

September 2012

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

Canadian Union of Public Employees

# WTF!

Where's The Funding?

**CUPE**

**universitieswork.ca**  
**bccolleges.cupe.ca**



# Did You Know?

## CUPE 116 Executive, Trustees, Executive Council

**September 2012**

### 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  
Jim McKay

### Executive Council:

Mechanical Trades	John Square-Briggs Ed Domenco
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson Peter Brien
Sage Bistro	Brett Small
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	Nick Sagliocco Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

## CUPE Local 116 - 70th Year Anniversary

This year marks the 70th Anniversary of our Local! The September 19, 2012 Union meeting at the Graduate Student Centre will be special; CUPE BC will attend with their new bus! We will be having a BBQ commencing at 3:00 pm and a few special door prizes and draws. Please mark your calendars and plan to attend.

As well, in December we will be having a draw for a trip for two, location still to be determined! In order to get into the draw you must bring a can of food or donation for our local Food Bank. Please bring your donations to the Union Office and in return your name will be put into the draw. For each donation you bring, your name will go into the barrel! One can = one ticket, two cans = two tickets, and so on....The Local has started collecting items so please come to the office and bring your donation early and often to get a chance to win a trip to some fantastic and dreamy location!!

### **We are on the Move!**

Your Union Office will be moving at the end of the year. We have secured space back on Campus and are very excited to once again be very close to our members. The address of our new location is at the Donald Rix Building 2nd floor, 2389 Health Sciences Mall. If all goes as planned we should be in our new space by the end of November. We will keep you posted.

### **Article XIV:**

#### **Nominations/Elections Procedures**

As per our Constitution and By-Laws, nominations for the following positions will be held on Wednesday, October 17, 2012:

President - 3 year term  
Recording Secretary - 2 year term  
2 Vice-Presidents at Large - 2 year terms  
1 Trustee - 3 year term

**Quote:** "The Labour Movement was the Principal Force that transformed misery and despair into hope and progress. Out of its bold struggles, economic and social reform gave birth to Unemployment Insurance, Old-Age Pensions, Government relief for the destitute and, above all, new wage levels that meant not mere survival but a tolerable life. The Captains of Industry did not lead this transformation; they resisted it until they were overcome. When in the thirties the wave of Union Organization crested over the nation, it carried to secure shores not only itself but the whole society."

Martin Luther King Jr.

# President' Report September 2012

## WTF!!! (Where is the funding?)

Our Local's Collective Agreement expired March 31, 2010; we commenced bargaining on October 7, 2010. We met with the employer on 16 occasions and the major stumbling block for this round of negotiations, as in the past rounds, is that the employer (UBC) has not had the authority to bargain with us as a direct result of government interference. We have been able to achieve some positive changes in respect to our language, but zero gains in respect to inflation protection, benefit improvements, or wage increases. As well, the University refuses to consider improvements to our job security.

There is an underlying threat to our job security with the government's latest attack on post-secondary education; the BC Liberals are fast-tracking a new plan to slash jobs and money from BC's already hemorrhaging college and university budgets.

The Union fears widespread job losses in light of Finance Minister Kevin Falcon's announcement that colleges and universities would have to find \$70 million in administrative savings in fiscal years 2013-2014-2015.

The government has introduced a project called "Administrative Service Delivery Transformation." While bargaining has dragged on for over two years, this project appears slated for implementation three months after it launched. In that time, the private firm Deloitte is to have completed a comprehensive investigation to "recommend shared procurement and back office administration services" across the entire BC post-secondary sector. In the past, "shared services" and "shared procurement" have meant privatization.

The BC Liberals appear to be targeting the very workers who make our public post-secondary system work! Your Local met with the University Administration on this matter on August 22, 2012, and they have advised us there has been a significant amount of pressure on the budgets of publicly funded post-secondary institutions; in fact, just most recently a \$20 million unexpected cut to the system. The various institutions have written the government over the budget cuts and have requested a reverse of the cuts and to restore the levels of funding prior to the announcement.

