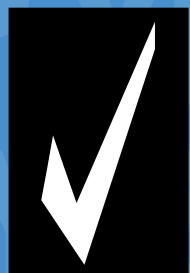


June 2011

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



**Vote**

# YES

## EXTINGUISH the HST

Mail in Referendum June 13 - July 22

[FightHST.com](http://FightHST.com)

Authorized by Jennifer Strelive Financial Agent 604-800-2461

# Did you Know...

## CUPE 116 Executive, Trustees, Executive Council

June 2011

### 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  
Glenn Smith

### 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 Brett Small
Sage Bistro	Anne Stanton
Day Shift Service Workers	Milan Rezler
Afternoon Shift Service Workers	
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

- That your Local wants your opinion. Do you feel strongly about something you have read or heard? Would you like your voice heard? Send your signed letters or articles to the editor at newsletter@cupe116.com.
- That the University Sector will be working closely with Colleges and K-12 Locals to build a common front within the Education Sector. CUPE Locals in BC have much to gain by acting together in common issues. We reaffirm our commitment to solidarity and will continue our efforts to restore free collective bargaining to all sectors, and demanding an end to the Public Sector Employer's Council (PSEC) and wage controls.



- 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 for our meetings is the Student Union Building (SUB) at 4:00 p.m. sharp. The average time for the meeting is one to one half hours. Along with door prizes and goodies, you will be provided with the most up to date information on what is happening within your Union. This is your opportunity to have your say and speak out on issues that may be affecting you and your co-workers at the workplace.



## The Trouble with Billionaires

"The glittering lives of billionaires may seem to be harmless source of entertainment, but authors Linda McQuaig and Neil Brooks argue that such financial power not only threatens everyone's economic and social well-being but also upsets the very functioning of democracy."

The local purchased six copies of *The Trouble with Billionaires* after hearing Linda's inspiring presentation at CUPE BC Convention this year. If you would like to borrow a copy of this book, please come up to the union office and sign a copy out.

# President's Report June 2011

Paying taxes for good public services and social programs is what we have to do to live in a civilized society. Tax-financed programs and services promote security, more efficient delivery of services, a more equal society, and more productive and successful economies.

The labour movement is not against taxes. We understand that taxes pay for important public services and programs that we all use. But the labour movement is against taxes that are dishonest. We are against taxes that take money from people who can least afford it. That is what the HST is all about.

We simply cannot accept a tax that takes \$2 billion a year from the pockets of average British Columbians, many of whom are having trouble making ends meet, and gives \$2 billion a year to corporations, many of which are already very profitable.

Working people are the big losers with the bringing in of the HST. The tax has applied to many more goods and services than previously covered by the Provincial Sales Tax. This has meant a significant cost increase for all British Columbians.

The worst of this tax is that billions of dollars collected have not lowered tuition fees for our students, added funds to healthcare, or support for public education or other public services.

The HST has generated massive tax breaks for corporations and more vague promises that the rest of us will benefit one day. What a cruel joke!

We urge all our members to vote "YES" to extinguish the HST and return the PST and GST with the same exemptions as before. It will save jobs, businesses, and help get our economy back on track again.

There will be a mail-in Referendum from June 13 to July 22, 2011.

Our Local will be exploring the use of new technologies to enhance our success in getting out our positive messaging to the membership and the community at large. Our Local, more than ever, needs to have an awareness of overall public image. We know all about union advantage. We know the good work unions do for our members and others.

Most news stories about unions are about strikes and protests and they are primarily negative. Now with the tremendous influence of the Internet, personal blogs, Twitter, Facebook, media and issue-based websites, e-mail and texting means there are more ways than ever to get across unfiltered and positive messages about our union and the contributions union workers make to our communities.

We are constantly striving to improve our union-member communications; nothing compares to face to face meetings, but these are not always possible. Go to:

Website: [www.cupe116.com](http://www.cupe116.com)  
Facebook: CUPE Local 116 (UBC)

Or e-mail us at [cupe116@cupe116.com](mailto:cupe116@cupe116.com) for the most up to date information.

