

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

MEMBERSHIP ENDORSES BARGAINING PROPOSALS



A determined and unified Membership that is strong and engaged is the most significant factor in achieving gains at the bargaining table.

Did You Know?

CUPE 116 Executive, Trustees, Executive Council

October 2014

Executive:

President	Colleen Garbe
Vice President	David Lance
Recording Secretary	Leah Murray
Treasurer	Roger De Pieri
Vice President at Large	Lindsay Forsyth Barry Jones Chris Longford

Trustees:

Bill Provenzano
Jim McKay
Chris Edwards

Executive Council:

Mechanical Trades	Vacant
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson Peter Brien
Sage Bistro	Vacant
Day Shift Service Workers	Anne Stanton
Afternoon Shift Service Workers	Milan Rezler
Clerical	Vacant
Labourers/Dispatch/Stores	Sean David
Housing	Emma Atillo
Parking	Marlene Marshall Georgina Stark
Security	Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

Nominations/Elections:

- Nominations for the following positions will be held at our Union meeting on Wednesday October 15, 2014:

1 - Recording Secretary	2 year term
2 - Vice-Presidents at Large	2 year terms
1 - Trustee	3 year term
- Eligibility to hold office for these positions is fifty per cent attendance at the General Membership meetings during the twelve months prior to the date of the election.
- Elections for these positions will be held on Wednesday November 19, 2014 at an all-day vote 7:00 am to 7:00 pm at the Union Office.

Article 3.07 Bulletin Boards:

The Employer shall provide bulletin boards in a permanent and prominent location acceptable to the Union. The bulletin boards shall be used by the Union to convey information to our members. Please ensure your Union bulletin board is up and easily accessible for viewing.

This is most important, as during the new round of bargaining, your Bargaining Committee will be providing regular updates as we go through the process.

If you do not have a bulletin board in your location, please contact your Manager to inform of this requirement and to have one put up.

**Mark your calendars and plan to
attend your Union meeting!**

**Next meeting is
Wednesday October 15, 2014 - 4:00 pm
Student Union Building Room 214/216**



**CUPE 116 members fundraising
to send underprivileged
children to camp**

President's Report - October 2014

"Achieve Real Gains for Our Members - It's Time!"

Over the summer your Bargaining Committee reviewed the membership survey results and constructed a full set of comprehensive bargaining proposals. On Wednesday September 17, 2014 the Bargaining Committee met with the membership to seek and receive endorsement of the proposals.

On September 18, 2014 the Union sent notice to the University to commence bargaining.

Our Union's primary work is in bargaining and collectively representing our members. It is through bargaining that we achieve our greatest gains to our Collective Agreement. As political challenges mount, we face increasingly difficult bargaining. Our bargaining power is driven by our membership.

Being respected and holding dignity are very important to our members. The issues that the membership highlighted through the survey as priorities are:

- Job security
- Improve wages
- Protect and improve benefits
- Improve morale and working conditions
- Safe and healthy environment

Your Bargaining Committee is committed to reconciling differences and improving labour relations. We are dedicated in our efforts to achieve fair and equitable improvements to our Collective Agreement and improve working conditions for our membership.

Your Bargaining Committee is scheduled for Oct 2 and 3, 2014 to commence bargaining with the University. We will provide regular updates to the membership as we proceed through bargaining.

If you and your co-workers want to meet with the Bargaining Committee on your break or lunch time, or before or after work, please contact the Union Office at (604) 827-1705 to arrange a time.

The Bargaining Committee members are:

- Colleen Garbe (Chair)
- Christopher Longford
- Leah Murray
- Lisa Mead
- Michael Smith
- Jim McKay

Yours in Solidarity,



Colleen

Safety Report

Are We Really #1?

We're actually not Number 1 when it comes to being the best at anything but we do have a #1 associated with us here at UBC.

Sadly, last month we lost our good Brother, Richard Davidson (Labourer, Waste Management) to Mesothelioma, a form of cancer caused from exposure to asbestos. The significance of the #1 is that over the 40+ years Richard worked here, WorkSafeBC accepted his claim and believed it to be work related. So when they publish the statistics of people who have been killed on the job through injury or disease, UBC's stats will now show that we have one work related death, but what is truly sad is that a single stroke in a column tells nothing of the life it represents.

Who can say what the actual number really is; we have had trades people and labourers exposed to asbestos over many years through the 70's and 80's, and many of them have moved on or retired since. Richard having been here for over 40 years made it probably easier to identify the exposure source.

