

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



# Did you Know...

## CUPE 116 Executive, Trustees, Executive Council

**June 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<br>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

CUPE Local 116 was certified in 1942. Our initial membership numbers are unknown, but to date we have expanded to just over 1900 members. We are represented all over campus, providing important services and support to the University. CUPE workers keep the University working from the ground up. This year we are celebrating our 70th Anniversary, and we will be holding a very Special Union meeting on Wednesday September 19, 2012. There will be many surprises in store for our membership so please mark your calendars and plan to attend.

## Gold's Gym Memberships

Due to the change in ownership and management at Gold's Gym, the gym will no longer be providing CUPE Local 116 access to the gym through the pass program. Gold's gym has offered a reduced rate to the members of CUPE 116 if they wish to join.

A one year pass will be offered to our members at the cost of \$18.00 biweekly + HST. This gives our members full access to all Gold's Gym facilities in the lower mainland and Gold's Gym passport with access to 700+ facilities around the globe.

Members are encouraged to sign up; you would need to bring your UBC ID or a paystub to enroll.

## Back the Tap 365 days a year!

Our Local is continuing with efforts to have the University end the use of bottled water. A growing number of campuses in Canada are ending the use of bottled water - standing up for the environment and standing behind our public water systems.

It makes environmental and financial sense to back the tap. Manufacturing and transporting water in bottles is a resource-intensive and polluting industry, contributing to climate change. Bottled water costs thousands of times more than tap water, even though in many instances, corporations are doing little more than re-packaging treated municipal water. The best quality and most affordable water comes straight from the tap!



**Historical Huts  
Demolished  
2ND WW till 1994**



# President' Report June 2012

## “ Labour unrest at UBC a snapshot of times gone by ”

This addition of the Collective is dedicated to and highlights the long and proud history of our Union at UBC, and the struggles we have endured to enhance our Collective Agreements. Agreements that provide for continued job security, wage protection, health and safety rights, and benefit improvements. It was 20 years ago that we had our first strike at UBC; the first one in 50 years by members of CUPE Local 116 at the University of British Columbia.

The strike of 1992 – what happened?

Our Local had an 89% vote in favor to strike. Faltering negotiations plunged the campus into confusion for almost three weeks. Our members, as well as members from CUPE Local 2950, walked off the job when UBC failed to satisfy pay equity and wage increase demands.

The Ubysey published only one issue during the strike, choosing to suspend production in sympathy.

Bus service to campus discontinued for the duration of the strike.

The School of Social Work remained closed during the entire strike, and much of its Faculty faced animosity from administrators. During the second week of the strike, 80 supporting students took over then - UBC President David Strangway's office in an 8-hour demonstration protesting the administration's handling of the strike.

Those three weeks we were on strike were very difficult ones, but the members persevered and were solid and committed to the cause, which ended on a positive note, as we achieved gains to wages and benefits.

Then we move on to 1999:

The headline of the Ubysey dated September 7, 1999: “Poised to Strike”

Once again the threat of a campus-wide strike was looming over UBC after our Local voted overwhelmingly in favour to strike. At that time, no different from today, taking a strike vote is not something our members do lightly. In 1999 wages were not the key area of concern for our Local. Job security was the major issue. The real threat of contracting out the services we provide. Back then, CUPE Local 116, just like now, was very committed to achieving real and meaningful gains at the bargaining table.

After a half-day strike we were successful in securing a fair and respectful settlement that included job security for our members. Fast forward to 2003, the Local was again experiencing difficulties at the bargaining table and trying desperately to achieve a new and improved Collective Agreement, when the heavy hand of government legislated the Local back to work when we were not even on strike. It was at this round of bargaining that we had our contracting out language stripped from our Collective Agreement by a stroke of the pen from Mediator Mark Brown.

In researching the Union's archives for my article, I came across an interesting piece from the Canadian Union of Public Employees agenda for the 24th Annual Convention dated June 1966, which included:

An Interesting Quote from Justice Samuel Freedman “The Freedman Report 1965”:

“Justice Freedman firmly rejected the residual rights theory of management, and supported the stand of all Canadian unions that all changes affecting workers should be negotiated, not unilaterally imposed by employers.”

How times have changed....never before have unions seen such an attack by government to restrict the right to free collective bargaining. That is why it is so important to work collectively with the greater Labour movement in an act of Solidarity.

As we head into the summer months we will continue to strive to achieve a fair and respectful Collective Agreement. We will carry the determination of our membership, who voted 89% in favour of strike, back to the bargaining table in hopes of achieving an agreement without the need for job action.