Further, UBC has advised the Union that they have no intention of outsourcing or privatizing our jobs. While the Union believes that the University has no intentions to contract-out our jobs, we have little to no faith in what the government will do, and are not confident that the institutions themselves will be able to influence or control the process.

The government already announced plans to cut a further \$50 million from post-secondary education by 2015 and insisted institutions get their stamp of approval on "savings plans" before completing contract talks.

We have met with Mediator Mark Atkinson on six occasions, and the parties have not been able to reach agreement in respect to several very important issues, such as job security and inflation protection, which remain a top priority for our members. We will have our Essential Service Order in place by the end of August - early September.

There is a real possibility that we will enact our 89% strike mandate and have been preparing all summer in the event it became necessary. There needs to be pressure put on the provincial government to restore funding to post-secondary education and to respect free collective bargaining; we need to remain strong in our resolve to achieve a fair and respectful Collective Agreement that includes future job security from our employer.

We will keep the membership advised and updated as we become aware.

Please plan to attend the September Union meeting, where there will be a more comprehensive and detailed report given.

Yours in Solidarity,



Colleen



# Regina Apprenticeship Conference 2012

Through our Union, Leah Murray, and Barry Jones, and myself, attended a three day conference in Regina on the state and future direction of apprenticeships in Canada. This was sponsored by the The Canadian Apprenticeship Forum, a non-profit organization dedicated to researching and advocating for apprenticeships across Canada. It was attended by approximately five hundred concerned delegates with roughly equal representation of Unions, Employers, Educators, and Governments.

A common theme throughout the conference was the ability to put differences aside and focus on the well-being and development of skilled workers throughout the apprenticeship system, as well as to discuss strategies for their success. Our Union's three representatives were busy as we were able to divide up to attend almost all of the sessions with up to four occurring at any one time. These included such topics as Advancing Women in Trades, Supporting Apprenticeship Success, Strengthening the Red Seal Program, Culinary Apprenticeships, and On-Line Apprenticeship Learning. As well there were interesting speakers and forums who spoke to everyone on issues such as Skilled Trades Shortages: The Competition For Talent, Strategies For Success: Diversity, Innovations And Engagement, Challenges And Accomplishments, and Involvement of Local Stakeholders.

I was particularly interested in a presentation on the demographics of the Canadian Skilled Trades and the reasons why we will be facing such a massive shortfall both in the short term and continuing for the foreseeable future, and the consequences of this. This is predicted even if there is a committed effort of all levels involved to increase apprenticeships. Another interesting topic was that of "People Without Jobs, Jobs Without People", which explored the urgent need to retrain our existing workforce to help

meet these anticipated shortfalls. In all trades as the more traditional means of replacement by immigration decreases dramatically. We also explored many other issues contributing to the low number of apprenticeships. It was identified that one of the major causes is the high number of employers who rely upon others to train their tradespeople while having none or few apprentices themselves, then recruit from the smaller group that have proper training programs in place. These numbers are especially high in the area of Government Sector Workers. One proposed solution to this problem was to create a cost levy system that is applied against those companies or organizations that have few or no apprentices to be used to support the companies that do.

With these and many other ideas that we have taken from this conference we hope we will be able to engage co-operatively with our employer in developing functional joint apprenticeship programs that will be beneficial to all. A good source of information with detailed studies on many issues of apprenticeships can be found on-line at [WWW.caf-fca.org](http://WWW.caf-fca.org) or if you wish to discuss any aspects of the apprenticeship process please feel free to contact any of us through the union office.

In Solidarity  
Harry Easton





Happy Pride Day, everyone!

This was yet another first for CUPE 116 - our first float and the beginning of a new tradition. We had short notice, two weeks in fact, and no experience in constructing a float of any kind. But never the less we threw ourselves into the task whole heartedly. In the matter of a few hours we had the design down pat.