Yours in Solidarity,



Colleen

# Safety Report

## A lot of changes going on!

A lot of changes are happening at this University, but apart from the obvious physical ones, for me the most satisfying are those of our Joint Health and Safety Committees and the renewed commitment from the higher administration of this University.

Okay, it hasn't happened yet and I don't want to jump the gun on this, but I can't help feel there's a change taking place with how our joint committees are currently operating, and the realization that a whole lot more could be done to better them and a more effective processes put in place.

As I had mentioned in my February article, the Health Safety and Environment (HSE) group went through an organizational change and I introduced you to the new Manager of that group, Ron Holton. That group now is referred to as Risk Management Services (RMS) and has pretty well completed the changes and responsibilities of the staff, a bit of tweaking here and a hire there, but for the most part it is complete.

I also mentioned that after meeting him it was clear he was dedicated to the process of effective joint committees. As this is something I have tried to ensure at this University, it has been sometimes challenging but I now feel somewhat more confident that I will have more success moving forward, due to the belief that the University is on board.

I see this clearly from my position as the co-chair of the University Committee, where I sit to represent you, the membership. I am realizing this through some of the initiatives that we, as the University Committee, are committed to do and follow up on.

First and foremost we are about to revisit the Committee's Terms of Reference (TOR), not that it is totally out dated as it was only written five years ago. But we realize it does not reflect all of the needs of the University and the staff that it serves. It also does not reflect the true commitment of the University by not having the higher profile senior administration attached to it, which is about to change, and I feel this change will be very productive for our joint committees and their ability to make changes in the workplace.

I have also had the opportunity to have some discussions with Pierre Ouillet regarding concerns I have that affect our membership directly. I feel my concerns have been heard, from the sound of some new changes that are taking place and being acted upon by the people in place to make those changes.

I'm also currently in the process of identifying all of our CUPE 116 representatives who sit on these committees campus wide. We will, as Union Representatives, spend a day to review our rights in hopes of also making us stronger advocates for the members we represent. As many of you committee members are also co-chairs, you have the right to be offered training to improve your skills. When we meet we can discuss many training opportunities for you, and I will be in touch with you soon.

As we approach the vacation schedule for the year, I wish you all a safe and relaxing time, so when you return, you will be well rested and ready for all of the changes that will happen in the near future.

Yours in Safety,

Barry



# CETA - Canada - European Union Comprehensive Economic and Trade Agreement

Have you heard of CETA yet? No? It's not surprising. Once again, our Federal and Provincial Government and Business Leaders are negotiating a "free trade" deal behind the backs of Canadians. It will change the face of Canada as we know it, and Harper wants to sign it in a hurry – before anyone has a chance to debate it.

## Top Ten Reasons why CETA is bad for Canada:

1. CETA threatens our Public Services; it threatens to privatize and deregulate many of our public services, everything could be up for grabs including Municipal water systems, electrical utilities, education – even our mail delivery.

2. CETA threatens local job creation; we expect our Governments to use our tax dollars to create jobs and business opportunities in our Local Communities, but European corporations want unrestricted access to the purchasing that our Provincial and Municipal Governments do.

3. CETA threatens our water; European trade negotiators have requested that drinking water services be included in the CETA, opening the door for large European Multinational water companies to stake a claim in Canada's public water systems which would give unprecedented access to municipal water services and maybe even claim to the water itself.

4. CETA threatens Public Health Care; The E.U has made it clear, they want all of our public services covered by CETA – including Health Care. The trade deal will expose Canadian Medicare to privatization pressures more than past free trade deals did. European Health Service companies will have greater access to our Medicare services, especially in Provinces that are already opening the door to private surgical clinics or other privatized care. Worst of all under the rules of NAFTA, we will have to offer the same access to private health corporations from the U.S.