We are members of the biggest union in the country and have a threefold responsibility to uphold in our communities. First, to maintain a decent standard of living for ourselves and our families; secondly, to ensure a fair and equitable return from the fruits of our labour; and thirdly, to continue to fight to restore the rights to fair and free Collective Bargaining. Enjoy your summer and be mindful to bring comfortable shoes to work on a regular basis!

Yours as always in Solidarity,



Colleen

# Vice President's Report – June 2012

I am happy to report that we have been able to achieve a settlement in the Collective Agreement negotiations between the Local and the Graduate Student Society (GSS). The CUPE 116 & GSS Collective Agreement covers the employees who work in Koerner's Pub. As many of you know, the Pub has been closed for a number of months, but we are hopeful that with a new agreement in place, it will soon re-open.

We are pleased with the revised and renewed agreement. We feel that it preserves the employment opportunity for Graduate Students on Campus and provides them with enhanced working conditions and meaningful wages that will keep up with increases in the cost of living.

As of the writing of this article, both sides have just completed their respective ratification processes.

On the grievance front, our new committee is continuing to work through processing and prioritizing our cases.

We recently achieved a beneficial settlement at mediation/arbitration for one of our promotion cases. We just had a grievance meeting on another promotion case and are seeking the necessary documents to work through two others.

We continue to have issues with lay-offs of Technicians and have two cases at present that will likely need the assistance of an Umpire to resolve.

Also, unfortunately we are having to work through a number of 'higher level' discipline cases at the moment – suspensions and two termination cases. We have grievance meetings scheduled for many of these as we look to schedule cases through the summer.

I hope that everyone has a great summer with some deserved time off!

In Solidarity,



David Lance

This year, Albert Teng (AI), the Department's audio visual technician, received the Stellar Staff Award, which is exclusive to UBC Geography and is awarded once a year based on nominations from members of the Department. His abundant dedication, good humor, and expansive technical skills were highlighted in the nomination letter in support of him.





# Frequently Asked Strike Questions

## 1. What was the outcome of the strike vote?

89% in favour

## 2. What is a rotating or partial strike?

When part of the membership is on strike, while others remain at work.

## 3. Can I cross a picket line?

NO – unless you are deemed to be essential services. With participation from both the Employer and the Union, the LRB determines which services are essential and which are not. All other employees are required to respect picket lines.

## 4. Can I work from home?

No.

## 5. What happens to my benefits if I am on strike?

Benefits (medical, dental etc...) will be maintained during this dispute.

## 6. Are part-time staff eligible for Strike pay?

All employees will be eligible for Strike pay, provided they perform Picket duty and register with the On-site picket captain.

## 7. What happens to people on temporary promotions outside of the bargaining unit?

These individuals are considered to be outside of the bargaining unit, and so are not governed by direction from the Union.

## 8. How and when will I be Notified of any job action?

Please be patient as an element of surprise is essential in job action strategy. Only a handful of people may know about the time and place of job action, and only minutes before it happens.

## 9. Can UBC lock us out?

It is possible.

## 10. What is P.S.E.C.?

A government body called the Public Sector Employers Council, established to set wage and benefit guidelines for public sector employees.

## 11. What is mediation?

When a neutral third party from the Labour Relations Board is brought in to assist the bargaining committee and the university in negotiating a collective agreement.

## 12. Do we have a strike fund?

Yes.

## 13. How much strike pay will I receive?

There are guidelines from the last contract dispute, but the actual amount has yet to be determined by the local.

## 14. Can we be legislated back to work?

Yes.

## 15. Do essential workers continue to receive pay?

Yes, they will be paid for the hours worked, but they will have to carry a card or wear a badge issued by the Union office authorizing them to cross a picket line. They will also be required to sign in and out of the Union office or the strike headquarters prior to and after their shift.

## 16. How does a strike vote work?

The vote last for 90 days if it is not enacted if we give 72 hours strike notice to the University and enact the vote then it can last until we get a settlement.

## 17. Can anyone else do our work while we are on strike?

Replacement worker legislation is still in place in British Columbia, meaning that only UBC managers who have been working at the University for more than one year can perform our work if we are on strike.

# 70 Years of Service and Loyalty





# 70 Years of Service and Loyalty



# Safety Report

As this edition of the Collective is the celebration of our 70<sup>th</sup> anniversary of being a certified work group here on campus, I thought I would tie my article in with how our health and safety language has changed over the past 70 years, and also the culture of safety.

