

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

February, 2009



## **Big Snow, Big Response and a Big Thanks**

**Thanks to all the Plant Operations Labour,  
Trades, and Utilities crews who did a fabulous job keeping the campus  
accessible during the recent snowfalls for the Staff, Faculty, Students and Residents of UBC.**

**Great job, everyone!**

Photo by Lindsay Forsyth

**UBC Works because WE Do!**

# Did you Know...



✦ **On April 1, 2009 there shall be a wage increase of 2.15% for all classifications. There will be an additional Market adjustment of 0.75% for the following Technicians: Engineering Technician 2, 3, and 4 and Research Asst/Technician 4 and 5. There will also be an additional Market adjustment of 1.20% for the Trades. All the wage increases forementioned were a result of 27 days and nights at the Labour Board coupled with the strong and steadfast resolve of the membership at the last round of bargaining!**

✦ **UBC will be offering T4/T4A slips on-line through the paperless payroll system. Please keep in mind that you must consent to receiving the T4/T4A slip electronically (I agree button). The University cannot force you to accept an electronic copy of your T4/T4A slip without your written consent. It is important to remember that if you decide to choose this option, you will no longer receive a paper copy from this time forward. If you do not consent to this option a paper copy will be mailed to you at your home address as usual.**

✦ **Union Orientation is held the 3rd Wednesday of every month at the Union Office from 10:00-11:00 am. Please contact the Union office at (604) 222-0116 to make an appointment. As per Article 4.06 of our Collective Agreement at page 8 such meetings shall take place within regular working hours, without loss of pay. Department Managers must ensure that a new employee works no longer than 4 (four) weeks before attending these meetings. If you work afternoon or evening shifts please identify this to the Union and we will make special arrangements to orientate you within your regular working hours.**

✦ **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 pm sharp. The average time for the meeting is one to one and one half hours. Along with door prizes and 50/50 draws, with half the proceedings of the 50/50 draws throughout the year going to the United Way, you will be provided with the most recent information and updates on what is happening within your Union... Please mark your calendars and plan to attend.**



I would like to take this opportunity to wish all our members and their families the very best for 2009. UBC Works Because We Do was never so prevalent than over the Christmas holidays. While most of us were at home snowed in, snuggling up to our fireplaces and not getting out of our pyjamas; the University was able to remain open because of the hard work and dedication from all our members at Plant Operations and Utilities.

Our members worked night and day to keep the roads clear and safe for the University community, including all roads leading to the University. A huge thank-you to all our members who kept the University maintained over Christmas while your families celebrated without you!

At our January membership meeting the membership voted to endorse the Local's 2009 action plan.

One key action is preparation for 2010 bargaining. We will continue to build relationships with other campus Unions, Student and Employee groups in order to advance our goals. Ensure our membership knows the importance of getting involved with the Provincial Election and understanding the issues that University workers face. Keeping our membership well informed will be key. We need to continue with our ongoing campaign to restore funding to Post Secondary Education.

Education will not be properly funded until the Government changes. The Local cannot state enough how important the vote on May 12, 2009 will be to our future.

We will also continue with our plan to convince the public at large that it only makes good sense for the University to come under the governance of the City of Vancouver.

Our strength to fight back contracting-out, privatization, and anti-Union legislation comes with our Solidarity in action. The issues we face, such as fighting to keep the University public, are not issues that can be won exclusively at the local level. 2010 will be one of the toughest rounds of bargaining for the University Sector, that is why it is imperative we join forces with the other University locals in the province to mobilize our respective memberships and coordinate bargaining. Accessible, affordable public Post Secondary Education must be on the top of the list and CUPE will be advancing their goal to achieving a stronger presence for the Post Secondary sector by forming a coalition for Public Education.

The Executive looks forward to working with you as we face the many challenges this year.

Yours in Solidarity

Colleen



*"You'll receive your paychecks as soon as I remember where we outsourced the Payroll Department."*

I want to start by wishing everyone a happy, healthy and prosperous New Year. As Colleen has explained in her article, the local will be busy this year pursuing alliances, both within the labour movement and within the community at large. However, we will also be paying attention to local issues with the same attention and vigour as always.

We continue to have a large number of grievances to work through, but we are managing to get them heard relatively quickly and we are able to resolve some of them prior to third party intervention.

We have a number of important contracting out grievances at the moment, where we argue that the University is contracting out 'maintenance' work. Despite the latitude that the University has, to be able to contract out much of our work where the total value of the work or project is > \$50, 000, they cannot contract out on-going operational maintenance.

