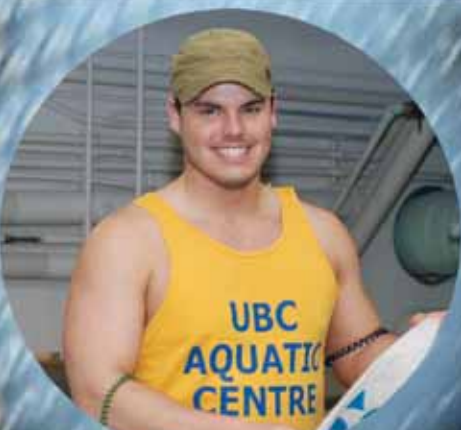


24hrs of CUPE Local 116



UBC works because

WE do!



Did you Know...



The terms for the following positions will come to an end this November. The Local will be accepting nominations at the October 21, 2009 Membership meeting:

- **President – 3 year term**
- **Vice-President – 2 year term**
- **Treasurer – 2 year term**
- **Vice-President at Large – 2 year term**
- **Trustee – 3 year term**

The University has introduced a new electronic Job Posting system which is not compatible with our Collective Agreement posting language, our language states in part:

" The University agrees that filling a vacancy of six (6) months duration or longer, notice of such vacancy shall be posted for five (5) working days on Union bulletin boards and in such other places as mutually agreed by the parties in order that any employee of the University shall have the opportunity of applying for the vacancy."

This has not been happening and the Union has filed a grievance. We are currently working with the employer to have the violation corrected.

Please See Article 10 of the Collective Agreement at page 20. If you are having difficulty with postings in your area please call the Union office to report.

Our Food Service Department has been awarded the VANOC bid and will be providing all food services for the Thunderbird venue during the Olympics. Our members should be very proud of the fact the community recognizes the quality and service we provide is outstanding!

For more Olympic information please go to the Letter of Understanding on the 2010 Olympic Games at page 177 of our Collective Agreement or the website link <http://www.webcommunications.ubc.ca/ubc2010/>

Your Union meetings are held on the third Wednesday of every month, September through June (no meetings are held in July or August). The location is at the Barn Coffee Shop at 4:00 p.m. sharp. The average time for the meeting is one to one and one half hours. Along with door prizes and 50/50 draws, you will be provided with the most information and updates 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. Mark your calendars and plan to attend.

This is my first report following the summer break. I hope you all had a wonderfully relaxing summer. As fall arrives, so do a tremendous amount of projects that need to be completed in preparation for the next round of bargaining.

Our local has many identified goals that we wish to successfully complete. One that is so important is increasing our activist base. We are currently looking at ways to increase our number of members attending Union meetings. We are seeking out individuals who wish to become workplace leaders, and mentor them with the skills and tools necessary to one-day feel confident enough to run for an elected position in the Local.

The Union is looking at more effective ways to reach out to our young members and members for whom English is their second language. We are currently mapping out the workplace to find out who is not represented and where they are. We are doing an audit of all our areas to make sure there is a Union bulletin board where we can post all of our report's and communication. We have set up a comprehensive Orientation program and are focusing our efforts on ensuring all new members have Union Orientation.

What we hear from our members on a recurring basis is that communication is not getting through to them. They sometimes feel isolated and overworked and underpaid. There are no replacements when they are off sick or on vacation, which in turn causes a heavier workload for their co-workers and to them when they return from an absence which causes a huge amount of stress. They are concerned that the Union cannot help or that we are not listening. Or if they come to the Union they will be singled out by management and treated poorly. They feel they are not respected.

The Union is only as strong as the members within it, and our membership is strong. It was very evident at our April membership meeting when many of you came to voice your concerns and commitments to the University when the University President and Vice- President

attended our union meeting. You spoke on child care, sustainability, transit the environment, as well as for adequate health, safety, and security for our members and the community.

The University is listening and they agree with many of our assessments particularly in respect to sufficient funding to maintain the infrastructure of the older buildings, on childcare and on sustainability. The University has informed us that they intend to work hard with the Ministry of Advanced Education to increase funding to more appropriate levels. They have recommended a doubling of child care spaces at more accessible costs for student and staff parents. The University though their people plan have committed to opening up the lines of communication to the Union in a transparent and ongoing way to ensure matters that are important to our membership are heard and acted upon.