Even though our Local was certified in 1942 we didn't see the first bit of health and safety language in our Collective Agreement until 1971. Of course the BC Workmen's Compensation Act was passed in 1917 and I am sure to some degree our members at that time felt some sort of assurance that it would be adhered to. But just because it is legislated doesn't always mean it's followed.

Usually when something is added to our Collective Agreement (CA) it is a good indicator that something has had an impact on our members and the members want it in the CA so we have other means to fight for our rights.

So what was added way back then in 1971?

**Cooperation on Safety;** The two parties agree to perfect the regulations which would give adequate protection to employees engaged in hazardous work, oops, forget all those other groups that work in less hazardous fields.

**Safety Committee;** This allowed us to have equal representation on the University committee. Keep in mind that in 1971 there was only the one committee on campus. We didn't have the luxury of Local Joint Committees.

**Meetings of Committee;** this ensured we met on a monthly basis.

**Pay for injured Employees;** if you got hurt on the job they wouldn't ding your sick time for the remainder of that day. Unless of course the doctor or nurse said you were fine to go back to work.

**Transportation of Accident Victims;** the University picks up the tab for your drive to the hospital.

**Pollution;** I guess we weren't treating the environment very well at the time and didn't want to put members at risk where pollution could be preventable.

The next changes to our Agreement were in 1976-77 where we added an **Addiction and**

**Rehab Committee** and the clause on **Physical Fitness**. I guess they kind of go hand in hand but sadly today we seem to be dealing with these Articles on a continuous basis.

Next up wasn't until 1991-1994, **Video Display Terminals;** our new age computer life began, and like most things that we believe to make our life easier, technology was zipping along but we never thought of the impact it may have on our health.

Those working on computers were allowed to step away for ten minutes every two hours, pregnant women upon request didn't have to operate one, and if you suffered from eye problems your Ophthalmologist could request that you be moved.

And the last change to the CA regarding health and safety was when the **Right to Refuse** was added to the **Cooperation on Safety** and that was in 1999-2002, but prior to that, the 1994-1999 CA mentioned that the Right to Refuse be posted in the workplace.

So that's our history, funny how unions were formed based on health and safety issues, and once formed, we have done very little about it. We have become reactive as opposed to being proactive.

Well until our Local's last round of bargaining, that is.

When I was given the task of reviewing our language and our members' needs, and providing proposals, I felt this was an awesome opportunity to enhance our CA, not only for the benefit of our membership, but for the University as a whole.

This round of bargaining, we proposed twelve new articles on health and safety, and four were changed to reflect language that is more appropriate for today's time.

Of course the bargaining process is still continuing and until it is all signed off, we will hold our breath and hope that the year 2012 was monumental in moving forward in our health and safety language.

Yours in Safety

Barry Jones



# UBC History



Let's look at the University and some historical dates that today have an impact on our membership.

**August 10, 1942** we were certified as the British Columbia Federal Union No. 116 of Vancouver and vicinity. It wasn't until March 1, 1968 that we became CUPE 116.

**1944** the first students' residence opened at Acadia. Oddly enough, if you walk through it today, it doesn't look like much has been done to it since!

**1947** was the opening of the Faculty Club; the Club went through many changes over the years and when the University closed its doors in August of 1994, we had just fewer than 100 members working there.

**1964** the first class enrolled in the new Faculty of Dentistry, where we have a number of Technicians and Dental Assistants.

**1965** the University begins its largest expansion program in its history, building South Campus Research area..... and 34 years later, it seems to be building its largest money maker of retail and private residential mix.

From 1915-1973 investment in UBC buildings was more than \$173 million....wasn't more than that spent on redoing the Main Mall Plaza?

**1974** the Senate proposed priorities for 16 building projects from 1975-1980, estimated at \$35 million. Wait for it.....here comes a familiar cycle.

**1982** so after the 35 million dollar budget, which I am guessing went over and longer, the University had a budget shortfall of \$7.5 million, the government wasn't about to help out, so what happens?.... Exactly, they raised tuition fees an average of 32.8% and cut Faculty and Support Staff.

Hey, wait a minute, we are the support staff!

**1984** faced with financial constraints they raised tuition again, this time by 33%! If I had known this was going to

happen, I would have started having children when I was six years of age!

**1988** UBC Real Estate Corporation (now UBC Properties Trust) began...well what can I say, changing the look of the University, and continuing to do so at a rapid rate. Does anyone see a tuition hike around the corner?

