

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

September, 2010

**CUPE 116, 2950,  
and 2278**

**“Working together to make**



**UBC work for You!”**



# Did you Know...



## 2009-2010 Union Representatives

### Executive

-Colleen Garbe - President

-Dave Lance -  
General Vice President

-Roger De Pieri - Secretary  
Treasurer

-Leah Murray - Recording  
Secretary

-Dennis Magee -  
Vice President at Large

-Barry Jones -  
Vice President at Large

-Lindsay Forsyth -  
Vice President at Large

### Trustees

-Laura Lowry  
-Bill Provenzano  
-Glenn Smith

### Delegates

-Dave Lance  
-Gregg Garbe  
-Barry Jones  
-Sean David  
-Dennis Magee  
-Lindsay Forsyth

### Alternates

-Leah Murray  
-Harry Easton

## CUPE National Servicing Representative

-Tracey Mathieson

## \* **Nominations for Election(s)**

The Local will be accepting nominations at our General Membership Meeting in October for the following positions:

- 2 - Vice - President at Large (2 year term)
- 1 - Recording Secretary (2 year term)
- 1 - Trustee (3 year term)
- 20- Executive Council Positions (1 & 2 year terms)

Trade Group	- 1 Mechanical, 1 Architectural, 1 Afternoon Shift
Technical Group	- 2 Technicians
Food Services	- 1 Residence, 1 Retail Outlet, 1 University Centre (Sage)
Service Workers	- 1 Head Service Worker, 1 Day Shift, 1 Afternoon/Night
Clerical	- 1
Labour/Dispatch/Stores	- 1
Housing	-1
Parking	-1
Security	-1
Bookstore	-1
GSS Employees	- 1
Aquatic Centre	-1
All others	-1

If required an Election will be held on November 17, 2010 all day (from 7:00am-7:00pm).  
Location to be determined.

## \* **The remaining dates for the 2010 Union meetings are as follows:**

September 15, 2010  
October 20, 2010  
November 17, 2010  
December 15, 2010

- \* 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 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.

On behalf of the Executive we welcome all of our membership back from your well deserved vacation and hope everyone has had a very relaxing, healthy and happy summer holiday. You will need to be very energetic coming into this fall, as bargaining is about to commence!

Your Bargaining Committee has been meeting regularly since January. We now have concluded all of our preparation, and are in a position to commence bargaining. Our first day at the table with the Employer is scheduled for Thursday October 7, 2010.

We enter into this round of bargaining in coordination with the "University Sector Bargaining Committee". Our Local will be working closely with 9 other University Sector CUPE Locals throughout the province in order to effect positive results for 2010 settlements.

CUPE BC has created sectoral committees for all our sectors. The CUPE BC Colleges Committee has invited the Universities Committee and the K-12 Committee to a summit in Prince George at the end of September to discuss coordinated bargaining issues and focus efforts on stopping PSEC (Public Sector Employer's Council) from interfering with free collective bargaining.

Our Local, along with our sister Locals 2950 and 2278 at the University of British Columbia, will be working together on a Communication Campaign. Our Locals' collaborated and coordinated approach will be spread widely

throughout our members and to the campus community at large. Our Union CUPE is a community union and the work that our members do to maintain our campus community is integral to making the University strong and lasting.

Our Locals will continue to educate our members throughout the bargaining process on the importance of the CUPE Solidarity Pack that we have signed. Over the past decade there has been a sustained attack on labour rights by federal and provincial governments that has hurt the labour movement's ability to effectively represent the interests of our memberships. Collective bargaining has seen those rights under attack. Collective agreements have been torn up. Freely negotiated wages and benefits have been taken away. Employer's proposals have been legislatively imposed on us. In the public sector, governments as employers have been quick to abuse their power as legislators to change the rules to undercut the rights of their own employees.

The time has come for Public Sector Employers to show their employees respect and allow the free collective bargaining process to be realized.

Yours in Solidarity,  
Colleen



**Friday Aug 20, 2010 was a great day for BC and democracy as the Anti-HST petition was upheld in the Supreme Court of BC. "Victoria must now consider a law to end the tax after the court rules against big business"**

**Do it right the first time!**

I am starting to see an unnerving amount of investigations related to members being injured at work and later questioned by the employer, or re-investigated for what they believe to be unsafe work practices. I'm not sure what the criterion is to be re-investigated but I have a feeling there is some pattern to their scrutiny.

When you look at the statistics of how many workplace injuries occur with large employers in this province, and then add the tremendous costs associated with them, I have no doubt other large employers as well as UBC are trying to figure out ways to revisit incidents in hopes of stopping the bleeding. Problem is, this only creates a fear of reporting and that serves nobody well.

I don't really wish to get into the reasons why, because when it comes down to it, it doesn't matter what the objectives of the employer are. What does matter is how it got to the point that a statistical chart has been made on your incident history and that a reason for concern is being discussed.

I think that our initial investigation process has gone to the dogs. When an incident is investigated and all of the Who, What, When, Where and Why's have been answered and recommendations followed up with by the appropriate people, it will usually end there.



