

May 2018

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



Did You Know?

CUPE 116 Executive, Trustees, Society Executive, Stewards May 2018

Executive:

President	David Lance
Vice President	Roger De Pieri
Recording Secretary	Leah Murray
Treasurer	Chris Longford
Vice President at Large	Lisa Mead Jim McKay Bill Provenzano

Trustees:

Chris Edwards
Georgina Stark
Nenette Eugenio

Society Executive:

President	Ian MacLean
Treasurer	Barbara Lancaster
Directors	Laura Lowry Anne Stanton Brian Ditchburn

Stewards:

Rigel Abanes	Bookstore
Eduardo Alfonso	Animal Care Services
Chris Bale	Botanical Garden
Peter Brien	Food Services
Gordon Chan	Animal Care Services
Subrata Dasgupta	Custodial Services
Kelly Davies	SHHS
Teresa Davies	Dentistry
Roger De Pieri	Plant Ops Electricians
Miriam Dexter	Dentistry
Brian Ditchburn	Chemistry
Gregg Doughty	Plant Ops Gardeners
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
Dimitrius Kavouras	Plant Ops Electricians
Les Kupillas	SHHS Facilities Trades
Nick Lemmel	Physics & Astronomy
Laura Lowry	Food Services
Ian MacLean	Plant Ops Carpenters
Glen MacNeil	Campus Security
Sylva Matiasakova	Animal Care Services
Jim McKay	Plant Ops Glaziers
Lisa Mead	Plant Ops Sign Shop
Elinor Morris	Bookstore
Leah Murray	Plant Ops Carpenters
Betty Nielson	Food Services
Bill Provenzano	Plant Ops Painters
Milan Rezler	Custodial Services
Harley Sandhu	Campus Security
Anne Stanton	Custodial Services
Andrew Wong	Campus Security
Justin Wong	Botanical Garden
Tom Yang	Microbiology

Good and Welfare, Retirements

If you know of a member who is ill, has been hospitalized, or has suffered a bereavement, please contact the Union Office at cupe116@cupe116.com, or call 604-827-1705. We require the person's name, address, and telephone number, or the name of the hospital.

If you know of a member who is retiring, please contact the Union Office with the person's department, name, home address and telephone number, the date of retirement, and if the department is holding an event. The CUPE 116 Society has changed their policy for retirement gifts; the amount of the gift has increased to \$15 for each year of service with no maximum, but there will not be a retirement dinner for the next year or so.

Retirees interested in an alternative to the UBC Retirement & Survivor Benefits Program can come to the Union Office to pick up an information package and application form for the BC Forum Benefit Plans & Services for retired Union members.

Professional & Skills Development Fund

CUPE 116 members are eligible to apply for the new funding program to support ongoing professional and skill development; defined as those learning activities that will enhance the knowledge, skills, performance, or career progression of an employee's work at UBC.

The current funding year, April 1, 2018 through March 31, 2019 is open, and the maximum claim amount for eligible staff has increased to \$1,000. This maximum amount is prorated if you work less than 53% part time hours.

Claims must be submitted to Human Resources within 60 days of the original expense date of payment to be considered eligible for funding. The previous funding year is closed and eligible claims received in Human Resources after March 29, 2018 will be allocated to the 2018/2019 funding year.

For funding guidelines, application forms, and reimbursement instructions, please visit: <http://www.hr.ubc.ca/learning-engagement/leading-learning/pd-funding/cupe-116>

If you have questions please contact a PD Funding Coordinator at pd.funds@ubc.ca, call 604-822-6314, or go to the Human Resources Service Centre, 6th floor TEF3.

President's Report - May 2018

The Local has had a busy beginning to 2018. The following updates provide information on several important items and on issues that we have been focused on...

Wage Adjustments – for members covered by our main Collective Agreement with the University, effective February 1, 2018, an increase of 1.4% was added to wages. Effective April 1, 2018, a further 1.16% was added.

Bylaw Changes – as reported last fall and at General Membership Meetings this year, the Executive has taken time to review our internal structure, how we allocate our resources and how we feel we can better serve our members. We, with our Bylaw Committee, have recommended some bylaw changes that, if approved, will enable some structural and operational reforms designed to improve our service to you.

The key change will allow the Local to hire a Business Agent. Having specific knowledge and experience with an advanced skillset and expertise in labour relations is necessary for the Local. The in-house ability to provide Collective Agreement and legal advice, run arbitrations and to assist us in collective bargaining are requirements vital to the continuing effective service of our membership. The purpose of this addition is to better equip our Local and our representatives to meet our members' needs in a more efficient and timely manner as our membership grows. With these proposed changes, there will be **no added dues cost** to members, but rather a more effective use of our existing resources. The proposed bylaw changes were circulated on March 14, 2018 and will be voted on at our **May 16, 2018** General Membership Meeting. We urge you to attend and to support these vital changes.

In addition, we are prioritizing other initiatives aimed at improving member service, including better access to information, UBC specific steward and representative training and the recruitment of additional stewards.