5. CETA threatens our Environment; The CETA will allow transnational corporations to ignore or challenge our Environmental regulations and it will impede our governments ability to make new ones. Canada should be strengthening its environmental laws – not making more free trade agreements that guarantee corporate rights.

6. CETA threatens our food Sovereignty and Farmers rights; Our Farmers have a very hard job to do producing the food we need to survive. Over recent decades giant transnational corporations have gained control over every part of our food system. CETA will make this worse by giving biotech, pharmaceutical, pesticide, seed and grain companies powerful new tools to force farmers to buy gene patented seeds at high prices. Worse it will almost entirely eliminate the rights of farmers to save, reuse and sell seeds! Corporations could seize farmer's crops, equipment and farms and freeze their bank accounts if they are found with crops from patented seeds that they didn't pay royalties on. Even policies that promote the use of locally produced food are under threat.

7. CETA threatens our Cultural and communications sovereignty; Canada's cultural protections are basic to our identity, while our Communications networks are essential to business, government and public services. We

have laws requiring telecom and broadcasting to be majority owned by Canadians i.e. 53%. CETA will remove this restriction allowing foreign companies to control these services. This will mean less Canadian sovereignty and our universal access to telecom services, if service is not profitable in remote areas of Canada the service could be cut.

8. CETA threatens Indigenous Peoples Rights; the right of Indigenous peoples to "Free, Prior and informed consent" before any development happens on their lands is often not respected Federally or Provincially. Many environmentally destructive economic activities take place on or close to their lands without informed consent. The Alberta tar sands are a perfect example. Indigenous concerns, such as rivers being contaminated with cancer causing chemicals, continue to be ignored.

9. CETA threatens the quality of our jobs and our Labour rights; In 2008 we imported \$17 billion more in E.U goods than we exported. This is a sign that Canadians are being deprived of good paying jobs in manufacturing, technological innovation and high end services. Canada has already lost over 550,000 good paying manufacturing jobs in recent years. CETA will likely make this situation worse.

10. CETA threatens our democratic right's; If our Governments, which we elect, can't regulate on our behalf, or use our tax dollars to support our local economies when needed, all due to trade rules that put corporate right's first, then the CETA is actually a threat to our democratic system. Even worse , CETA negotiators are planning to give transitional corporations and foreign investors the right to sue our governments over policies or decisions that they feel prevent them from making profits – even if those policies or decisions are in the public's interest! It's NAFTA all over again. That free trade agreement has the infamous "Chapter 11" which allowed many such lawsuits and challenges to Canadian laws by foreign investors. Who pays the suit if the government is found guilty? We do – the Canadian people! With our taxes!

In Solidarity,

Leah

Source; publication put out by the Trade Justice Network

For more information on CETA and what you can do see the following links.

**The Harper government is pushing ahead with the CETA very quickly. We must act now to stop them — before it's too late!**

OUR FEDERAL AND PROVINCIAL GOVERNMENTS ARE NEGOTIATING OUR RIGHTS AWAY ON BEHALF OF BIG BUSINESS!

THIS DEAL WILL HAVE FAR REACHING EFFECTS ON EVERY ASPECT OF OUR LIVES AND OUR COMMUNITIES. YET NOBODY HAS ASKED US WHAT WE THINK!

THAT'S UNACCEPTABLE IN A DEMOCRATIC COUNTRY LIKE OURS!

THEY MUST STOP ANY FURTHER CETA NEGOTIATIONS NOW AND DISCUSS IT OPENLY AND HONESTLY WITH ALL CANADIANS!

AND WE HAVE TO MAKE 'EM DO IT!

**What you can do....**

➔ Call your municipal councillors, provincial politicians and your Member of Parliament. Tell them you don't like the look of this free trade deal with the E.U. for all the reasons highlighted here. Tell them we need a national debate on it now!