If during an investigation it is recognized that the employee was participating in horseplay activities, not wearing appropriate personal protective equipment, or doing something wrong with full knowledge that they may put themselves or someone else at risk of injury, then the decision is made as to what measures if any should be taken to discipline.

We are all responsible for our own safety and those around us. Yes, coworkers have responsibilities when it comes to your safety, and employers have responsibilities and legal obligations for your safety.

I think the reason a certain level of management scrutinizes an incident report and decides to dig deeper is because we haven't resolved the issue or answered the questions. And unfortunately we aren't using proper process to investigate, if it is investigated at all.

Why don't we committee members utilize this year's allowed 8 hours of training to focus on investigating and reporting. Inform your department that you wish to use your entitlement for that purpose. Then hopefully a few other issues will be laid to rest and we will not have to go down a different route.

I imagine some of you reading this and are saying "8 hours of training...Huh?" .....Exactly.

Whenever you're at work, safety should be foremost in your mind. You should have the attitude that "It's up to me to be safe, and I'm going to do it". Do what you have to in order to make sure you have a safe work place, because in the end it's your responsibility and yours alone, to make sure you're safe.

Yours in Safety,

Barry Jones



## Big Thank You to CUPE 116 Members

- from Laura Lowry

I had the privilege in July to attend the Western Regional Summer Institute for Union Women in Portland, Oregon, along with 150 women from the US and Canada. This experience has rejuvenated my role as a steward and has provided me with some new found skills.

The courses were two-fold, with a core class in the morning on bargaining, and family/work life balance, and were followed by a six hour class on story-telling. The core sessions focused on the challenges of work and family, caring for children and elderly parents at home, and what we can accomplish by creating support on these issues at the bargaining table. I have some great information to share with our Executive and bargaining team.

The afternoon topic focused on creating your story, what it means and why I became active with the Union, and ways to communicate effectively. By getting our story out through Facebook, Twitter, and newsletters, we can target our community in a positive approach and reach out to those who can make a change.

What inspired me the most was learning from each other in an uplifting environment, as well as great guest speakers at the evening Plenary sessions. We also jumped on the school bus to support our brothers and sisters who are battling for a fair contract at Fred Meyer, an employer whose goal is to model Walmart.

I am grateful for the Union which provides me opportunities to attend these educational experiences.

Laura Lowry  
Shop Steward  
Food Services



I was fortunate to attend the 29th annual Western Summer Institute for Union Women held in July at the beautiful Reid College campus in Portland. This was the first time our Local had sent anyone to the Institute and both Laura and I learned a lot, had a great time, and met wonderful women from as far away as Hawaii.

I attended two courses, with my core class being "Politics Matter" where we learned an overview of the political structure of both Canada and the USA, and had the opportunity to practice various lobbying techniques that will be useful in developing campaigns in the workplace and when addressing politicians in the community.

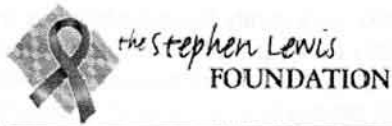
We discussed the under-representation of women in politics worldwide, and the statistics really surprised me; Canada came in 49th for our percentage of women in politics on a worldwide scale, where Rwanda tops the list at number 1, Sweden came in second, Afghanistan is 33rd and the USA is 69th.

When our instructors posed the question to our class, "would you consider running for political office" only two women out of 25 said yes. We discussed the real and perceived barriers and how to address them, and by the end of the class a few more said they would consider a career in politics.

My afternoon session was "Survival Strategies and Support Networks in Non-traditional Jobs". We worked together to determine our goals for the group and then broke into smaller groups to address the specific topics, with a report back to the whole class. I chose to focus on two topics of interest; working within the union and the political power system to make change, and bringing more women into non-traditional work through apprenticeships, mentoring and other ways. We each developed an action plan related to our topics and I will be presenting a proposal to our executive and bargaining committee in September regarding ways to increase the number of women in non-traditional jobs at UBC. Thank you for the opportunity to learn from these classes, and with so many socially minded activists, the experience was truly empowering.

In Solidarity,

Leah Murray  
Recording Secretary  
CUPE 116



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July 5, 2010

CUPE Local 116  
Suite 209 - 2150 Western Pkwy  
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**Directors**

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Jean Augustine  
Barbara Coloroso  
Mary Coyie  
Grace-Edward  
Galabuzi  
Patsy George  
Alexis MacDonald  
Roy McMurtry  
David Morley  
Richard Phillips

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Msimang  
Ms. Theo Sowa

**Senior Advisor**

Dr. James  
Orbinski

**Executive Director**

Ilana Landsberg-  
Lewis

Dear Sisters and Brothers of CUPE Local 116:

I want to express my deep appreciation for your kind donation to the Stephen Lewis Foundation. CUPE Local 116 has a true social conscience: the idea that you would act so generously to fight the AIDS pandemic in Africa, attests to your genuine compassion and commitment.