With some long days and late nights, we had arrived at the Pride Parade decorated and ready to march with our brother and sisters. We had super soakers, CUPE 116 t-shirts, and beads to hand out to the throngs of cheering people at Pride. The day was a scorcher and the water guns were a welcome relief by everyone in the crowd.....ok and we had fun soaking them too!

We could not have had a better venue to present CUPE 116 to the public. All of the 116 participants felt we really showed Vancouver who we are and what we stand for. Let's not forget that this parade is in memory of the Stonewall Riots. The riot took place over several days in New York's Greenwich Village. This was the catalyst for the Gay Rights movement. This is why we march now and every year. Freedom, equality, and human rights for everyone under the rainbow.

A special thanks to all those who made this day possible.

Your steward, Ed Domenco

For more information, go to:  
[www.pbs.org/wgbh/americanexperience/films/stonewall](http://www.pbs.org/wgbh/americanexperience/films/stonewall)



# Because Life Really Does Begin at 50

## ABOUT BC FORUM

Born in 1995, BC FORUM has become the recognized voice for senior trade unionists in British Columbia. We represent affiliates of the BC Federation of Labour and are a Standing Committee of the BCFL, appointed by affiliates. We are a registered non-profit society for retired union members (and active union members age 50 and over), dedicated to representing the interests and well-being of members, their families and spouses, and continuing into retirement the relationship they have enjoyed with the trade union movement.

BC FORUM is supported and endorsed by the BC Federation of Labour (BCFL). As part of the BCFL, BC FORUM represents thousands of retired union members, giving us the political bargaining power needed to spotlight issues important to retirees, demand the attention of legislators, and negotiate the best deals for members.



*BC FORUM at the United Way of the Lower Mainland 18th Annual Labour Appreciation Dinner, December 8, 2011.*

## BC FORUM Benefit Plans and Services

With BC FORUM, you have a group to turn to when you want action, and your voice will be backed by the power of the organization's collective voice.

In addition to organizing community forums and rallies on issues that matter to our members, we also produce "The Advocate", a quarterly newsletter that helps our members stay informed on current issues and initiatives.

Annual dues for membership are \$20 (three year memberships are available for \$49) and we recommend you check with your union as some affiliates will pay your first year membership dues.

As a member of BC FORUM, you will automatically be covered by our \$2,500 Group Accident Insurance Plan.

Plus, as a member, you will have access to:

- health/dental insurance
- travel medical insurance
- homeowner insurance
- tenant insurance
- discounts on selected travel packages
- income tax services
- free financial advice and planning, and more



## What is the red square?

The red square is the symbol adopted by the student protesters in Quebec and elsewhere, fighting increasing tuition and declining government support of students. It comes from the saying "carrément dans le rouge," meaning "squarely in the red," referring to the economic condition of most students in and following higher education, and the ubiquity of seemingly insurmountable debt. Worn on a lapel or backpack, etc, you can stand in solidarity with students everywhere who are struggling to continue their degrees, despite the omnipresent budget cuts to education, and protesting Bill 78, an attack on free speech.

Wear your red square, together we all are fighting for a better future!



## Craving to Curb HUNGER?

START HERE



Support the  
Greater Vancouver  
Food Bank Society  
through your food/  
fund drive today.

### Most Needed Items:

- Canned fish & meat
- Canned hearty soups & stews
- Dry whole wheat pasta and rice
- Canned fruit and vegetables
- Macaroni and cheese
- Baby food and formula
- Baby diapers (larger sizes)
- Canned beans
- Cereal
- Peanut butter
- Pasta sauce

### Did you know?

- We help feed over 25,000 people weekly through 15 food distribution depots and 100+ community agencies.
- Over 10,000 of those who receive assistance are children.
- We do not accept government funding.
- We serve Burnaby, New Westminster, Vancouver and the North Shore.



Help us provide healthy food for hungry families year-round.

[www.foodbank.bc.ca](http://www.foodbank.bc.ca) | [twitter.com/VanFoodBank](https://twitter.com/VanFoodBank) | [facebook.com/VanFoodBank](https://facebook.com/VanFoodBank)



### UBC Employees members of Cupe Local 116

Out in the community collecting donations of food to help our struggling Food Banks.