Thanks to the NDP that isn't going to happen, you see the government-instituted tuition freeze. But in **2001**, however, the BC Liberal party defeated the NDP in British Columbia and lifted the tuition freeze. In **2002-2003** undergraduate and graduate tuition rose by an average of 30%, and by up to 40% in some faculties. This has led to better facilities, but also to student unrest and contributed to a Teaching Assistant Union strike.

In **1990** the University celebrated the 75th anniversary of its opening with a massive "open house," probably not as big as ours will be when we turn 75, but nonetheless a huge accomplishment.

The rest of the University dates from 1990-2012 are mainly just the names of buildings opening, grants given, names of new presidents, and money spent.

It's a booming business up here on the hill, you just have to look out any window and see all the cranes to know that the familiar pattern of who and how does this all get paid for?

Here's hoping things change for the better.

Yours in Solidarity

Barry Jones

# The Ernesto Che Guevara Brigade

## The First Days and May Day, by Brett Small

My journey started on the morning of the twenty ninth of April, we left at six thirty that morning headed for Toronto then off to Holguin, Cuba. We arrived in Toronto hungry and tired, so we headed off to get some dinner in the Toronto Pearson airport, but all we found was a Swiss Chalet for the last meal in Canada for awhile. Upon completing our meager dinner, due to time constraints, we left and made it over to our gate so that we could go and meet the rest of the brigade going to Cuba. We left Toronto at eight and arrived in Cuba at one in the morning on the thirtieth of April. We got in and had a wonderful surprise, we were given a speech welcoming us to Cuba and were put on TV from coast to coast across Cuba, and were also featured in the paper. We got to the hotel where we would be spending the next week and a half, got our rooms and went to have a nap so in five hours we could start the day.

When we awoke in the morning we went down for breakfast, which entailed eggs with fruit and coffee. We left on a bus to go to the Calixto Garcia monument for a wreath laying ceremony to honor the formation of Cuba, and Calixto Garcia for his efforts in the Spanish Cuban War. We got to explore the monument before we left and saw a number of important Cuban dignitaries who had come to see this monument before us. As we wandered around the grounds, we saw our fellow workers hard at work as gardeners and arborists, making use of makeshift tools. Very few were made of steel and plastic, most were made of rock and wood, while others were made of the very plants themselves. In the heat of the morning I watched as several workers started to cut the massive twelve acre area, not with a weed whacker and lawn mowers, but with machetes. After my eyebrows had descended back from my hair line I learned that this was a common practice in Cuba, as they could not afford machines to do the work, it was all done by hand.

As I looked out over the land and the people, I could not but think of back home, to the lawns and greenery of British Columbia, and think, "what if?" I found myself saying we are privileged to have such things.

We were told it was time to return for lunch and to get on the bus, or we could stay if we wanted and be given a map to find our way back to the hotel. Ever a man to do things the hard way, I decided to stay and explore a bit more, after all, I had water and a map, what more does one need. I went through the gardens and came across a wonderful place where so much care and dedication had gone into, and a small creek going through the garden. I would never have known about it had I taken the bus back with the others. As I continued to wander around I found myself interested in what was happening around me, vendors shouting to buy their wares, the movement of the people, the laughter of children playing soccer, old men smoking huge cigars, the cobbled streets and cars from the twenties to the fifties everywhere. I eventually made it to the hotel.



After lunch we headed out to meet with the Federation of Cuban Women, an organization formed by Vilma Epin, a member of the revolution fighters, and a women's right activist known the world over. A very interesting look into the women's rights movements as well as the group themselves. They work on teaching skills to girls and women, as well as sexual education they also teach leadership classes for women. Most of the higher positions in Cuba are split evenly between men and women.

The bus ride back to the hotel was fairly quiet due to everyone still being so tired and yet there was a charge in the air because we were all excited about May Day and the participation of all in the parade. May first, the day was here, we awoke at four am so at the crack of dawn we could march in the parade with our flags in a town of two hundred thousand. Five hundred thousand would come from miles around just to march in the May Day parade. As we stood in line in the parade waiting to march forward, I looked in front to see several thousand people, but when I turned around, I saw thousands upon thousands of people, so far back that I could not see the rest backed up in the distance. When we marched in the parade, we saw everyone from the elderly to the young, all wearing different colors to show what organization they belonged to. It was a sea of color and a amalgamation of people from all walks of life, here to participate in the celebration of the worker. With our part in the parade over, we decided to wander around and see who else was in the parade, and watched as so many people marched.