It's important that you know that we will use the money wisely and well. You can be absolutely confident that it will go directly to the grassroots where it's most desperately needed. Whether it's orphan children, grandmothers, or HIV positive women, or any of the legions of home-based health care workers who are the lifelines for their communities, they will have that much more hope as a result of your generosity.

...over

STEPHEN LEWIS FOUNDATION  
260 Spadina Avenue, Suite 501  
Toronto, Ontario Canada M5T 2E4  
t/ 416-533-9292 f/ 416-850-4910

We have received **\$2,604.63 on 05/03/2010** from:

CUPE Local 116  
Suite 209 - 2150 Western Pkwy  
Vancouver, BC V6T 1Z3

*This acknowledgment of your contribution is provided for your records only and is not an official tax receipt. If you have questions regarding your contribution, please contact our office.*

[www.stephenlewisfoundation.org](http://www.stephenlewisfoundation.org)  
[info@stephenlewisfoundation.org](mailto:info@stephenlewisfoundation.org)

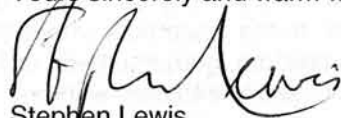
Since 2003, we have funded more than 300 community-based initiatives in 15 African countries — with funds going directly to the people that need it most. If you want to get a continuing sense of exactly how you're helping, please visit our website [www.stephenlewisfoundation.org](http://www.stephenlewisfoundation.org) to learn how the projects we fund are turning the tide of the AIDS pandemic in Africa.

It's always been a dream of mine in life to collaborate with the trade union movement on this kind of initiative. Trade unions never get the credit they deserve for their involvement internationally. I want to give that credit a public profile.

There are several countries in Africa literally fighting for survival. But even amidst the carnage, we've seen that investment at the community level has had a huge impact. If we can scale up our support to these critical grassroots groups, we're on the precipice of creating major change right across the continent. Together we can turn the tide of HIV and AIDS in Africa.

Thank you again for showing such strong solidarity.

Yours sincerely and warm wishes,



Stephen Lewis  
Chair of the Board  
Stephen Lewis Foundation

*p.s. Many, many personal thanks,  
Cupe is quite wonderful —  
as is nbc!*

*SL*

[www.stephenlewisfoundation.org](http://www.stephenlewisfoundation.org)  
[info@stephenlewisfoundation.org](mailto:info@stephenlewisfoundation.org)



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

CANADIAN ASSOCIATION  
**CALM**  
OF LABOUR MEDIA



Suite 209 - 2150 Western Parkway  
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Please advise the Local of any changes to your home address, phone number, or personal email.

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Facebook: CUPE Local 116 (UBC)

## 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.



## GENERAL MEMBERSHIP MEETING

When: **September 15, 2010**

Where: **SUB Bldg.  
Second Floor  
at 4:00PM**

## Bulletin Board

### The Members Decided June 2010 Union Meetings:

A motion was put forward to request approval from the membership to move to a larger Union office space with an increased cost from \$22 per square foot to \$25.00 per square foot under a five-year lease and budget up to \$50 thousand for tenant improvements. After a lengthy discussion the membership referred the motion back to the Executive with instructions to research and explore the option of purchasing appropriate office space and report back at the September membership meeting. The Local has retained Mike Andruff from Re/Max Realty (Westside) to commence enquiries in respect to appropriate properties that are located on or near the UBC Campus. The Local will also engage a commercial mortgage broker to establish a reasonable budget to determine how much of a mortgage we would pre qualify for. The Local is looking to create efficiencies for the membership

and paying on long-term leases is not an efficient use of our members' dues. The Local will also be researching all legal implications in respect to a Union purchasing property. The Executive will be updating the members on our progress at the September meeting.

To send two members to the Summer Institute for Union Women to be held July 6-10, 2010 in Portland, Oregon and pay all associated costs.

### Society News

The Society can assist in Medical Leave of Absence (MLOA). Criteria for this are:

- You must be under your doctor's care
- You must have exhausted your entitlements, and have no sick time left
- You have notified the Society

If you are eligible, the Society will pay for your benefits for up to 6 months, included are: MSP, EHP, BGL, IRP, and EFAP.

### Pension information meetings:

The next MOST workshops will take place on November 25, 2010. There will be two sessions:

- Under Age 50 (9 am to 11 am) – focus on general pensions info and benefits
- Age 50 and Over (1:30 pm to 3:30 pm) – focus on pension benefits at retirement

The MOST workshops are coordinated by UBC's Organizational Development and Learning (ODL) team. Members can register online at <http://www.hr.ubc.ca/odl/most/registration.html> I would suggest directing members to the Workshops page on the SPP website for further details and registration.

SPP 101 information sessions (for new UBC employees, new/current SPP members) take place once a month. A complete list of info session dates is available on the Workshops page at the SPP website. Dates for the remainder of this year are listed below:

September 29  
October 27  
November 24

**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)

Please visit our Website for more information at: <http://www.cupe116.com>