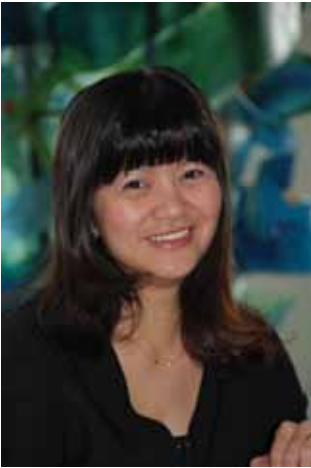
➔ Visit [www.tradejustice.ca](http://www.tradejustice.ca) to learn more about the CETA, and find out what Canadian farmers, artists, environmentalists, organized workers and regular citizens are doing right now to raise public awareness over this agreement and the actions they've taken to stop it.

➔ If you're part of an organization, consider having them sign the **Civil Society Declaration on the Canada-E.U. Trade Agreement** and become a member of the **Trade Justice Network**. [info@tradejustice.ca](mailto:info@tradejustice.ca)

Trade Justice Network: Alternatives ATAC/Québec, Canadian Auto Workers Union, Canadian Biotechnology Action Network, Canadian Conference of the Arts, Canadian Labour Congress, Canadian Union of Postal Workers, Canadian Union of Public Employees, Canadian Union of Public Employees Ontario, Canadian Youth Climate Coalition, Connect Frontiers, Communications, Energy and Transportation Union, Council of Canadians, Fédération des travailleurs et travailleuses du Québec, Indigenous Environmental Network, International Association of Machinists and Aerospace Workers, Manitoba Federation of Labour, National Farmers Union, National Union of Public and General Employees, Northern Teachers Federation of Labour, Ontario Council of Hospital Unions, Pipers Institute, Public Service Alliance of Canada, Registered Nurses' Association of Ontario, Réseau Institute, Science for People, Sierra Club Canada, United Steelworkers

Designed and illustrated by Tony Biddle, [www.perfectionistdesigns.ca](http://www.perfectionistdesigns.ca). Based on Trade Justice Network research and analysis. © 2010, Tony Biddle

# A Few of Your CUPE 116 Stewards



## Dentistry

Evangeline Jonassen is a Technician in the Department of Dentistry and has been a Steward for several years.



## Building Operations

Sean David is a Steward and works as a Labourer at the Landscape shop. Sean is also a member of your Bargaining committee.



## Building Operations

Gregg Doughty is a sub-head Landscape Technologist and has been an active Steward since 1999 and has worked on Campus since 1991.

## UBC Works Because We Do



## Mining Engineering

Keith Jellis is a Tech 4 at Mining Engineering, Keith has been a Steward for 5 years and is an active safety committee member.



## Building Operations

Chris Kalbfleish is currently working at Building Operations as a certified Gardener. He has been a Steward for the past 2 years.



## Physics and Astronomy

Nick Lemmel has worked in the Instrument Machine Shop since 2003 and has been a tool and die machinist for 17 years. Nick has been a Steward since 2006.

Should you need to talk to a Steward or ask a question, call the Union Office please @ 604-222-0116

# Year of the Steward

Brothers and Sisters:

In 2009, after working at UBC Plant Operations for eight years, I received a letter from the Glazing Department informing me that in two weeks' time I was to report to the afternoon shift.

There was no input from myself or the Union about this change of shift.

Having two daughters, ages eight and sixteen, working afternoons was not conducive to our family life. I could not attend or coach any of their evening sporting events; so needless to say, this change was somewhat of a surprise and a shock.

My initial reaction was to quit UBC, as being there for my daughters and helping out with volunteering was so important. But I decided to try it out.

Being on the afternoon shift, we were allowed an hour off to attend the monthly Union meetings, which I did. At that time I had a large chip on my shoulder towards our Executive as I believed they had a role in the changing of our shifts. At our meetings I often voiced my displeasure with the Executive for their part in this change. I felt I was not given any support from them regarding my situation.