After the parade was over we headed into town to explore and to see what it looked like. The town of Holguin is several hundred years old, with beautiful architecture and cobblestone streets. We took in the town, had coffee and snacks, and went to the shops and markets. May Day was in full swing, people everywhere, people dancing, and others around a stage listening to bands play music. Around us was full celebration of the worker, it was just amazing. As we came into the late afternoon we wandered by the baseball stadium and the party was in full swing. Two tanker trucks pulled up, one saying Cerveza and the other saying Ron, a beer truck and a rum truck, what a place! People surged forward with empty bottles to fill with rum or beer, some had small bottles, other had large ones, and there were vendors selling empty bottles. We left the trucks and the people filling them to explore the marketplace and the people. Along the way I was pulled into the crowd and asked to dance by some of the locals who had seen me in the parade. I tried to keep up with the locals and how they danced but I failed miserably at it, as I have never salsa danced before, but I tried and had fun doing it. When I managed to pull away from the dancing I saw it was getting dark so I went back to the hotel to meet up with everyone for a late dinner and to see what we would do tomorrow. As I went to bed I could not wait to see what tomorrow would bring, as the first few days had been an amazing experience.

# cope 378



Canadian Office and Professional Employees Union Local 378

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May 14, 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 at COPE 378, I would like to take this opportunity to thank you and your membership for the support our members at AMS Security have received from your local in our efforts to achieve a fair and reasonable collective agreement with the employer.

It is good to know that we have the strength and solidarity of our brothers and sisters with us!

In Solidarity,

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

David Black  
President

DB:kc

c: Georgi Bates, Organizer  
Dave McPherson, Senior Union Representative





## "On the front line"

Suite 209 - 2150 Western Parkway  
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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 - 11:00 am. Please contact the Union Office to make an appointment.



## Bulletin Board

### The Members Decided:

#### April 2012 Union Meeting:

1. To send up to 3 members to the Canadian Apprenticeship Forum to be held in Regina from June 2 through June 6 and pay all associated costs.
2. That CUPE Local 116 approves transferring the bargaining authority for the members at the Bamfield location to CUPE 401 Nanaimo.
3. To pay all bills and salaries.

#### May 2012 Union Meeting:

1. To pay all bills and salaries.
2. To donate \$5000 to the Lakeland Fire Tragedy in Prince George, B.C. on behalf of the members of CUPE Local 116.

I would like to take this time to discuss the issue of apprenticeships, both at UBC and in British Columbia. Our Local and our Union are actively involved in promoting trades and apprenticeships within the public sector. With their assistance we have been able to be part of a number of important committees and conferences, to learn about and give input towards the ongoing challenges and future problems that all trades will be facing, and the direct impact this will have on all of us.

There is a looming shortage of trades, due mainly to the upcoming "baby boomer" retirements, but the numbers have also been increased significantly by the provincial government's changes to the way apprenticeships are administered and developed, leading to both a drop in participation as well as a much lower completion rate, which is now at only forty three per cent overall. This shortage of trades workers is projected by the Conference Board of Canada to be 160,000 in B.C. over the next five years. This will have a massive impact on the economy of British Columbia and the revenue this could generate. It will also make it much harder to recruit and retain trades within the public sector, as supply and demand draws them to the private sector and the higher wages that will be available. In some areas of the public sector this has already led to the contracting out of work that used to be done in-house at a greater cost to their organizations.

Presently most public sector employers have an extremely poor ratio of tradesperson to apprentices, including here at UBC. Instead they rely upon the practice of poaching trades that have been trained in the private sector, much to their frustration. Beyond what you would hope would be a greater commitment to the people of the province to provide this training, this lack of participation has become a very real part of the problems facing both the employers and the trades today. There are unique problems with apprenticeships that the public sector has to deal with, but nothing that cannot be overcome.

At UBC in bargaining, the Union has proposed comprehensive solutions to greatly improving apprenticeship opportunities, starting with the formation of an inclusive Apprenticeship Committee. It is envisioned that this be for all trades regardless of where they work. We are also actively participating and developing Action Plans at the CUPE Provincial Trades Working Group, the CUPE National level, and at the B.C. Federation of Labour Apprenticeship Committee.

I hope this brief overview gives you an idea of the challenges that lie ahead and how we are trying to participate in dealing with them. If you would like more information, feel free to contact me through the Union Office.

In Solidarity,  
Harry Easton

*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).*