

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

GETTING READY TO BARGAIN ONE STEP AT A TIME!



"The results of our survey have the largest impact on the formulation of our proposals."

Colleen Garbe, President

Did You Know?

CUPE 116 Executive, Trustees, Executive Council

June 2014

Executive:

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

Trustees:

Bill Provenzano
Jim McKay
Chris Edwards

Executive Council:

Mechanical Trades	Vacant
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson
	Peter Brien
Sage Bistro	Vacant
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	Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

- Your Union will be moving a motion at our June 18, 2014 Union meeting to dispense with the regular order of business. As per Article VI of our Employees Society Act, the Society will be holding its Annual General Meeting.

- The UBC Employees' Society offers three scholarships every year, in the amount of \$1000 each, for children of our members who are entering their first year of post-secondary education. The winners will also have their essays published in the Union newsletter. The deadline for submission of applications is August 31, 2014. Application forms are available at the Union Office.

Requirements for Application:

1. Parent or Guardian must have attended at least three regular membership meetings in the year the application is being made.
2. Transcript of Secondary School marks.
3. Letter of reference from Secondary School Principal.
4. Letter of acceptance from Post-Secondary Institute.
5. Required to write 600-word essay on Labour History.

Mail or Drop Off to: UBC Employees' Society No. 116
#206-2389 Health Science Mall
Vancouver BC V6T 1Z3
University of British Columbia

- New Article 23.11 in our Collective Agreement states:

"Right to Know and Participate"

All employees have the right to know how to do their work in a safe manner. This includes the right to know about the dangers of materials and machinery in their workplaces and the right to training that will provide them with this information.

All employees have the right to participate in decisions affecting workplace health and safety through the University Health and Safety Committee, local safety committees, or worker representatives. Union representatives participating in health and safety discussions shall work with management on promoting and improving safety procedures and practices.

**Mark your calendars and plan to attend
your Union meeting
on June 18, 2014!**

**Location:
Student Union Building Room 214/216**

President's Report - June 2014

The ink is not even dry on our renewed Collective Agreement and we are now commencing with another round of Collective Bargaining. The Local has sent out our surveys over the past couple of weeks and we will be collecting all surveys by the end of May. It is very important that you fill out your survey, as this is your opportunity to let the Local know what your priorities are for Collective Bargaining.

Once we have collected all surveys, the Bargaining Committee will be formulating our set of proposals and bringing the proposals back to the membership for your approval. Realistically that will not happen before September, as many of our members are either on vacation or on lay-off in the summer months.

We expect to be giving notice to the employer to commence bargaining by the end of September.

As we are all so aware, achieving gains at the bargaining table is increasingly difficult for not only our local, but for locals in every part of the country, and across every sector. Despite these mounting economic and political pressures, your Bargaining Committee is committed to achieving real gains for all our members.

In October the Local will be sending three representatives to CUPE's first National Sector Council Conference in Toronto. Representatives from each major CUPE sector will be meeting in our sector groups and following that, will come together in a national plenary. The goal is to learn and share information with each other.

For three decades, wages have not kept up with the cost of living, all the while corporate profits skyrocket. There is a better way - one based on fairness. By connecting with other public sector members and harnessing our power at the bargaining table, we hope to achieve real gains.

This April I attended the Canadian Labour Congress Convention; the CLC is the national voice of the labour movement, representing over 3.3 million Canadian workers. The

CLC brings together Canada's national and international unions, along with the provincial and territorial federations of labour and 111 district labour councils every three years.

This convention was very exciting, as it was an election year and a new executive were elected. Hassan Yussuff made history as the first person to defeat a sitting president of the Canadian Labour Congress (CLC). Yussuff is also the first person of colour to hold the office of leader of the CLC.

In his first speech after the election, Yussuff re-affirmed his commitment to working towards a more inclusive and mobilized labour movement. Yussuff, a former auto industry mechanic who originally rose through the ranks of the Canadian Auto Workers Union, said his campaign succeeded because labour leaders support his call for a change of tactics to become more aggressive toward employers and governments who are eroding the power of Unions.