The many answers that I did get from the Union kind of took me by surprise. I wasn't aware that they had nothing to do with the shift change or that they did not assist in the change in any way. Being at these meetings made it clear to me that many other members were having issues with their Departments as well.

After a year of working afternoons the Department decided to switch me back to days where I am now permanent.

I continued going to meetings to get a better understanding as to what our local is up against. Soon it was clear that our local needed more assistance. Stewards were needed to help represent our members. I asked my shop for their support, which I received. I approached the Union on becoming a Steward.

I met with Dave (VP) and had a discussion on my commitment and reasons in becoming more actively involved. He agreed to me becoming a Steward and I was immediately sent for training.

Over the last year I have been given the opportunity for a great deal of training. This has really helped me understand our local and what unionized workers are up against. The training has given me more skills to deal with our members' concerns and the confidence to represent them.

I recently was elected by the membership as a delegate. I represented 116 at the CUPE BC Convention. I look forward to continually growing as a Steward and representing our membership at every opportunity.

Yours in Solidarity

Jim McKay

Glazier, Building Operations





# Day of Mourning



This year marks the first year of what is to become an annual CUPE 116 event.



**In Loving Memory**

The Union was devastated to learn of the sudden passing of our sister, Belinda Gorobao, over the Victoria Day weekend. Belinda had worked at UBC Food Services for the past 6 years and was most recently a Food Service Supervisor for both Campus Residence and the Tim Horton's located in the Forest Science Building.

Belinda was a Shop Steward representing members of CUPE Local 116 and will be forever remembered as a truly caring person with an incredible ability to make people smile. The Local will sincerely miss the many amazing qualities Belinda brought to our Union, including the tremendous warmth and kindness that she shared towards others.

She leaves behind a daughter, Gianne Goroboa, who is also an employee of UBC Food Services and a sister of CUPE Local 116.

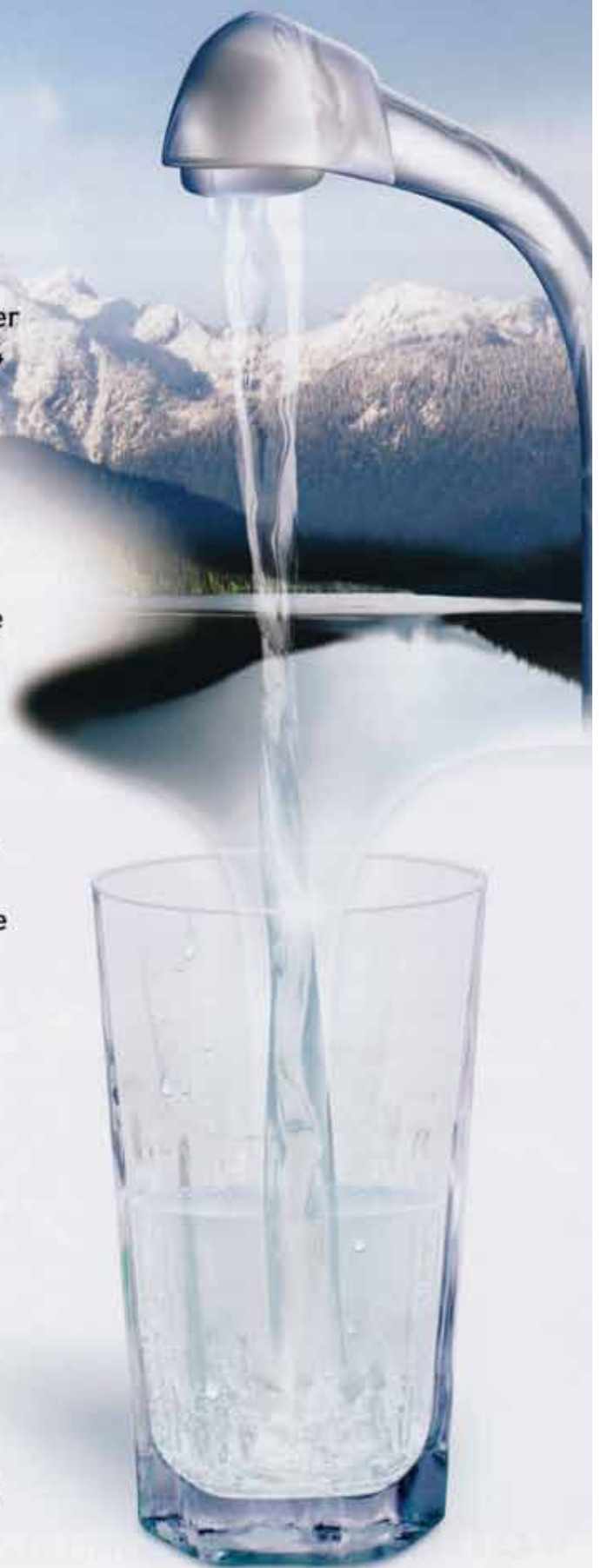
We know Belinda's strength will live on through her daughter, and extend our thoughts, prayers and sympathies to Gianne, and her extended family, both here and in the Philippines.