# Letters of Thanks

## **DONALD (DONNIE) WHITTEN**

August 25, 1966 - March 31, 2012

The Family of Donnie Whitten lost him suddenly on March 31, 2012 in British Columbia. We are so deeply grateful for the outpouring of love & kindness extended to us during our time of grief & shock. To all who embraced us through our sorrow, thinking of us that day & the days that followed, for everything you did to console our broken hearts - We wish we could thank you all individually, but it is impossible, the list is endless. Please know each & every gesture was greatly appreciated & will always be remembered. We want to especially acknowledge all those who played a role in bringing Donnie home to Newfoundland & to us, we thank you & love you for the special care you showed him on his journey. To all those that made & participated in the arrangements & funeral service, sent flowers, called, emailed, made on-line tributes & shared memories of Donnie -full of his joyful spirit & devilish sweetness. For all who brought food - taking time away from your own families to prepare & deliver home cooked meals for ours, came to our home, the funeral home or attended mass - you came early & stayed late, sitting quietly for hours, just to be there to help us through or speak the most gentle words anyone could ever say to ease our grief. Your words & presence were a comfort & source of strength for our family.

A very special thank you to the University of British Columbia & CUPE 116, Donnie's employer & union for the last 15 years, for sharing equally in our disbelief & unimaginable loss, thinking of us & sending us your love. Both went above & beyond to honor Donnie & to include the family. Thank you for lowering the flags at the UBC campus to mark Donnie's passing & the beautiful Celebration of Life (& private ceremony following) held at his beloved UBC. Thank you for paying tribute to him in such a special way. Knowing how much he was respected, appreciated & loved by his co-workers, fellow union members & friends in BC is a great comfort.

The support of family, friends & strangers throughout this devastating time was nothing less than amazing. You know who you are & will always hold a special place in our hearts. Thank you all.

To the world he was but one, to us he was the world.

**THE FAMILY OF DONALD (DONNIE) WHITTEN  
HIS MOTHER, MARY (STEVE), & SIBLINGS, DEBBIE  
(PAUL), JUNIOR, PAUL (MICHELLE),  
DARLENE (SHAWN) & FAMILIES,  
& SPECIAL FRIEND LAURA SMITH**



Canadian Office and Professional Employees Union Local 378  
2nd Floor, 4595 Canada Way, Burnaby, BC V5G 1J9  
TEL 604 299 0378 TOLL FREE IN BC 1-800-665-6838  
FAX 604-299-8211 [www.cope378.ca](http://www.cope378.ca)

July 16, 2012

Via email: [colleengarbe@cupe116.com](mailto:colleengarbe@cupe116.com)

Colleen Garbe  
President  
CUPE 116  
#209 - 2150 Western Parkway, UBC  
Vancouver, BC V6T 1Z3

Dear Sister Garbe,

On behalf of the members of COPE 378, I would once again like to take this opportunity to thank our brothers and sisters of CUPE 116 for your unfailing support of our members at AMS Security.

Your efforts to stand together with our members on the picket line on July 13th, not to mention the continued support your Local has provided, has given our members the strength to stand up to their employer for a fair and reasonable collective agreement. Thank you again sister and please convey our appreciation to your members.

In Solidarity,

A handwritten signature in blue ink that reads "David Black".

David Black  
President



# Letters of Thanks



**District 3**  
Western Provinces and Territories

**Stephen Hunt**  
District Director

March 26, 2012

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

Attention: Colleen Garbe, President

On behalf of the United Steelworkers and the 250 men and women who work at Babine Forest Products in Burns Lake, I want to extend my heartfelt thanks and appreciation for your union's contribution to the USW Burns Lake Fund.

The tragedy at Babine can be described as nothing short of devastating. Two workers have lost their lives. 19 others have been injured. Both families and the community as a whole are suffering. Beyond the physical trauma, countless others are impacted by the emotional toll of the disaster and the fear of an uncertain future.

