are now a month or so into our new commitments and promises to ourselves. So how are you making out? - I don't usually make New Year's resolutions; not for fear of failure, it just that it pre-occupies too much of my time that could be better spent just lazing around doing nothing.

Anyway, whether I want change to happen or not will rely a lot on other peoples choices. And I am hoping this year brings a tremendous amount of change to our safety initiatives and programs here on Campus.

Two key items that I feel will have a tremendous impact on those changes will be our opportunity at the bargaining table and the University's newly appointed Risk Management team.

First let's discuss the Bargaining table. Colleen's article speaks to what has been going on so far, but in the near future we will be presenting a number of changes and additions to our Health and Safety language. We feel that all of the language proposed will have a huge impact on our membership, both directly and indirectly.

As I have represented our membership for a number of years on the University Joint Committee and have had the great pleasure of working with many of our joint committee members regarding safety matters. I feel that all of our proposals come from concerns we all have and that is our right as workers and our right to represent our members. So, when it comes to a lot of the Health and Safety proposals that we will be forwarding, it will be re-asserting rights that we have already worked hard to secure.

True, they have always been there, but unfortunately many of us haven't known of them and possibly the University hasn't really gone out of their way to inform us. Having them in our Collective Agreement is another opportunity to ensure that we are aware of our rights, proper process and commitment to representing our members. As I am sure you realize, the workers compensation regulations are ever changing and it is imperative that we retain what rights we have.

I also see it as an opportunity to assist in the Health, Safety and Environment Department in their mandate and that is to "develop up-to-date, effective and practical processes to ensure that worker accidents and injuries are eliminated, the environment we live and work in is protected, and environmental risks are mitigated to the fullest extent possible."

This may be their chance to walk the walk - as it surely is in all of our interests.

The other item I mentioned previously is the re-organization of the HS&E Department. I met the person now responsible for the Health & Safety portfolio at the University, Ron Holton and through our discussions and recognizing the changes within his purview, I would like to believe there is a re-commitment towards making this University a leader in safety initiatives and truly making the efforts to change the Safety culture of the whole University, our members included.

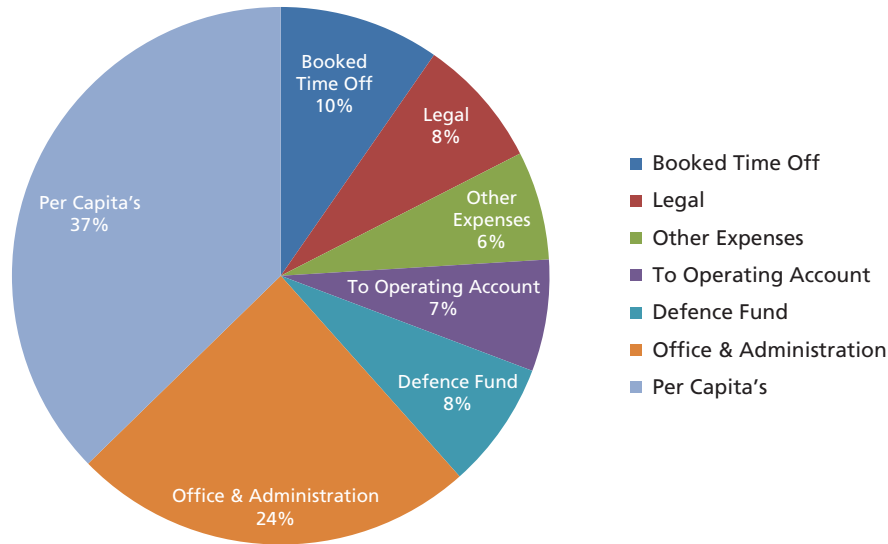
Wouldn't that be a resolution that we should all strive to keep?

Yours in Safety,

Barry

# Monthly Expenses

## Typical Breakdown of Monthly Expenditures of Local Dues



### Notes:

Typical items covered under each of these categories are as follows:

#### **1. Booked Time Off**

- Member Representation
- Training / Courses
- Stewards Meetings

#### **2. Legal**

- Legal Fees
- Arbitrator Fees
- Arbitration Costs

#### **3. Other Expenses**

- Conventions/Conferences/Courses
- Registrations
- Insurance

#### **4. Cash**

- Surplus Revenues (*varies month to month*)

#### **5. Defence Fund**

- Funds Allocated to Defence Fund

#### **6. Office & Administration**

- Office and Full-time Officer(s) Salaries
- Rent
- Phone Bill(s)
- Printing Costs

#### **7. Per Capita's**

- CUPE National
- CUPE BC
- BC Fed
- VDLC

# United Way Campaign 2010



Campaign 2010

CUPE 116 Executive and Membership  
University of British Columbia  
Ceremonies Office  
2029 West Mall  
Vancouver BC V6T 1Z2

Dear CUPE 116 Executive and Membership,

Thank you for representing United Way of the Lower Mainland on the frontlines of Campaign 2010! As an ambassador for United Way, you have a profound impact in the community.

Because of dedicated volunteers like you, employees at University of British Columbia have been given the opportunity to make a gift that is helping transform lives and build a strong foundation for the Lower Mainland.

Building a stronger community is not something one undertakes alone... it takes us all. Your support helps children to get the best possible start in life and to make the right choices as they grow older and helps seniors to stay active and independent.

Thank you again for playing such an integral role in helping us changes the future of our community!

Sincerely,

A handwritten signature in black ink, appearing to read "Joanna Forbes".

Joanna Forbes  
Resource Development Coordinator  
United Way of the Lower mainland

A handwritten signature in black ink, appearing to read "Dave Needham &amp; Joel Kobyłka".

Dave Needham & Joel Kobyłka  
UBC Loaned Representatives

*Thanks for your support!*



## "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.



CUPE LOCAL 116  
**CALM**  
OF LABOR'S BEST!



**GENERAL MEMBERSHIP MEETING**

When: February 16, 2010

Where: SUB Bldg.  
Second Floor  
at 4:00 pm

## Bulletin Board

### The Members Decided:

#### December 2010 Union meeting:

1. To donate \$500.00 to the Union Gospel Mission that supplies Christmas dinners for those in need.
2. To donate \$500.00 to Covenant House.
3. To pay all bills and salaries.

### The Big winner was.....

Bahadur (Bob) Khella of the Hard Landscape crew was the lucky winner of the Grand Prize draw at our December General Membership Meeting. His lucky ticket won him a 42" Flat screen Hi def. TV.

Congratulations Bob, I am sure you and your family will enjoy many hours of viewing. And congratulations as well to all of our many subsidiary prize winners.



### CUPE 116 Donations December 2009 - December 2010

12/15/2009	Downtown Eastside Women's Centre	250.00
12/15/2009	Frist Call	250.00
12/17/2009	The Greater Vancouver Food Bank Society	1,000.00
01/01/2010	Basics for Babies	1,000.00
01/12/2010	United Way of the Lower Mainland	485.00
02/10/2010	Haiti, Canadian Red Cross	2,500.00
02/10/2010	Haiti, Doctors without Borders	2,500.00
05/21/2010	Vancouver Rape Relief and Women's Shelter	500.00
05/26/2010	Salvation Army, In memory of Wilf Hirschmiller	250.00
06/02/2010	Tim Horton Camp (Forestry Sciences)	100.00
06/28/2010	Regina Striking Casino Workers	1,116.00
15/12/2010	Covenant House	500.00
15/12/2010	The Union Gospel Mission	<u>500.00</u>
		<b>\$10,951.00</b>

*Disclaimer: The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the publisher or Executives. 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).*