So what do we need to be asking ourselves, if we believe at some point we were exposed to asbestos while working here on campus? First and foremost, have this discussion with your doctor. You may have had the same doctor for many years, but the discussion of what you actually do at work or the environments you are exposed to has never been brought up.

Let your doctor know if you are concerned with exposure so the next time you go in with a dry cough, it most likely will be just a bug going around, but at least he/she will have the knowledge to think outside the box.

Find out what the symptoms are, and if you have concerns, get tested right away. They are making advances in drugs for this horrible disease but your best chance for success, as with all other cancers, is to treat it as early as possible.

Did you know that each year approximately 1,000 Canadian workers are killed on the job. Hundreds of thousands are injured. Countless thousands become permanently disabled or die from work related diseases. April 28 is a day to pause, reflect and gather our resolve. It has become a day to rededicate ourselves to the fight for improved Health and Safety.

We will dearly miss our Brother and will honor him at our Memorial Site on the Day of Mourning, April 28th, 2015.



Barry Jones

Memorial Notice

Sadly, Kaelin, the 8 year old daughter of our member in Chemistry, Brian Ditchburn, passed away in her sleep early in July.

The notice that the family sent out is copied below:

We will be holding a service for Kaelin on Saturday, July 12, 2014 at 12:00 p.m. at the Springfield Cemetery in Springfield, Ontario. The service will be followed by a celebration 'tea party' at the Sports Club in St. Thomas, Ontario.

For family and friends in the lower mainland, a memorial tree planting is being planned for September at Kaelin's school. Details for this event will be available

late August / early September.

A tribute page has been set up on the B.C. Children's Hospital Foundation website where donations received in Kaelin's name will go towards the BC Children's Hospital Foundation Epilepsy program. See the following web link if you are interested in reading the tributes or donating:

<https://secure.bcchf.ca/SuperheroPages/main.cfm?Event=WOT&Member=46922&PH=3>

In closing, we would like to thank everyone for all the comforting thoughts and well wishes our family has received.



UBC Community United Way Campaign

UBC Community United Way Campaign Starts on October 6th!

The UBC Community United Way Campaign has been part of our campus culture for over 30 years. Last year you helped to raise over \$500,000 to help prevent child poverty, help kids realize their potential and build stronger communities for seniors. Thank you for making a difference!

CUPE 116 members have been an instrumental part of UBC United Way Campaign by running amazing events, becoming loaned associates that help run the campaign, doing a day of service at a community organization, or generously donating through payroll.

Did You Know?

In August 2014, a team of experts from UBC Building Operations volunteered to help with building renovations at Mount Pleasant Neighbourhood House in East Vancouver. Thanks to our amazing CUPE 116 members, the house looks brand new!



Paul Tees, Mark Daigle, Kevin Morris, Winnie Ng, Allen Smith, Mike Power, Aylin Tavakoli



Jit Girn, volunteer, Kulwinder Rai, Mahara Silva, Sumit Sidhu

Did You Know!

For the past 4 years, many CUPE 116 members in UBC Student Housing and Hospital Services have helped host the Indian Lunch to raise money for the United Way.

They have a dedicated team who does everything from donating the lunch to cooking and serving food all day to hungry staff and students. We all love their butter chicken and passion to give back!

2014 Indian Lunch is on November 27th, 11:30 am - 1:00 pm at Totem Park Ballroom



Did You Know!

CUPE 116 member and campus security staff, Kevin Mo is our loaned Campaign Associate this year! Watch out for him at various events on campus this fall.

This year, the campaign starts October 6th with the **5 Days of Caring** campus wide kick off week. Make sure to mark your calendars and submit a team!

Here are the ways you can participate:

- Monday Oct 6 **Great Pancake Race** - submit a team of 4
- Tuesday Oct 7 **Spelling Bee** - submit a team of 4 to 10
- Wednesday Oct 8 **Applied Science Turkey Trot, UBC Deans Walk** - register online to participate in the walk
- Thursday Oct 9 **Education BBQ** - buy your tickets on the day
- Friday Oct 10 **Super Swag Sweepstakes** - draw tickets are available Sep 15 - Oct 7. Draw will happen Oct 10.
- Make an online payroll deduction** from Oct 6 to Dec 12 for a chance to win 2 flight tickets to anywhere in North America!

5 DAYS of CARING

UBC UNITED WAY CAMPAIGN KICK OFF
October 6 - 10 | All events start at 12:00 pm

MONDAY PANCAKE RACE Student Recreation Centre	THURSDAY EDUCATION BBQ Neville Scarfe Building
TUESDAY SPELLING BEE Irving K Barber Learning Centre	FRIDAY SUPER SWAG SWEEPSTAKES Sauder School of Business
WEDNESDAY APPLIED SCIENCE TURKEY 2K TROT featuring UBC Deans' Walk for a Cause Kaiser Building	MAKE AN ONLINE DONATION Donate now at unitedway.ubc.ca

To submit your team and for more event info visit unitedway.ubc.ca/events

GIVE. VOLUNTEER. ACT.