Never more so than in moments of tragedy, is it important to demonstrate the true meaning of solidarity. Through your generous donation to the USW Burns Lake Fund, you are letting the workers of Babine Forest Products and their families know that they're not alone. The labour movement has a proud history of standing together and I'm very grateful that unions across the country are answering the call to stand by our brothers and sisters in Burns Lake.

The USW Burns Lake Fund will be used to provide direct support to the families of workers who lost their lives, as well as those who were injured by the explosion. It will also support local efforts to assist workers impacted by the loss of the mill and the community of Burns Lake as a whole.

Tough days lie ahead for the workers of Burns Lake, but they won't have to do it alone. With your support, the USW and the labour movement will be there, standing shoulder to shoulder with the men and women of Babine Forest Products as they work to rebuild the lives that they have so proudly made for themselves and each other.

As a token of appreciation, please find enclosed the USW's "I Support Babine Mill" pin, which signifies your contribution to efforts to support Impacted workers.

Thank you again for your generous donation to the USW Burns Lake Fund.

In Solidarity,

Stephen Hunt  
Director

United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union

# Letters of Thanks

## THE UNIVERSITY OF BRITISH COLUMBIA



Friedman Lab  
Department of Medical Genetics  
Faculty of Medicine  
Box 153, Children's and Women's Hospital  
4500 Oak Street  
Vancouver, B.C. Canada V6H 3N1  
Tel: 604-875-2000 x 5626  
604-875-2157  
Fax: 604-875-3019  
Web: <http://www.friedmanlab.org>

July 19, 2012

CUPE Local 116 University Employee's Union  
#209 2150 Western Parkway  
Vancouver, BC V6T 1Z3

Re: Donation for Friedman Lab in memory of Sonam Toor

Dear everyone:

I would like to express our appreciation to all of you for your generous donation of \$1,000. The family has been notified of your memorial gift. Your generosity will help further genetic research into conditions that are currently undiagnosed, and for whom no treatment is available. However, the future holds hope that the recent rapid advances in technology will provide the answers that we, as a research community and families like the Toors, have been seeking for a long time.

Thank you once again.

Sincerely,

A handwritten signature in blue ink, appearing to read 'J. M. Friedman', with a large, stylized flourish at the end.

J. M. Friedman, MD, PhD  
Professor of Medical Genetics and Acting Associate Dean (Research)  
Faculty of Medicine, University of British Columbia  
Acting Executive Director, Child & Family Research Institute

June 8, 2012

## CUPE 'heroes' save 11-year-old swimmer

VANCOUVER – Quick action by two CUPE lifeguards saved an 11-year-old boy at the University of British Columbia. Colton Boechler went into cardiac arrest while swimming at the UBC Aquatic Centre Saturday.

When Colton collapsed at the side of the pool, lifeguards Aaron Stryd and Jane Bellet took over. The pair immediately performed CPR and used a portable defibrillator (AED) to keep Colton alive. He has since had surgery and is on the mend. Bellet and Stryd are members of CUPE 116 at UBC.

Jane Bellet was passing by the pool when she saw her colleague bending over a lifeless Colton. She says her training kicked in automatically as she and Stryd worked in tandem to test for heart rhythm and perform oral ventilation and chest compressions after Colton's heart stopped. They kept that up until paramedics arrived a few minutes later.

She says the scariest part was realizing there was no pulse. "When I attached the AED it called for giving a shock right away – that's when I knew it was very serious. My training took over as we gave him CPR, but the hardest part was seeing how he looked. I was so worried, I thought he might be dead – I love kids and his face seemed so lifeless – I just kept hoping and hoping that he would be okay."

"It makes me really appreciate the ongoing training that we get at UBC so we can be prepared for things like this," Bellet added. She says her last refresher course was in January. It turns out that Colton has a heart condition and the cardiac arrest could have happened anywhere. "It's good that it happened at the pool," says Bellet, "because we were there and so was the AED and oxygen."

