

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

June, 2009



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Photo by: Dennis Magee

UBC Works because **WE** Do!

# Did you Know...



## **Taxi Arrangements for Employees (Night Shift)**

**Whereas employees may find difficulties in transportation at night, it is agreed that where such problems arise with employees required to work after 11:00 p.m. and before 6:00 a.m. that the following or similar arrangements be made:**

- (1) A taxi company be selected to supply transportation to their place of residence;**
- (2) The senior supervisor in a department where employees work late and require transportation be authorized to sign a slip stating "Please transport ..... to ..... Avenue/Street." This slip will have the date and time on it.**
- (3) Each month the taxi firm will submit a bill to the University accompanied by the authorized slips.**
- (4) The taxi company will be supplied with a list of authorized signatures forwarded by the University.**

**See Article 19.05 page 52 of the Collective Agreement.**

## **Premium Pay for Work on Scheduled Saturday or Sunday**

**In order that the scheduling of work on a Saturday or Sunday will be on a rotating basis, the University agrees that where an employee is required to work more than four (4) consecutive Saturdays or Sundays, he/she will be paid double time rates for the additional Saturdays or Sundays worked in addition to regular pay unless it is mutually agreed between the employees concerned to work additional Saturdays or Sundays on a voluntary basis.**

**See Article 19.07 page 53 of the Collective Agreement.**

**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 Barn Coffee Shop 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 50/50 draws, you will be provided with the most information and updates 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.**

**We have a new and improved Website, go to <http://www.cupe116.com> and check it out!**

On April 7th 2009, thousands of people from the community, including many of our members, joined the Great Farm Trek to save the UBC farm. The 24 hectare UBC Farm is under threat from UBC Campus and Community Planning, either to be shrunk in size or moved to agriculturally nonviable soil. The UBC Farm is broadly understood to be a key part of meeting UBC's commitments and aspirations towards being a global leader in sustainability.

Why would the University Administration then want to develop on and/or move the farm? In all farm-related documents, the UBC Farm is recognized as part of an integrated ecological system, which includes and depends upon the forest ecosystem. Soil fertility and arable land of the farm are recognized as irreplaceable components of the farm ecosystem, and the farm's arable land is provided long-term security from built-upon development.

I am pleased to report, due to the community's overwhelming support and collective effort to save the only working Vancouver farm-land from development, that the "University's Board of Governors has directed the Administration to create an academic plan for the 24-hectare parcel of land that includes the UBC Farm."

On April 15, 2009, for the first time in our Local's history, the President of the University, Stephen Toope attended our Union meeting. We were also fortunate to have another guest, the Vice President of Finance, Pierre Ouillet. The membership that attended the meeting appreciated the time spent by the President and Vice-President in answering their many questions. There were a number of questions such as:

- Addressing the lack of infrastructure maintenance funding
- Environmental sustainability

- Lack of transit service for those who work late evening shifts
- Affordable, accessible childcare services
- Safety programs/committees
- Ongoing review of the ancillarized organizational structure at the University.

There were a number of issues that arose during the question period that were unable to be answered in full; the President asked our Local to write him, and he would respond fully to all our questions. We wrote the President on May 7th and expect to be able to report back to the membership at the June membership meeting.

We have asked our two prestigious visitors for a repeat performance next year and they have kindly accepted and their seats have been reserved.

Yours in Solidarity...

Colleen





It has been a while since I have written to update you on the state of our grievances. We do continue to process and meet on our grievances on a regular basis.

We have been able to reach beneficial resolutions to a number of cases recently, particularly on disciplinary issues. The only difficulty with these settlements is that it seems we have to be on the doorstep of arbitration to achieve them.

The majority of the grievances that we are dealing with at the moment seem to focus around the contracting out of work that we believe clearly falls within the scope of ongoing operational maintenance – the work that is supposed to form the fundamental basis of Plant Operations’ and Utilities’ existence. This is the work that our bargaining unit was left with after the decimation of our contracting out language from the imposed Collective Agreement in 2003, and so it is particularly troubling that there now seems to be an increasing encroachment into that kind of work as well.

We note that it is predominantly ‘ancillarized’ Departments in which we find our work being contracted out.



These Departments argue that the current cost structure of the University inhibits their capacity to utilize the University’s own in-house forces. Our belief is that the viable provision of our members and of UBC departmental core services is essential to the maintenance and sustainability of the campus infrastructure and operation.