Articles 3.06 (Employee Status) and 22.04 (Benefits Eligibility) Reviews – the annual reviews are almost concluded, but for the employee

status reviews in Animal Care Services. While there are still some cases to be worked through in SHHS, we are pleased to report that the process has been conducted in a much more timely and organized fashion than in previous years. We have seen a significant number of members become eligible for benefits and for designation as part-time Regular employees as well as some movement to full-time Regular status.

MSP Premium Changes – we will report on this in more specific detail in an upcoming newsletter, but the BC Government's change in MSP premium rates has resulted in positive news for our members. The wage increase from the last round of collective bargaining that we diverted toward funding MSP premium coverage has now been able to be redirected to a general wage increase. This 0.66% increase was added to wages effective April 1, 2018. There will also be some extended health benefits improvements for enrolled members that will take effect January 1, 2019. We will detail the three areas of increased coverage in our next report, which will be circulated well before the effective date.

Office Personnel Changes – after almost 25 years at the Union Office, Dianne Gosselin is retiring! Working with us as an Executive Secretary, Dianne has provided invaluable administrative and member support to the Local and to the membership. She has assisted the Executive and the Society and kept us organized. Dianne will be sorely missed and we wish her nothing but the best for a long, healthy happy retirement.

As you will see later in the newsletter, we are pleased to welcome Tina Camilli to the Office. She has big shoes to fill, but will work with Joée to ensure that the Office and Local continue to run smoothly.

Thank you Dianne and welcome aboard Tina.

We hope that all our members have an enjoyable Spring. We will report again soon...

Cheers,
Dave



Vice-President's Report - May 2018

In the past few months the Local has been dealing with a number of issues arising out of Food Services that continue to dominate our time. To highlight, a few of the issues are:

- Member to member conflict
- Scheduling
- Annual reviews (Auxiliary vs part-time regular status)
- General workplace concerns
- Two members were each given a three day suspension

These issues are not isolated to any specific area within the department, especially member to member conflict. We are trying to determine why there is so much conflict as of late between members. The issues vary a fair bit, so we asked at our last working committee that Food Services look into setting up conflict resolution training for our members to learn how to work with each other. They welcomed the idea, and will report back at the next working committee meeting.

We filed two new promotion grievances:

- Campus Security, where a qualified senior member was passed over for a junior member for an opportunity. We are awaiting disclosure to review and assess the merits of that grievance.
- Animal Care Services, whereby our qualified member was denied a lateral move and forced to compete for a different position within the same classification.

Two termination grievances were recently scheduled, one in SHHS, the other in the Aquatic Center, which has now since been resolved to the member's satisfaction.

We are having dates scheduled to hear the grievance for a member in Campus and

Community Services who received a two day suspension for allegedly not obtaining proper approval prior to going on vacation.

We successfully resolved a grievance in Dentistry recently for a member by having a three day suspension reduced to two days.

Also in Dentistry, a probationary employee who felt the Union had not represented his interests accordingly filed a complaint at the Labour Relations Board. Upon review by the Board, they found no fault by the Union and dismissed the case.

We are also working on a number of other agreements on behalf of our members that will hopefully bring their files to a successful conclusion as well.

On another note, we've been meeting with all the shop stewards on an individual basis over the past few weeks to discuss their commitment to the Local, training needs, development, advocacy and so forth, to see what they need from us to help them advance their skills.

As most may be aware, we are ramping up for bargaining toward the end of this year, and we need to get our new stewards up to speed and become more involved so we can rely upon them through bargaining. 2018 is shaping up to be a busy time for our stewards because 2019 is going to get a lot busier...

In closing, I personally want to thank Dianne, our Executive Secretary for many years, for all her hard work in serving our union, and wish her well into her retirement!

Sincerely,

Roger De Pieri

International Women's Day

CUPE 116 Tradeswomen enjoyed an International Women's Day dinner hosted by the Vancouver District Labour Council Women's Committee at the Maritime Labour Centre on March 8th. Our Local was represented by:

Dillon Duckworth - Mechanic
Stacey Ewert - Landscape Technologist 2
Nicole Field-Dyte - Cabinetmaker
Nikki Gaulton - Steamfitter
Frances Hart-D'Emilio - Carpenter
(Technician in Arts)
Leah Murray - Carpenter (Joinery)
Grazyna Rougeau - Sub-Head Landscape
Technologist 2
Lalieth White - Landscape Technologist 2

After an enjoyable buffet dinner, Lee Macri, a retired member of the ILWU 500,

spoke about her many years working on the waterfront and shared some stories about the changing workforce that she was able to be a part of, with the inclusion of women in the union. We were reminded of the advances that women have made in the workforce over the years, and the continuing importance for all of us to create opportunities for each other to ensure no one is left behind.

After the speeches were completed, m'girl, an ensemble of indigenous women, sang and shared their stories with us. The harmonious voices of the women provided an enjoyable end to an inspirational evening of celebration and community building.

Lalieth White



UBC Staff Pension Fair June 21 at the Robert H. Lee Alumni Centre Jack Poole Hall, Second Level

The Staff Pension Plan (SPP) Pension Fair will take place on Thursday, June 21 from 11:30 a.m. to 1:00 p.m. at the Robert H. Lee Alumni Centre. This event is a great opportunity for members to learn more about the SPP and gain some pension knowledge. Similar to past years, we will have information tables hosted by UBC Retirement and Survivor Benefits, UBC Investment Management Trust, UBC Employee and Family Assistance Program, and more.