Pride in our membership matters and the work each and everyone of us does for this University matters. We should be proud of that fact, because the University would not work without us.

Together we are the Union. Each and every voice counts. The Union will always be there for you. Use it and do not wait until things are bad or out of control....

Yours in Solidarity,

Colleen



First, I hope everyone had a pleasant and restful summer.

As is normal, our grievance activity slowed down a bit over the summer period, although we did meet on some important issues and moved a number of important cases along.

We did finally receive a decision from the Labour Relations Board regarding our appeal of the Arbitrator's decision on our Attendance Management Policy grievance. Unfortunately, the Board chose not to overturn the decision and so the arbitrator's ruling stands. As we have noted before, it is very difficult to have the Labour Board overturn the decision of an Arbitrator; but, as with the original case, we felt that we had very good arguments to make and strong evidence to back them up.

We have conferred with our lawyer and there is no further worthwhile avenue available to us to pursue our original grievance with, so we will now deal with cases on an individual basis. Although, the individual grievance method is more time consuming and cumbersome, we will not stop trying to address this Attendance Management program until the University starts treating our members,



their employees, health in a respectful and productive way, utilizing tried and tested methods available to them – methods that do not denigrate people or treat them like the lowest common denominator.

Accordingly, we had six individual cases heard over the summer that we believe exemplify the problems with putting all employees through the same cookie-cutter, turnstile process, despite the individual's circumstances. These employees all received the same template meeting letter, the same template interview questions and conduct, the same template follow-up letter, and as well even the same template grievance response letter! In other words the identical mechanical approach was used, regardless of what the members said throughout and regardless of the impacts that their individual situations have on their health and on their attendance.

These six cases have been forwarded to arbitration.

The Union is also waiting for three arbitration decisions. One on the contracting-out of ongoing maintenance work; one on the inequitable treatment of employees who want to work after 65; and one on the refusal of the University to remove suspension letters from employees personnel files - even if there are no further issues. This, despite years of practice, despite what the Union believes is clear language, and not least, the ongoing Labour Relations implications of such a draconian move.

Our stewards and the Executive are also continuing to work through our existing and new grievances. We have meetings scheduled well into the fall and hope to be able to resolve many of these issues without having to go to arbitration.

I will provide a more complete summary in my next article.

In solidarity,

Dave

H1N1: Are you going to do it???

New Vaccine for H1N1(swine flu)

Hopefully those of you that had the chance to escape either work or this city over the summer had a great time. I did have the opportunity to relax and enjoy the weather.....here.

Well I tried to relax, although it is difficult when you're constantly dodging West Nile mosquitoes and keeping a safe distance from anyone who has ever been to Mexico or knows anyone that was there. I know this wasn't a big summer for e-coli and salmonella scares, but I'm still a little hesitant to put anything in my mouth that I didn't cook or grow. And although it's great to entertain friends at home when the weather is nice, it is sometimes distracting when company has allergies to peanuts, fish and bee stings. I've even had to ensure my dogs couldn't sit with us due to someone's dander allergies.

Whatever happened to our strong immune systems? Is it true, that we have weakened them over the years stuffing medicines in our bodies to do the fighting for us? But now the new ads on TV are directed to the younger generation that "not all bugs need drugs". What is going to become of our pharmaceutical companies? Who is going to run this world if none of us rely on drugs?

Of course all of this is said with tongue in cheek, and there is huge debate over the vaccine for the H1N1 virus. We may not all be Doctors and understand the medical world, but we can make our own educated choices, as long as we hear from both sides.

Here is some information that I have gathered and I hope you do not use it to persuade your decision on whether to accept a vaccine or not, but to use the information so that you can inquire with your own Doctor or do some research yourself.

The Federal Government has ordered 50.4 million doses of the vaccine, enough for every Canadian who wants it-as part of a \$400 million contract with GlaxoSmithKline.

Concerns are over the decision to use an "adjuvant" which is a chemical booster to allow for more production. This is nothing really new to us but what is concerning to a lot of people is the type of adjuvant that is used. Canada has always used the adjuvant aluminum salt; this compound has produced very few complications in its 70 year history. However some fear that GlaxoSmithKline will add the newer fat-based adjuvant, squalene, to the serum. The main reasoning for this concern is that squalene was present in the Anthrax vaccine given to the soldiers in the Gulf War which produced multiple symptoms from memory problems to chronic illness. They cannot prove the direct link to the serum and many health experts believe contamination was behind the syndrome. But none the less who wants to take the chance?