One of Yussuff's first challenges will be to ensure he has united support among the membership. The CLC's members were split almost equally in their support between Mr. Yussuff and Ken Georgetti, who led the CLC for the past 15 years. The final tally came down to a difference of just 40 votes.

Mr. Yussuff said "the voting was not a split among members, but a spirited debate that rekindled democracy."

David Eby, the BC NDP Advanced Education Critic representing Kitsilano, Point Grey and UBC areas provincially, has contacted our Executive to set a time to meet with him, and we will be meeting mid-June. Mr. Eby is very interested in speaking to our Union in regards to concerns and issues we deal with on a daily basis. We look forward to meeting Mr. Eby.

Have a safe and relaxing Summer!

Colleen



Grievance activity recently has mainly revolved around the cases that flowed from the major investigation in part of Building Operations last year. As you will recall, some twenty members were disciplined – many were terminated. We have spent considerable time preparing for these cases with our lawyer, stewards, and with the grievers.

Our first day of adjudication with arbitrator Vince Ready was on April 25th. As we began to work through our respective arguments at the outset of the arbitration process, Mr. Ready directed the parties to determine if there was any basis for settlement discussions for some of the cases. With his assistance, we have been working on the cases which have circumstances where resolution makes sense and is productive for the grievers and the Union.

There are a number of cases, however, that will need to be arbitrated. We are working on a process that will allow those cases to be heard as soon as possible, and we hope to have those hearings concluded within the next few weeks.

We have also been working with our lawyers to decide next steps on a number of other important grievances. In consideration of the facts, and upon the advice of our lawyers regarding the likelihood of success, we have had to meet with those involved in some of these cases to advise them that we will not be pursuing the grievance(s) to arbitration. This is sometimes an unfortunate, but necessary and prudent course of action for the Local to take.

Other legal opinions have led us to invoke arbitration. We will be pursuing four termination cases through that process to seek reinstatement for our members. For these cases, we will be working on arbitrator selection and hearing dates for the earliest possible dates.

We are also working on resolving two promotion cases, which we should be able to settle without needing to proceed further through the grievance procedure.

In the coming weeks we have grievance meetings scheduled for other promotion cases, and as well, for three suspension grievances, an accommodation issue, and a pay rate case.

We will report again in the fall, but wish everyone a great summer...

In solidarity,

Dave Lanca



Prevention of Bullying & Harassment in the Workplace – a legal requirement

The Workers' Compensation Act was amended last year, creating significant new legislative requirements to prevent and reduce bullying and harassment in the workplace. This includes the obligation of employers to provide training about bullying and harassment to all.

UBC has developed a brief bullying and harassment on line training course.

There is also the opportunity to coordinate with Local Health and Safety Committee Co-Chair(s) for in-person classroom style training. The Local much prefers this method for this very important training, which provides the opportunity to ask questions and receive answers; personal interaction and discussion are very beneficial.

The Department of Student Housing and Hospitality Services, which employs over 1700 staff, announced to their staff that they will be hosting an in-person session, which is a huge undertaking. The Department recognizes the value of face to face discussion and training and the Local applauds them for their commitment to Health and Safety!

It is the Department's objective to have all their staff trained by the end of August 2014. For members employed in SHHS, if you have not been scheduled for a training session, please check in with your supervisor/manager about attending a training session over the summer months.

For all other of our members, if you prefer an in-house training session please ask your Co-Chair of your safety committee/or manager to arrange. Also please feel free to contact Barry Jones, CUPE Local 116's representative for Health and Safety, at (604) 827-1709 if you have any questions or concerns.

Have a very safe summer!