Registration is not required and you are encouraged to drop in at any time that is convenient for you. For more information, please visit: staff.pensions.ubc.ca/pensionfair

The Pension Board, management and staff look forward to meeting you and answering your questions.

Understanding Your Staff Pension Plan Workshop

Understanding Your Staff Pension Plan (UYSPP) is an informative workshop session designed for both potential and current members of the UBC Staff Pension Plan. All ages are welcome to attend.

If you are already a Plan member, regardless of age, this workshop will help you learn more about the Plan, pensions in general, and related retirement considerations.

If you are interested in retirement planning, this workshop will help you understand your retirement options.

If you are not yet a member, this workshop will provide enrollment information and an opportunity to have all of your pension-related questions answered.

Advance registration is required.

Learn more about Registration at:
staff.pensions.ubc.ca/news/workshops

Workshops take place at the UBC Vancouver Campus. Detailed location information will be sent to registrants prior to the workshop.



**Presenter: Margaret Leathley,
Pension Administrator,
UBC Staff Pension Plan**



THE UNIVERSITY OF BRITISH COLUMBIA

staff.pensions.ubc.ca

2018 Staff Pension Fair



Let's talk about your pension plan.

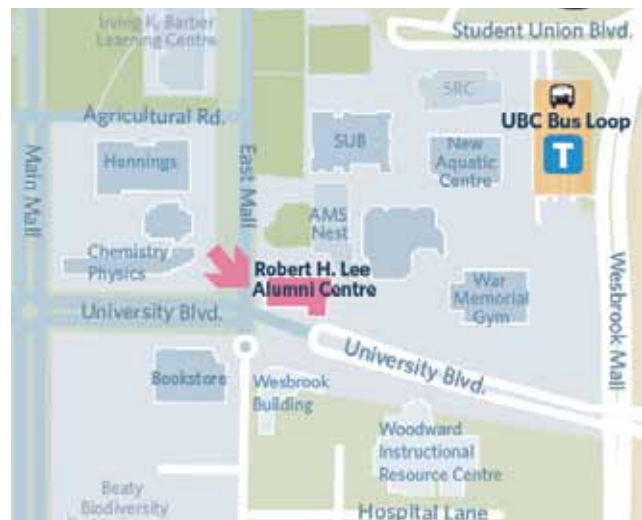
The Staff Pension Plan (SPP) Fair is a great opportunity for you to learn more about your pension plan and gain some pension knowledge. The SPP Board, Management and Staff look forward to meeting you and answering your questions.

RSVP is not required and you are encouraged to **drop in at any time that is convenient for you**. Light refreshments will be served.

For more event information, visit
staff.pensions.ubc.ca/pensionfair

Thursday, June 21, 2018
11:30 a.m. to 1:00 p.m.

Robert H. Lee Alumni Centre
6163 University Boulevard
Jack Poole Hall, Second Level



THE UNIVERSITY OF BRITISH COLUMBIA

staff.pensions.ubc.ca

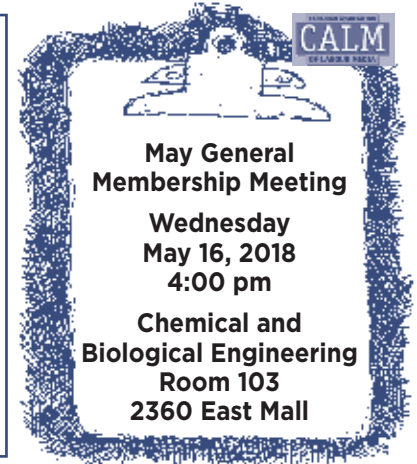
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

Phone: 604-827-1705
Fax: 604-822-5519
Email: cupe116@cupe116.com
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 - 10:30 am. Please contact the Union Office to make an appointment.



The Members Decided

February GMM 2018:

- 1 To send up to six representatives to the CUPE BC Convention in Vancouver from April 18-21, 2018 and pay all associated costs
- 2 To send up to nine members to the International Women's Day Dinner in Vancouver on March 8, 2018 and pay all associated costs

March GMM 2018:

- 1 To donate \$500 to UBC food bank

Welcome Tina

The Local would like to welcome the newest member of our family. Tina has taken over the responsibilities of Dianne's position at CUPE 116, and will work with Joée to keep the Union Office running efficiently and effectively to support the Executive and assist our members.

Tina Camilli

Raised in the small town of Stonehaven, Scotland, I have always loved to travel so was over the moon when I was granted a visa for Canada, landing in November 2016. I joined CUPE Local 116 shortly after in a temp position. I was sad to leave after 9 weeks so when I was offered the opportunity to return permanently I jumped at the chance. My previous experience as an administrator was in Oil and Gas Industry and Accounts (exciting stuff I know) so I am looking forward to this new experience, being part of a fantastic team, and meeting the CUPE Local 116 members. If you are nearby come in and say hi!



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.