#UBCUW



Thank you for your support of the UBC Community United Way Campaign!

Ponderosa B, 2029 West Mall
Vancouver, BC Canada V6T 1Z2

604 822 8929
united.way@ubc.ca

@UBCUnitedWay
UBC Community United Way



Letters of Thanks



British Columbia Teachers' Federation

100-550 West 6th Avenue, Vancouver, BC V5Z 4P2 • 604-871-2283, 1-800-663-9163 • www.bctf.ca

A Union of Professionals

Executive Office fax: 604-871-2290

September 23, 2014

Colleen Garbe, President, CUPE Local 116
206 - 2389 Health Sciences Mall, Vancouver, BC V6T 1Z3

Dear Colleen,

Subject: We are grateful for your support

Thank you very much for your donation to the BC Teachers' Federation hardship fund.

As you will be aware, teachers voted by 86% to accept the collective agreement negotiated by the BCTF and the government and classes are in session.

Teachers made a tremendous commitment in being on strike for more than five weeks and without any pay, including strike pay, during that time. This was a hardship on many and we are very pleased to be able to support those most in need through the hardship fund.

The gains made in the strike were less than what is deserved and needed, but the most that it was possible to achieve in this round of bargaining. We were able, as well, to reject all the concessions demanded by the government.

The picket lines, the media work and the extensive use of social media by our members helped to develop a deeper understanding of the degree to which twelve years of austerity has undermined the conditions in our schools. The complexity of the teaching situation--characterized by "class composition"--is much better understood by all those prepared to listen to the stories of what actually happens in our classrooms.

Again, we very much appreciate your support in the form of a donation to the strike hardship fund.

Yours sincerely,

Jim Iker
President
JI:jv:tfu

August 29th, 2014

UBC Employees Society 116 CUPE Local 116 c/o 206 - 2389 Health Sciences Mall UBC CAMPUS MAIL, BC, V6T 1Z3

Dear Ms. President,

I wanted to take this opportunity to thank you for your kind contribution to my education by way of the University of BC Employees Society No. 1, 6, Prize. The scholarship went toward my tuition, which of course had an impact on liquidity in my household. Those extra funds went towards my four-year-old daughter's full-time daycare fees,

My direct social work practice began in 2010 while working with at-risk youth with serious behavioral challenges, From 2010 - 2012, I was a member of the Youth Sex Offender Treatment Program/Youth High Risk Treatment Program (YHPTP) Yukon Youth Justice Department research team. The overarching task of the team was to develop and implement a post-evaluation plan for both sexually violent youth and high-risk youth who fell outside of the category of sexual offender. Since then, my direct practice includes: (1) assisting with focus groups directed at discerning the process of re-closeting and silencing of LGBT* elders in long-term care facilities in BC, and (2) assisting the Musqueam First Nation develop a community anti-violence safety plan,

I am currently enrolled in the Master of Social Work program at UBC. Based on my interest in forced migrations, and my research at the Ending Violence Association of BC (EVA BC) in 2014, I am developing a social benefit-cost analysis of

Letters of Thanks

Special Olympics British Columbia
210-3701 Hastings St., Burnaby, BC V5C 2H6
Tel 604.737.3078 Toll Free 1.888.854.2276 Fax 604.737.3080
Email info@specialolympics.bc.ca Facebook [specialolympicsbc](https://www.facebook.com/specialolympicsbc) Twitter [sobcsociety](https://twitter.com/sobcsociety)

Created by the Joseph P Kennedy Jr Foundation



July 24, 2014

CUPE Local 116
206 - 2389 Health Sciences Mall, Vancouver, BC V6T 1Z3
Dear Dave,



On behalf of the 2014 Games Organizing Committee and Special Olympics British Columbia, we want to thank you for your generous contribution to the Special Olympics Canada 2014 Summer Games.

I wanted to let you know that the Special Olympics Canada 2014 Summer Games were an outstanding success. These were the largest games in Special Olympics Canada's history, with 1,740 athletes and coaches in attendance. The weather during the games was outstanding, the facilities were superb, the competition was fierce, and the games spirit was infectious. In short, everything came together for a great week.