Another concern is the vaccine preservative "thimerosal"- which contains high levels of Mercury or Formaldehyde. The World Health Organization said experts reviewed the safety of adjuvant in June and identified "no significant safety concerns". I don't mean to be cynical but don't forget a \$400 million dollar contract is riding on this, and those chosen words are quite ambiguous.

I think the whole problem stems from the lack of knowledge and or information. Groups such as Canadian based Vaccine Risk Awareness Network are calling on Health Canada to list all components of the H1N1 vaccine and possible risks of each. Then hopefully we may have the information need to make up our own minds whether we want it or not.

Again, this is only information to encourage you to ask questions and source out answers, we all are responsible for making our own decisions on what we want floating around in our bodies.

UBC's HS&E website has lots of information regarding this topic, as well as Health Canada's web site, and keep yourself up to date with what is happening regarding this stream of influenza.

I myself am going to sit on my deck and enjoy the sun...oh right, I shouldn't do that either.

Yours in Safety,
Barry

I was lucky to attend the BC Municipal Health and Safety Conference, September 13th to 15th in Whistler.

The people who attended work in the fields of municipalities, schoolboards, and public sector operations. They act as safety committee members, first aid attendants, safety and health professionals.

Attendees worked in a number of different positions, such as supervisors, foremen, superintendents, managers, union representatives, engineers, and human resource professionals.

There were more than 20 conference sessions (seminars) and a safety tradeshow.

I attended numerous workshops such as:

- Our Aging Workforce
- Violence in the Workplace a Real World Approach
- When Crazy Stuff Happens
- Managing Contractor Safety.

Our Aging Workforce had a lot of facts pertaining to Baby Boomers, who were born between 1946-1960.

There are physiological effects of aging such as, joint implications, thinning of discs, fluid in joints decreases. I also learned that we shrink by nearly 1 centimetre per decade beginning at the ripe old age of 30. Not to mention that reaction time slows down, you gain weight, bone loss and loss of coordination.



Older workers may compensate by increasing physical exertion or reducing breaks.

They defined an older worker as being over 45. I went in feeling a lot younger than when I left!

Violence in the workplace was not quite what I had thought it would be. It was more for front line workers facing angry customers, clients, opposed to member against member. It gave me some tools on how to handle yourself on the street such as be assertive rather than aggressive....

When Crazy Stuff Happens dealt with a few scenarios where accidents happened, no loss of life, and no one was seriously injured. For example, an arborist was topping a tree, and the knuckle of his man-lift hit the corners of four moving sky trains. One skytrain door came off, and the man-lift moved around a bit. The arborist and the passengers were shaken up, but unhurt. The Skytrain didn't stop until the next stop, ten blocks away.

Can you imagine how the passengers felt?

Managing Contractor Safety was a bit dry for me as the speaker gave information on the Workers' Compensation Act, and orders. Another discussion was, the Criminal Code of Canada s.217.1(Bill C-45): which establishes a legal duty for all persons directing work to take reasonable steps to ensure the safety of workers and the public. This applies to contract workers, and to the public affected by contract workers.

I am grateful to have had the opportunity to attend and participate in the conference as I found it to be very informative. If anyone would like more information on any of the sessions please contact the union.

Dennis Magee VP at Large

All Members of CUPE Local 116

Dear Sisters & Brothers:

**United Way
Campaign 2009**



The Executive is writing to you regarding the 2009 United Way Campaign. Unions and the United Way have a long history of working together to strengthen our communities. We are requesting that you support and promote the United Way at your work sites.

In recent years we have seen government cuts have huge negative effects on many families that live in our province. The United Way has been there to offer services that many families and individuals rely on.

There are a number of agencies in your community that deliver critical programs and services funded by United Way donations. CUPE BC, and the Vancouver and District Labour Council support the work of the United Way, and we hope that they can count on your support as well. If you have any questions please feel free to call the Union Office at (604) 222-0116.

In Solidarity, on behalf of the CUPE Local 116 Executive,

Colleen Garbe
President
CUPE Local 116

David Lance
General Vice President
CUPE Local 116

For a child
with Ulcerative
Colitis, there
are no treats.