As you will know by now, we received an unfavourable award from the arbitrator on the Attendance Management Arbitration. We are still waiting to find out if, and in what form, our appeal will be heard.

We are also waiting for the arbitrator's decision in a jurisdictional arbitration where work of our bargaining unit was being performed by members of another Union.

We have a number of cases that are scheduled for hearing or mediation in the coming months and we will inform you as we obtain resolution.

We have been able to successfully reduce a number of disciplines levied by the employer in recent weeks, as the initial disciplines were unnecessarily heavy-handed.

Another case that has resulted in a good resolution is the interpersonal / working relationship grievance in the Custodial area of Plant Operations. There has been much tension, rumour-mongering and perceived favouritism, as well as many legitimate issues in the Custodial area that needed to be addressed. The Union and the University have agreed that an external consultant will perform an assessment of the workplace, gain an understanding of the issues

and make recommendations to the parties. We are all hopeful that this will result in a better workplace for everyone in the Department.

On another positive note – our Campus Security Department members recently voted to accept a new rotating shift proposal that was worked out, with member involvement, between the Union and the University. This resulted in the posting of 12 new full-time Campus Security positions! We hope this new shift will make the employees' lives more manageable and work to enhance the ability of the Department to grow and serve the University community.

In Solidarity,

Dave



**2009 Executive**

Colleen Garbe	President
Dave Lance	General Vice
	President
Roger De Pieri	Treasurer
Leah Murray	Recording-Secretary
Barry Jones	VP@Large
Dennis Magee	VP@Large
Lindsay Forsyth	VP @Large

**Union Trustees**

Laura Lowry  
Bill Provenzano  
Glenn Smith

**Executive Council**

Ed Domenco  
Dave Needham  
Harry Easton  
Keith Jellis  
Beata Nielson  
Anne Stanton  
Milan Rezler  
Lorraine Beckett  
Sean David  
Emma Atillo  
Marlene Marshall  
Suzanne Taylor  
Tanja Mayer

The following positions are still vacant:

1-Technician Group  
1-Residence Food Service Group  
1-University Centre Rep (Sage)  
1-Head Service Worker  
1-Grad Student Society Rep  
1-Aquatic Center Rep

If you are interested please be in attendance at the next GMM.

**The Bully, the Bullied and the Bystander**

**Which one are you?**

**Don'ts**

1. Don't minimize, rationalize, or explain away the Bully's behavior
2. Don't rush in to resolve the problem
3. Don't tell the bullied person to avoid the bully
4. Don't tell the bullied person to fight back
5. Don't confront the bully alone

**Do's**

1. I hear you; I'm here for you; I believe you; you are not alone in this
2. It's not your fault
3. There are things you can do
4. Report the bullying to the Union and/or Human Resources Department

**February 27 is  
Anti-bullying  
Day**

**Wear Pink to work**

**STEWARDS  
WANTED**



**THIS MEANS  
YOU!**

**Our Local is run by  
members just like you!**

**We need more  
stewards to keep our  
union strong...**

**Interested?**

**Please contact the  
office to find out more  
604-222-0116.**

THE UNIVERSITY OF BRITISH COLUMBIA



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Fax (604) 822-5055

Professor Stephen J. Toope  
*President and Vice-Chancellor*

January 8, 2009

TO: Plant Operations & Utilities Staff

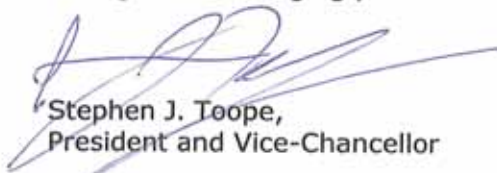
With the near record snow falls of the past few weeks behind us, and life on campus returning to normal, I wanted to take a moment to acknowledge those staff members whose extraordinary efforts and dedication have made the campus as safe, accessible and comfortable as possible during this time.

In particular, the people of UBC Plant Operations and UBC Utilities have worked day (and night) to ensure that UBC remained open. For many of you a snow day started with a 2 a.m. phone call, the challenge of coming to campus despite the snow, before ending the following evening. Family plans were impacted and some holiday activities postponed so that the needs of the UBC community could be met.

Campus remained open throughout most of the inclement weather. Residents received food services, heat and water; students, faculty and staff got access to their buildings and amenities; research labs stayed operational. Our maintenance and custodial staff adjusted building systems, plowed snow, salted and sanded sidewalks, cleared trees and roofs, fixed frozen and burst pipes and handled various other emergencies.