We have heard from many athletes and coaches on what a phenomenal experience they had at the Games. For some athletes, it was the first time on a plane. For others, it was the first time away from their parents and many grew and developed far past their parents or coaches expectations. Your contributions helped to make these life-changing experiences possible.

In addition to being the largest Games ever, the Games included a number of other firsts:

- Three new sports - golf, basketball, and bocce.
- Six free Healthy Athlete screening programs -vision, audiology, podiatry, dentistry, physical therapy and health & wellness.
- Athletes from across Canada competed in 11 sports, and were awarded 2,214 medals.

We are honoured to have hosted the first Special Olympics National Games in BC in 24 years, and could not have done it without your support of the Draft an Athlete Program. Because of you, these Games were not only the largest in Canadian history, but also one of the best and gave everyone in attendance the experience of a lifetime.

Enclosed please find a card from the athlete you drafted and thank you for making dreams come true.

Sincerely,

A handwritten signature in blue ink, appearing to read "Dan Howe".

Dan Howe
President & CEO

domestic violence, sexual assault and physical child abuse in communities impacted by resource extraction projects in BC. The hope is that these analyses will result in increased regulation and taxation of resource extraction firms. Based on that success, I have been invited to partake in a research project funded by an Social Sciences and Humanities Research Council (SSHRC) Insight Grant application (2015 - 2020) that aims to highlight changes in community vitality in several communities impacted by resource extraction across Canada as a doctoral student in 2015. I also currently sit on the EVA BC Sexual Assault policy advisory working group.

Without scholarships to aide in decreasing the cost of my education, it would be that much more difficult for my family to afford daycare services for my daughter, The only way to offset these costs is to decrease my attendance at school and extend my education period. Needless to say, an extended education period would adversely impact my labor-force attachment thereby negatively impacting my daughter and family over the long-term.

So, it is with sincere thanks that I send this letter of appreciation. I hope my future efforts make you proud of your contribution to my education,

Warm regards,

A handwritten signature in blue ink, appearing to read "Michelle Haywood-Farmer".

Michelle Haywood-Farmer

“On the front line”

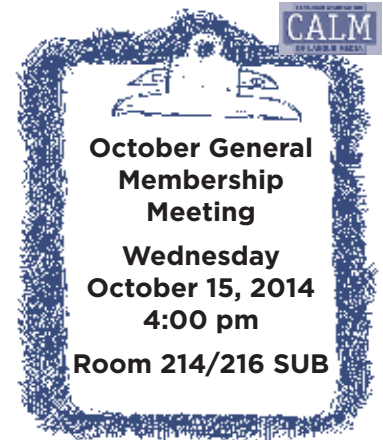
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

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 - 11:00 am. Please contact the Union Office to make an appointment.



Society News

As the Society President, it is my pleasure to announce this year's scholarship winners. We had a record number of applicants for the CUPE 116 scholarships this year, and while we wanted to give out money to everyone, we narrowed the winners to four this year. Winners of \$1000 were Prodipto Dasgupta and Janice Lew. Winners of \$500 were Daniel Gavric and Marko Gavric. Congratulations to all of our winners! A link to this year's winning essays will be included on the CUPE 116 website.

As a reminder, the requirements are that the recipient must be the child of a CUPE 116 member who has attended three monthly general membership meetings during the year prior to the August 31st deadline for submission of applications, include the child's transcript, a letter of acceptance to a recognized post-

secondary institution, two letters of recommendation, and a 600 word essay on the history of the labour movement. 2015 scholarship applications will be available in the spring.

In upcoming news, we are hosting the CUPE 116 retirement dinner this November, and the Society picnic will be held in June or July 2015.

As always, we are here to help with benefits coverage if you go on medical leave of absence, or a loan if you are in dire financial straits. Applications are available in the Union Office.

In solidarity,
Michael Smith
President
CUPE 116 Employees' Society

Rally for Striking Naramata Workers - Aug 11, 2014

I looked for CUPE 116 to be present at this event; however, glad to step in for us.

Doug Goodwin, Secretary of BC Conference for the United Church, mentioned the event at church August 10th (he is a member of University Hill United Church) and as I was on vacation, I came by to support our brothers and sisters in CUPE.

Doug mentioned there was one young worker in the BC Conference office who was worried about this event and he suggested she just ask folk in for a cup of coffee.

The man shown with me is Colin, who has worked at

Naramata Centre for many years.

I learned of the 25 year relationship between the church and CUPE, and that there is a Dogwood tree planted at Naramata in recognition of this very long relationship.

My hope is that there is a future for both the Centre and its long time staff.

Lorraine Beckett
UBC Building Operations

PS Most in attendance were CUPE National & CUPE BC folk



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.