Eating anything causes excruciating pain. Please give thousands of suffering children the greatest treat of all. A real cure. For more information visit our website or call 604-736-0645. Donate online at ... www.child.ca



Reg. Charity: BN 89897 4551 RR0001: Suite 201 - 2150 Western Parkway • UBC Campus
Vancouver, BC, Canada • V6T 1V6 • 604-736-0645

May Lew

Assistant Cook at UBC Food Services retired on Sept 14, 2009
after cooking great food with a smile for 40 years



May commenced work with the University in 1969. May was also one of the Union members on our communication posters that were distributed though out the province representing the pride and showcasing that UBC Works because we do!



Congratulations May, the membership wishes you all the best for a very long and happy retirement!

NETCAD Blood Clinic

The next blood donor clinics will be held on the following days:

Wed, Oct 7th	blood group O
Wed, Oct 21st	blood group O
Wed, Oct 28th	blood group AB
Wed, Nov 4th	blood group O
Mon, Nov 9th	blood group A
Wed, Nov 18th	blood group B
Wed, Nov 25th	blood group A
Wed, Dec 02nd	blood group O
Wed, Dec 9th	blood group A
Wed, Dec 16th	blood group O

The blood that is collected at NetCAD is typically used for research, validation and educational purposes. These projects are ongoing and always changing. As far as blood collection goes, our procedure is much the same as the regular clinics, but our questionnaire is much shorter. NetCAD will reimburse for parking/bus fare and blood donations are completely voluntary.

Because the blood we collect doesn't go into anybody else we don't have to ask most of the intrusive questions; we really only need to know if "the donor is fit enough to donate". As there are so many reasons/health concerns that could potentially preclude one from donating, it would be easier if any questions regarding eligibility to donate were forwarded to us via phone or email.

We are located in The Village at UBC which is the block of shops, banks, little stores, with condos up above at the intersection of University Avenue and Westbrook, directly across the road east of Regent College. We are actually located on the endowment lands, not the campus.

Our address: 207-2150 Western Parkway; runs parallel to Wesbrook.
Tel: 604-221-5515

Appointments at our clinics are blood-type specific, every donor has to be the same blood type because of our production methods. We have a clinic once a week, on Wednesdays, from 09:45 to 4:45 pm with appointments every 15 minutes.

Our donors can choose how often they want to donate. We have many of the same rules and regulations as the regular clinics, including the 56 day interval between donations. Some of our donors just like to donate twice or three times a year, and being a "boutique" clinic we can accommodate them easily. Plus, because of our location and our clinic days some donors can't get here during a working day easily or live a long way away and only want to do the trek a couple of times a year.

We like to have donors in and out in about 30 mins; we don't have the long waits between the different stations of the donation process as they do in the regular clinics.

Hope this helps, if you know of others that would like to donate please feel free to forward this email to them. If they can get here during the week and would like to try to donate, please have them inform us re: date of birth and blood type if known.

If their blood type is unknown and are interested in donating blood, they will need to have their blood tested to determine their blood type. It is a 5min. procedure done at our clinic any day of the week. Just give us a call to book an appointment.

If you have any questions, please don't hesitate to call or email us.

Email: researchdonations@blood.ca

Nordahl Craig Cummings & Gares

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* Denotes
Incorporated Chartered Accountant

AUDITORS' REPORT

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, 2008 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 subject 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 expenses 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, 2008 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