We are hopeful that the new budgetary structure, as well as the current ongoing restructuring of the former Land & Building Services and Building Operations portfolios, will curb the existing approach and refocus our ability to be able to work to maximize the skills that we have all trained for, and to provide the input and knowledge that we can contribute to the upkeep of the campus.

We have seen encouraging signs so far and are anticipating more to come.

Regardless of the changes that ensue, we will continue to work to protect the provisions of our Collective Agreement.

I hope that everyone has an enjoyable summer and are able to take a well deserved break.

In Solidarity,  
Dave

**SHIFT WORK—THE DARK SIDE OF LIGHT**  
**HSE**  
**NEWSLETTER/CAW/CALM**

One thing we know about working during night-time hours is that workers are exposed to large amounts of light when they are supposed to be in darkness.

In Toronto, a group of researchers have proposed the possible connection between light exposure at night and adverse health effects.

Shift work exacts a heavy toll on workers' health, including sleep disruption and illnesses ranging from breast cancer to heart disease.

The researchers think they have devised a simple way to spare night-shift workers from some of the fluctuating hormone levels and disruptions to the body's internal clock.

They've developed a coating for use on glasses that blocks the wavelengths of light responsible for the hormone alterations. Wearing the glasses will allow workers to maintain reasonably normal hormone levels at night, making it easier for their bodies to cope with those shifts.

Ah exams are over.....or are they? Well I guess we are starting to get in that mode of preparing for holidays. Finally the weather is getting a little better and the BBQ has been pulled out from wherever you kept it over the winter. Hope you all have great plans to get away for awhile and spend lots of time with family and friends.

But seeing as we are a part of an Educational Institution, I think it fitting that before you go on holidays you have to take the final exam. You do have to pass this exam and if you don't, somehow I will make you take summer school.

It's not very long but if you answer any questions "incorrectly" or on any one, answer "don't know" you will have to find out these answers before you can go, so do inform your family and friends that this is a possibility.

There are only five questions so good luck....your holidays are riding on it.

1; Working Alone To work alone or in isolation means to be working when there is no one to provide assistance that is "readily available" in case of an emergency, injury, or illness. Before a worker is assigned to work alone or in isolation, the employer must identify any hazards to that worker.

True. False. Don't know.

2; Injury Pay Provisions An employee who is injured during work hours, and is required to leave for treatment or is sent home for such injury,

shall receive payment for the remainder of the shift without deduction from sick leave, unless the consulting doctor or nurse states that the employee is fit for further work on that shift.

True. False. Don't know.

3; Right to Refuse If a worker has reasonable cause to believe that to carry out any work process would create an undue hazard to the health and safety of any person, he/she has the right to refuse to take such action.

True. False. Don't know.

4; University Policy #7 states that there is a requirement to ensure regular inspections of the work place are made and to take action as required to improve unsafe conditions.

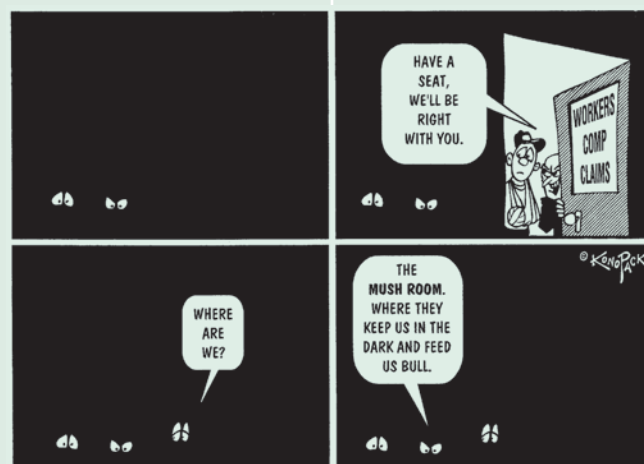
True. False. Don't know.

5; Reporting an Injury has to be done within three business days of the injury's occurrence or within three business days of you or your representative becoming aware of the injury.

True. False. Don't know.

To those of you who took the time to read all of this, and just for fun actually circled the answers, I am not really going to grade you or prevent your holidays from happening, I don't have that authority. But to those of you who may have answered the questions and circled "don't know" or "false" I do, however, strongly advise you to remember the "true" answers. Otherwise your vacation plans may be a permanent thing.