Yours in Safety,



Barry Jones

National Aboriginal Day



1375, boul. St. Laurent Blvd., Ottawa, ON K1G 0Z7 Tel./T61.: (613) 237-1590 Fax/T616c.: (613) 237-5508
cupemail@cupe.ca / courriel@scfp.ca / cupe.ca / scfp.ca

May 2014

TO ALL CUPE CHARTERED ORGANIZATIONS

Dear Sisters and Brothers:

JUNE 21 - NATIONAL ABORIGINAL DAY "IN SOLIDARITY WITH IDLE NO MORE"

National Aboriginal Day is a day to recognize and celebrate the cultures and contributions of Indigenous peoples in Canada. The day was first celebrated in 1996, and now it is marked annually on June 21. It is an opportunity to become better acquainted with the cultural diversity of Indigenous peoples, and their unique accomplishments in agriculture, medicine, environmental sustainability, and the arts. Their significant contributions to the development of Canadian society are well worth celebrating.

The success of the *Idle No More* movement put indigenous issues in the spotlight in Canada and across the world. It is a testament to the vibrancy of Indigenous peoples. The *Idle No More* movement began with the actions of four women who held "teach-ins" about the environmental consequences of new federal legislation passed by the Harper government. Their teachings highlighted the harm this legislation would cause the environment, and the government's failure to follow through on its legal duty to consult with Indigenous communities.

Idle No More has grown and continues to encourage people across Canada to discuss First Peoples issues. This discussion has expanded to focus on the high rate of unemployment among Indigenous peoples, unacceptable poverty rates in communities, poor water and sewage issues on reserves, and overcrowded housing. It has drawn attention to the disproportionately high number of missing and murdered indigenous women and girls in Canada, a devastating human rights issue.

We must all learn of Indigenous peoples' history when we seek to understand and address the persisting injustices faced by them. CUPE offers Aboriginal Awareness courses to our members through our Equality Branch. Email equality@cupe.ca for more information.

Sometimes people blame Indigenous peoples for the major issues they face in Canada, but we know that past and current government policy and legislation play a central role in perpetuating the injustices and human rights violations that they experience. The Harper government has made a point of attacking many different groups and organizations seeking social justice for all, including Indigenous activists and trade unions. The 2015 federal election will be a crucial opportunity for the labour movement to stand in solidarity with Indigenous peoples to ensure that a social justice agenda is front and centre in election campaigns. We hope you'll join us in making our voices heard on this important issue.

For information on how you can support *Idle No More* and get involved in National Aboriginal Day events, visit idlenomore.ca.

In solidarity,

PAUL MOIST
National President

CHARLES FLEURY
National Secretary-Treasurer

PAUL MOIST - National President / Président national CHARLES FLEURY - National Secretary-Treasurer / Secrétaire-trésorier national
FRED HAHN - DANIEL LEGERE - LUCIE LEVASSEUR - KELLY MOIST - MARLE ROBERTS - General Vice-Presidents / Vice-présidences générales



Don't Shop IKEA

Please don't shop at IKEA in Richmond or Coquitlam



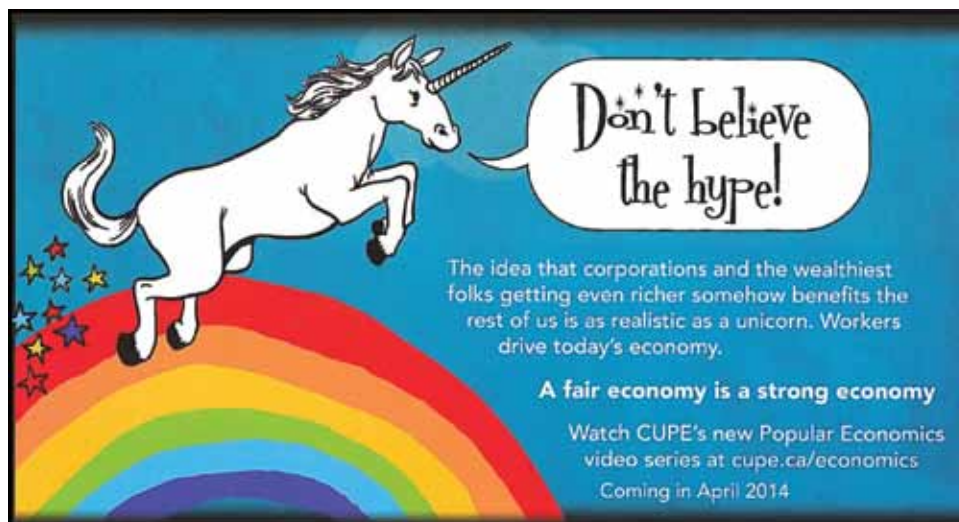
Nearly 350 workers at the Richmond location of IKEA have been locked out by management since May 13. These workers, members of Teamsters Local 213, are being asked to accept a two-tiered wage structure, along with substantial pay cuts.