The media has displayed examples of our surrounding communities and their icy main roads, inaccessible side-streets, hazardous sidewalks and fallen roofs. UBC has been exemplary in its efforts to ensure that these dangerous and frustrating conditions did not occur here on campus. To be certain, you were faced with challenges; there were occasions when snow fell faster than it could be cleared, times when low temperatures lead to broken pipes and related flooding, and times that staff were considerably delayed in getting to campus. However, overall we were well-served by the efforts of the dedicated staff at UBC Plant Operations and UBC Utilities.

Thank you for your considerable efforts, service, and personal and family sacrifices during this challenging period.



Stephen J. Toope,  
President and Vice-Chancellor

e.g. - CUPE116  
- AAPS  
- IUOE882

**UBC Works because WE Do!**



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January 9, 2008

CUPE Local 116, UBC  
209 - 2150 Western Parkway  
Vancouver, BC V6T 1Z3



I am writing to thank you for your very generous donation to JRFM's Basics for Babies Program.

Basics for Babies is now in it's 15<sup>th</sup> year. For those of us that were around from its very humble origins, it is incredibly gratifying to witness the growth of this very worthwhile program.

"Basics" originated from a chronic shortage of baby products at Lower Mainland Food Banks. I recall our very first year, when we raised approximately 2000 pounds of baby items and \$3000 cash. Since that time, the program has grown every year, to the point where we raised we have raised over 300,000 pounds of food and baby items plus \$1.4 million in cash. Along the way, we have twice received the Canadian Association of Broadcasters "Gold Ribbon Award" as the Community Service program of the year, and the BCCMA Humanitarian award. However, the most salient point is the babies, and with help from fine people like you, we have touched thousands of disadvantaged babies and young children throughout the Lower Mainland.

This year, I am proud to announce that we have raised over \$157,000 and 15,000 pounds of baby supplies.

It is very encouraging knowing that there are people such as yourselves that believe in the program as much as we do at New Country, 93.7 JRFM.

Sincerely,

Gerry Siemens,  
Vice President/General Manager,  
CJJR Radio

THE  
JIM PATTISON  
BROADCAST GROUP LP

#300 - 1401 WEST 8TH AVE., VANCOUVER, BC V6H 1C9  
PHONE JRFM 604 731-7772 PHONE THE PEAK 604 731-6111  
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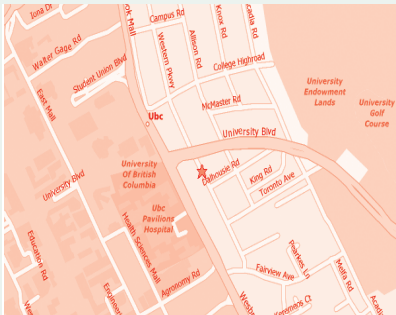
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**Canadian Union of Public Employees**  
**Local 116**  
**"On the front line"**

**Suite 209 - 2150 Western Parkway (In the Village)**  
**Vancouver, BC V6T 1Z3**

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**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.

CANADIAN ASSOCIATION OF  
**CALM**  
 OF LABOUR MEDIA

**UNION MEETING**

**When: February 18, 2009**

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



***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 members have been nominated for the position of Delegate. An election will be held at the February, 2009 GMM to select 6 delegates and 2 alternates.

The eligible nominees are:

Barry Jones,	Chris Longford
Gregg Garbe,	Bill Provenzano
Roger De Pieri,	Glen Smith
Sean David,	Keith Jellis
Harry Easton,	Herme De Vera
Lindsay Forsyth,	David Lance

Please make plans to attend!

**The Members Decided-November/December 2008/January 2009 Union meetings:**

- 1) To donate \$500 to Run for the Cure for Breast Cancer
- 2) To donate \$5,000 to the Vision Vancouver campaign
- 3) To adopt the 2008-2009 Budget for the Union
- 4) To send up to four members to Harrison Winter School and pay all associated costs
- 5) To send two members of the Bargaining Preparation Committee to the National Women's Bargaining Conference in Montreal February 9-14, 2009 and pay all associated costs
- 6) To donate \$1,000 to Basics for Babies
- 7) To pay all bills and salaries
- 8) To adopt the Executive's recommendations for the Local's 2009 Action Plan
- 9) To send up to 6 delegates to the CUPE BC Convention April 22-25, 2009 to be held in Victoria BC and pay all associated costs.

**DISCLAIMER:** The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the Editor or Executives. If you have any questions, comments, or letters, please contact the editor 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.116.cupe.ca/>