Barry



## **One of Our Own: 2009 President's Service Award of Excellence Recipient!**

Laura-Lynn Lowry, a Senior Food Service Supervisor in the Department of Food Services, has worked at the University for 35 years. She is also a very dedicated member and Shop Steward of our Local. Laura will be recognized for her outstanding contributions to campus life and for personal achievements at the Graduation ceremony on May 26, 2009. She will receive a gold medal and \$5000.00!

**Congratulations Laura, on behalf of the membership!**





### **Human Rights in the Philippines: A Worker to Worker Solidarity Exchange**

On April 9th members of our Local met with members of the Alliance of Concerned Teachers from the Philippines and CUPE Local 4600 from Carleton University. We met to discuss ways to support each other in our fight for public services and respect for workers' rights.

Public Sector Workers in the Philippines are on the front lines in the struggle against privatization of public services. But in the Philippines this fight exposes union activists to political repression, threats, even abductions and killings.

With assistance from the Global Justice Fund, CUPE Local 4600 at Carleton University and its community partner, the Ontario Committee for Human Rights in the Philippines, will move forward to strengthen the relationship of support and solidarity with the Confederation for Unity, Recognition and Advancement of Government.

This project stems from contacts established by previous Philippine tours to Canada in 2007-2008. Philippine parliamentarians visited Canada to speak to Canadian politicians about human rights abuses in the Philippines and to meet with activists in the labour movement.

The first phase of this project is to bring unionists from COURAGE and ACT to speak to CUPE members and the public. The relationship will help to expose the threats faced by these organizations in their struggle for the rights of working people.

CUPE members should be proud that international solidarity has really started to take root through the initiatives of the Global Justice Fund.

Our Local moved and passed a motion at our May meeting to donate \$500.00 to the fund.

Support from CUPE locals like ours goes a long way in us helping to make a difference.

Yours in Solidarity

Colleen

Canadian Union of Public Employees  
Local 116  
"On the front line"



**UNION MEETING**

**When: June 17, 2009**

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



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.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 10:00-11:00am. Please contact the Union office to make an appointment.

**BULLETIN BOARD**

**Return to Work Process**

Please be advised if you are going through the Return to Work process and requiring any form of accommodation you are entitled to a Shop Steward to assist you through all meetings in respect to your return to work.

If you are currently in the process and do not have a Shop Steward working on your behalf please call the Union Office.

**Income Replacement Plan Claim Applications:**

Under the terms of the IRP plan, members must fulfill a waiting period of six months before income benefits are payable. You must be deemed totally disabled to work at your job or any job you are qualified to do in order to be accepted on the plan. If you are off work due to illness or injury that includes WCB and expect to be off for more than three months on sick leave, it is important to initiate a claim for IRP benefits.

Claim packages are available by contacting Grace Wang at the Health Promotion Office phone number 604-822-8696 or by referring to their website at:  
[http://www.hse.ubc.ca/health\\_promotion/irp/irp\\_index.html](http://www.hse.ubc.ca/health_promotion/irp/irp_index.html)

The application package includes three forms:

- 1) Plan Sponsor's Statement
- 2) Plan Member's Statement
- 3) Attending Physician's Statement

The adjudication of a claim can take up to 10 weeks or longer to complete and begins when all three forms are received, therefore, it is important that all paperwork is completed and submitted within the first three months of your medical leave.

**Elections**

The following positions are still open for Executive Council Representative. If you are interested in running for one these positions please attend the Union meeting.

- 1 position for Aquatic Centre Rep.
- 1 position for Grad Student Society Rep.
- 1 position for Sage Bistro (University Centre) Rep.

**Motions**

To pay all bills and salaries for June, July, and August, 2009.

To send a full slate of Delegates to the CUPE National Convention in Montreal in October and pay all associated costs.

**The Members Decided April/May 2009 Union Meetings:**

- To donate \$1000.00 to Justice Rocks 2009.
- To donate \$500.00 to the Global Justice Fund.
- To send 3 members to the Municipal Health & Safety Conference in Whistler BC from September 13th through September 15th 2009 and pay all associated costs.
- To send 2 Young Workers to the CUPE BC Young Workers' Conference in Naramata from June 7th through 10th 2009 and pay all associated costs.
- To purchase a new server for the Union Office's computer network system at an approximate cost of \$11,000.
- To pay all bills and salaries.

**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 publisher **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)

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