Bellet says the dramatic rescue was a first in her seven years as a lifeguard at UBC. "I've dealt with lots of swimmers having trouble, but this was different – it was a child and we had to restart his heart."

Stryd is the Aquatic Centre's head instructor and started at UBC in 2009.

"They are true heroes," said CUPE Local 116 president Colleen Garbe. "We are all so proud of our members for their heroic efforts – I can't express how lucky we are to have such competent professions in our bargaining unit. This is an extreme example of just how vital the support work CUPE members do here at the university can be."

Garbe also extolled the quality of the lifeguard training programs negotiated by CUPE under in-service training and educational opportunities in the collective agreement.

Garbe called Stryd and Bellet "wonderful – true examples for all of us – they exemplify the quality, dedication, and respect we aspire to."

Does Jane Bellet think she's a hero? "Not really – mad props to the people like paramedics who do this every day out on the front lines putting themselves at risk." She does say that what happened finally hit home when her sister told her "this is a gift you have given this family – their child is alive!" She adds that she and Aaron are just happy that he's alive saying "that's the real story" and that they can hardly wait to meet Colton again, once he's feeling better.

Wages for lifeguards at the UBC Aquatic Centre range from \$14.30/hr to a senior rate of \$15.45/hr.



## "On the front line"

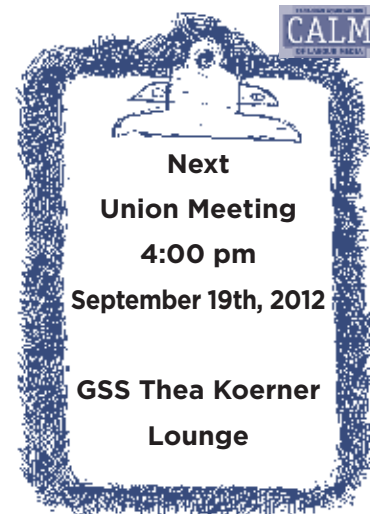
Suite 209 - 2150 Western Parkway  
Vancouver, BC V6T 1Z3 (In the Village)

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.



## Bulletin Board

### The Members Decided June 2012 Membership meeting::

1. From within the existing dues structure, for the Union to increase the contribution to the Society from one dollar per member per month to three dollars per member per month.
2. To spend up to \$15,000 dollars for promotion materials and supplies for the Union's 70th Anniversary celebration at the September 19th 2012 General Membership Meeting.
3. To donate \$1000 dollars to the Friedman Lab in memory of Sonam Toor, one of our member's daughter who recently passed away.
4. To pay all bills and salaries.
5. New Motion by John Square-Briggs to have his \$600 dollar expense paid to allow him to volunteer his service in Mexico to help build a Child Care Ministry.
6. To send \$1000 dollars to the students in Quebec who are fighting for our democracy and our right to protest and freedom of speech.

### Motions to be voted on at our September Membership Meeting:

1. To send a full slate of delegates to the Fifty-Fifth Convention of the BC Federation of Labour, to be held in Vancouver November 26-30, 2012 and pay all associated costs.
2. To sponsor a hole at the Burnaby Firefighters annual Golf Tournament Charitable Event for \$1,500 dollars to help raise funds for their Nutritional Snack Program that helps feed hungry kids in the Burnaby school system.
3. To send two Stewards to the Health and Safety Conference in Ottawa October 24-27, 2012 and pay all associated costs.
4. To send up to six Stewards to the CUPE School in Parksville in October and pay all associated costs.
5. To send up to ten Stewards to the CUPE BC Anti-Privatization Conference, "Positively Public - Our communities are NOT for Sale" to be held in Richmond BC November 7-9, 2012 and pay all associated costs.
6. To donate \$1,000 to the Squamish Food Bank, which is under threat of closing.
7. 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 Union office at 604-222-0116 or fax at 604-222-0113 or e-mail at [newsletter@cupe116.com](mailto:newsletter@cupe116.com).*