While we know that PSAC members would not cross picket lines, PSAC BC, along with the BC Federation of Labour and affiliated unions are also asking that members not patronize the other IKEA location in the Lower Mainland, in Coquitlam. That outlet is not unionized, so shopping there while the Richmond workers are locked out has the effect of supporting IKEA's efforts to strip their collective agreement.

IKEA is owned by one of the 100 wealthiest families in the world and is a hugely profitable company. There is no reason for them to insist on concessions and pay cuts for their workers.

Please don't shop at either location in BC until this dispute has been settled to the satisfaction of the workers and their union.

Published October 25, 2013 by the Public Services Alliance of Canada



United Way
Change
Starts Here



Dear CUPE 116 Members,

As someone who has been integral in facilitating United Way's workplace campaign, it's important to us that you know what you've helped accomplish. Your willingness to engage with us is ensuring families and children in the Lower Mainland move from poverty to possibility.

Poverty is more than the lack of basics like housing or nutritious food. It's also about feeling disconnected from your neighbours and your community, and not having enough self-confidence to know that you can change your situation and achieve your dreams.

During a webinar we recently hosted for donors, we focused on an exciting new neighbourhood-based initiative we're leading called My Neighbourhood, My Future. We are making significant investments in two neighbourhoods over the next five years - one in Surrey and one in Port Coquitlam - to combat child vulnerability.

People living in their own neighbourhoods have the best sense of what they need, what is missing and what works well. That's why My Neighbourhood, My Future is working directly with families to find out what type of community they would like to live in. Together with our community developers, each neighbourhood will create and implement a plan to address identified areas of need, for example, safer green spaces, more health facilities and different types of social programming. In this cutting-edge pilot project, undertaken in partnership with the Social Planning and Research Council of BC (SPARC BC) and the Human Early Learning Project (HELP), kids as young as two are being consulted using innovative methods through play.

I can't thank you enough for your support in raising the required funds to make this ground-breaking initiative happen. You are helping ensure people move from poverty to possibility.

Sincerely,

Michael McKnight
President & CEO
United Way of the Lower Mainland



Give. Volunteer. Act.

“On the front line”

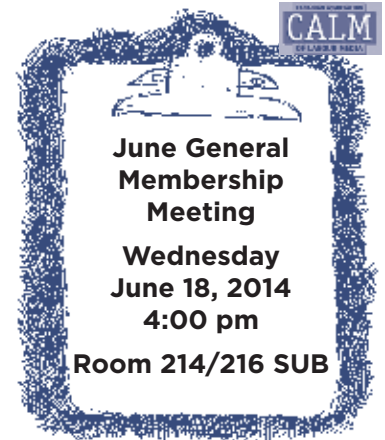
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Website www.cupe116.com
Facebook: CUPE Local 116 (UBC)

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

March 2014 Membership Meeting:

1. To destroy all ballots from the 2014 Delegate Election
2. To pay all bills and salaries

April 2014 Membership Meeting:

1. To pay all bills and salaries

May 2014 Membership Meeting:

1. To pay all bills and salaries
2. To send three representatives to the First CUPE National Sector Council Conference from October 5 to 10, 2014 in Toronto and pay all associated costs.

Retirees



John Foley

Building Operations Electrician,
with Roger De Pieri,
Union Treasurer



Keith Dawson

Utilities,
with his son and daughter



Krystina Opiol and Sophia Ng

Food Services

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 604-827-1705 or fax at 604-822-5519 or e-mail at cupe116@cupe116.com.