# Getting Off the Bottle

## Taking action

- **GET A REUSABLE WATER BOTTLE** and carry tap water with you. Bottles made from stainless steel, #2, #4 or #5 plastic or SIGG or Laken aluminum bottles are good environmental choices.
- **GET A GLASS PITCHER** or filter-style pitcher, fill it with water and put it in your home fridge. Most of the chlorine will dissipate in a few hours.
- **PLEDGE TO REDUCE USE.** Take our reduction pledge at [www.toxicfreecanada.ca](http://www.toxicfreecanada.ca). Ask your club, sports team or workplace to take the pledge.
- **DOWNLOAD OUR FULL REPORT** from [www.toxicfreecanada.ca](http://www.toxicfreecanada.ca) and distribute it widely.
- **WORK WITH YOUR SCHOOL** environmental group or Parent Advisory Committee to encourage school boards to make drinking fountains, including bottle refilling, available in schools.
- **PROMOTE RECYCLING** of plastic and other containers. Ask your provincial government to expand the direct deposit system to increase recovery rates.
- **VISIT YOUR LOCAL** community source of drinking water — and encourage your local government to protect water resources for future generations.
- **ENCOURAGE YOUR LOCAL MUNICIPAL** council to adopt the Federation of Canadian Municipalities policy to phase out the use of bottled water on municipal property.
- **WRITE YOUR MP AND MLA** and ask them to support maintenance and upgrades of our drinking water systems.



# Auditors' Report

Nordahl  
Craig  
Cummings  
& Gares

CHARTERED ACCOUNTANTS

512 - 1285 WEST BROADWAY, VANCOUVER, B.C. CANADA V6H 3X8  
TELEPHONE (604) 736-2571 FACSIMILE (604) 736-4280  
EMAIL info@nordahl.bc.ca

PARTNERS:  
LARRY J. HANSON, B.Comm., C.A.\*  
RON W. BATTY, B.B.A., C.A.\*  
GORDON L. BALDWIN, B.Comm., C.A.\*  
MARK C. HOAG, B.A., C.A.\*

ASSOCIATE:  
KEVIN W. GARES, B.Comm., C.A.\*

\*Denotes  
Incorporated Chartered Accountant

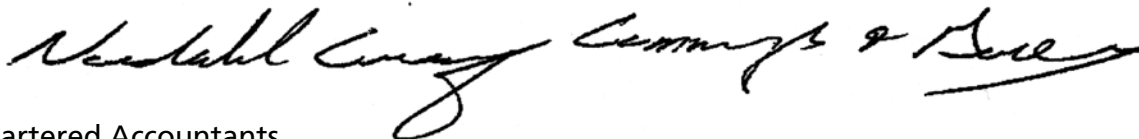
To the Members of the Canadian Union of Public Employees, Local 116