February 6, 2009



MEMBER OF POLARIS INTERNATIONAL
PROVIDING ASSISTANCE IN PRINCIPAL CITIES OF THE WORLD

**CANADIAN UNION OF PUBLIC
EMPLOYEES, LOCAL 116**

Statement of Financial Position
October 31, 2008

	General Fund	Defence Fund	2008	2007
ASSETS				
Current Assets				
Cash	\$ 141,951	\$ 45,943	\$ 187,894	\$ 795,526
Union dues receivable	133,454	11,142	144,596	132,871
Interest and other receivables	14,980	2,635	17,615	11,094
Prepaid expense	10,266	-	10,266	7,387
Term deposits (Note 3)	<u>250,000</u>	<u>650,000</u>	<u>900,000</u>	<u>311,254</u>
	550,651	709,720	1,260,371	1,258,132
Due from General Fund	-	14,710	14,710	8,382
Property, Plant and Equipment (Note 5)	<u>39,513</u>	<u>-</u>	<u>39,513</u>	<u>49,676</u>
	<u>\$ 590,164</u>	<u>\$ 724,430</u>	<u>\$ 1,314,594</u>	<u>\$ 1,316,190</u>
LIABILITIES				
Current Liabilities				
Accounts payable	\$ 159,552	\$ -	\$ 159,552	\$ 238,601
Due to Defence Fund	<u>14,710</u>	<u>-</u>	<u>14,710</u>	<u>8,382</u>
	<u>174,262</u>	<u>-</u>	<u>174,262</u>	<u>246,983</u>
NET ASSETS				
Invested in Equipment	39,513	-	39,513	49,676
Unexpended Revenue	376,389	-	376,389	453,518
Defence Fund	<u>-</u>	<u>724,430</u>	<u>724,430</u>	<u>566,013</u>
	<u>415,902</u>	<u>724,430</u>	<u>1,140,332</u>	<u>1,069,207</u>
	<u>\$ 590,164</u>	<u>\$ 724,430</u>	<u>\$ 1,314,594</u>	<u>\$ 1,316,190</u>
Lease Commitments (Note 6)				
Contingent Liabilities (Note 8)				

Approved by the Executive Committee

Canadian Union of Public Employees
Local 116
"On the front line"

CANADIAN ASSOCIATION
CALM
OF LABOUR MEDIA



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Website: <http://www.cupe116.com>

Facebook: CUPE Local 116 (UBC)

Twitter: CUPE116

Please advise the Local of any changes to your home address, phone number, or personal email.

UNION ORIENTATION

Will be held the 3rd Wednesday of every month at the Union Office from 10:00-11:00am. Please contact the Union office to make an appointment.



Bulletin Board

Return to Work Process

Please be advised if you are going through the Return to Work process and requiring any form of accommodation you are entitled to a Shop Steward to assist you through all meetings in respect to your return to work.

If you are currently in the process and do not have a Shop Steward working on your behalf please call the Union Office.

Income Replacement Plan Claim Applications:

Under the terms of the IRP plan, members must fulfill a waiting period of six months before income benefits are payable. You must be deemed totally disabled to work at your job or any job you are qualified to do in order to be accepted on the plan. If you are off work due to illness or injury that includes WCB and expect to be off for more than three months on sick leave, it is important to initiate a claim for IRP benefits.

Claim packages are available by contacting Grace Wang at the Health Promotion Office phone number 604-822-8696 or

by referring to their website at:

http://www.hse.ubc.ca/health_promotion/irp/irp_index.html

The application package includes three forms:

- 1) Plan Sponsor's Statement
- 2) Plan Member's Statement
- 3) Attending Physician's Statement

The adjudication of a claim can take up to 10 weeks or longer to complete and begins when all three forms are received, therefore, it is important that all paperwork is completed and submitted within the first three months of your medical leave.

Elections

The following positions are still open for Executive Council Representative. If you are interested in running for one these positions please attend the Union meeting.

- 1 position for Aquatic Centre Rep.
- 1 position for Grad Student Society Rep.
- 1 position for Sage Bistro (University Centre) Rep.

The Members Decided June/September 2009 Union Meetings:

To send a full slate of Delegates to the Cupe National Convention in Montreal October 3-11, 2009 and pay all associated costs.

To send up to four Young Workers to the BC Federation Young Workers' Retreat at Camp Jubilee from September 25 though 27, 2009 and pay all associated costs.

To send up to twelve members to the BC/Alberta Trades Conference in Calgary in January 2010 and pay all associated costs.

To send our Treasurer to the Financial Officers & Administrators Seminar put on by the BC Federation of Labour on October 19 & 20, 2009 in Harrison BC and pay all associated costs.

To send three members to the Labour Arbitration and Public Sector Bargaining Conference December 2 & 3 2009 in Vancouver and pay all associated costs.

To send two members to the Labour Law Review October 22 & 23, 2009 in Vancouver and pay all associated costs.

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 publisher **Roger De Pieri** at the Union Office 604-222-0116 or Fax at 604-222-0113 or E-mail at newsletters@cupe116.com

Please visit our Website for more information at: <http://www.cupe116.com>