We have audited the statement of financial position of the Canadian Union of Public Employees, Local 116 as at October 31, 2010 and the statements of operations and changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Union Local's Executive. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

Union dues and initiation fees and Defence Fund dues have not been subjected to complete verification by audit procedures since it was not practical to extend our tests into the records of the University of British Columbia ("University") to substantiate the number of employees belonging to the Union Local and the earnings of those employees. Accordingly, our verification of revenue from this source was limited to comparisons of recorded receipts with deposits and with the monthly summaries prepared by the University. We were not able to determine whether adjustments might be necessary to dues and initiation fees, revenue over expenditures for the year, assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Canadian Union of Public Employees, Local 116 as at October 31, 2010 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.



Chartered Accountants  
Vancouver, Canada

December 9, 2010

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PROVIDING ASSISTANCE IN PRINCIPAL CITIES OF THE WORLD

# Canadian Union Of Public Employees, Local 116

## Statement of Operations and Changes in Net Assets Year Ended October 31, 2010

	General Fund	Defence Fund	2010	2009
<b>Revenue</b>				
Union dues and initiation fees	\$1,710,521	\$ -	\$1,710,521	\$1,622,994
Interest and other	3,649	8,856	12,505	32,038
Defence Fund dues	-	147,474	147,474	142,548
	<u>1,714,170</u>	<u>156,330</u>	<u>1,870,500</u>	<u>1,797,580</u>
<b>Expenditures</b>				
Amortization	8,714	-	8,714	9,232
Arbitration	89,075	-	89,075	154,675
Bargaining expenses	-	92,440	92,440	-
Booked time off	190,160	-	190,160	162,096
Committees and conferences	39,049	-	39,049	8,220
Communication	4,143	-	4,143	-
Contributions to UBC Employees' Society, No. 116 (Note 4)	24,579	-	24,579	23,758
Conventions	4,104	-	4,104	42,163
Donations	10,766	-	10,766	9,213
Education and research	36,241	-	36,241	41,987
Executive expenses	5,682	-	5,682	5,976
Hall rentals and door prizes	4,642	-	4,642	1,609
Insurance	1,349	-	1,349	1,416
Miscellaneous expenses	1,173	1,226	2,399	2,750
Newsletter	7,827	-	7,827	10,966
Office supplies	57,946	-	57,946	48,583
Office salaries and benefits	282,401	-	282,401	281,935
Per capita tax	755,552	-	755,552	718,975
Postage and telephone	25,269	-	25,269	26,967
Professional fees	56,042	-	56,042	35,360
Rent	44,405	-	44,405	43,565
	<u>1,649,119</u>	<u>93,666</u>	<u>1,742,785</u>	<u>1,629,446</u>
<b>Excess of Revenue over Expenditures</b>	65,051	62,664	127,715	168,134
Net assets beginning of year	<u>438,172</u>	<u>870,294</u>	<u>1,308,466</u>	<u>1,140,332</u>
<b>Net Assets End of Year</b>	<u><u>\$503,223</u></u>	<u><u>\$932,958</u></u>	<u><u>\$1,436,181</u></u>	<u><u>\$1,308,466</u></u>

N C C & G  
CHARTERED ACCOUNTANTS



## "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

### April 2011 Union Meeting:

1. To send two members to CUPE Summer School for a week long educational at Naramata and to pay all associated costs.
2. To send three members to the Accommodation and Law Conference at the Hotel Vancouver and pay all associated costs.
3. To expend up to \$10,000 from the defence fund to assist in the campaign to elect David Eby in the current by-election in the Vancouver Point Grey riding.

### The Members Decided:

4. To allow the Executive to send all donations for Japan to the Canadian Red Cross.
5. To pay all bills and salaries.

### May 2011 Union Meeting:

1. To donate \$1000 to Edmonds Elementary School in Burnaby to assist with their fundraising efforts.
2. To pay all Bills and Salaries.

## Congratulations to CUPE 116



*Disclaimer: The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the publisher or Executive. 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).*