

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

April, 2009



Executive Council & Senior Stewards (Representing each area of our diverse membership)

From left to right

Back row: Barry Jones, Harry Easton, Dave Lance, Keith Jellis, Roger De Pieri, Sean David
Middle row: Suzanne Taylor, Beata Nielson, Dave Needham, John Square-Briggs, Chris Longford, Colleen Garbe, Glenn Smith, Lorraine Beckett
Front row: Lindsay Forsyth, Belinda Gorobao, Anne Stanton, Leah Murray, Gregg Garbe, Milan Rezler,
Absent: Dennis Magee, Marlene Marshall, Shelley McCrea, Albert Teng, Ed Domenico, Tatjana Majer

Photo by: Dennis Magee

UBC Works because **WE** Do!

Did you

Know...



- ◆ **Professor Stephen Toope, President of the University will be attending our Union meeting On Wednesday April 15, 2009 to speak with us! Mark your calendars and Please plan to attend.**
- ◆ **There is a Letter of Understanding #20 on pages 177,178 and 179 of our Collective Agreement for the 2010 Olympic games it states in part:**
- ◆ **" There will be period of time during which test events will be conducted at the facility in preparation for the Games, as well as the period from December 13, 2009 though May 30, 2010, during which time the Vancouver Organizing Committee for the 2010 Olympic and Paralympic Winter Games(VANOC) will have exclusive use of the Facility for the conduct of the games."**

"It is understood that notwithstanding the use by VANOC of non-UBC employees and volunteers, NO employee shall lose any regular hours of work as a result of VANOC'S use of the Facility."

" University employees working at the Facility or in areas that are proximate to or which service the Facility will be required to undergo and pass a security check conducted by the RCMP. Employees who do not wish to undergo a security check or who are unable to pass a security check will not be entitled to perform work at the Facility and will be re-assigned by UBC to work elsewhere on Campus without any change in compensation. NO existing employee shall lose any regular hours of work or pay as a result of his or her failure to undergo or pass a security check. There shall be NO negative impact on any employee who does not pass the security check."

Please call the Union Office and ask for Colleen or David if you wish further explanation or clarification in respect to this Letter of Understanding.

- ◆ **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 pm 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 also your opportunity to have you say and speak out about issues that may be affecting you and your co-workers at the workplace.**

I have previously reported that 2009 will be a busy year for our Local. We have an ambitious Action plan that involves many tasks that need to be completed. In order to advance the economic and social interests of our membership we need to be strong within our Union. The key to becoming stronger is to focus on a willingness to act together, mutual support, and reaching out to the community for their support.

I am pleased to say that our Local has now a full slate of new members on the Executive Council. We have representation for all areas of our diverse membership. The Executive and Executive Council, along with our Senior Stewards, have just completed an intense two day training session put on by CUPE National. Our Union has the sole responsibility to bargain collectively for your wages, hours of work and working conditions. Our Collective Agreement will expire in about one year's time.

At our Local membership meetings, some of our members have already been telling us what improvements they would like to see in the Collective Agreement.

Our newly elected Executive Council, along with the Bargaining Preparation Committee, will be disseminating a bargaining survey to the membership mid-April. We will be collecting back the surveys by the end of April. Once the information has been received the Local will be sorting,

evaluating and concentrating on all proposals submitted by the membership for consideration. In conjunction with the Executive Council and Executive Board we shall prepare a selective, concise set of proposals to be brought forward to our membership for endorsement.

While preparing for bargaining is one of the Local's action plans for 2009, we are also continuing on with the campaign **"UBC WORKS BECAUSE WE DO."**

We want to build pride in our membership and increase respect for the work and contribution made by the members of our Local.

That is why we continue to lobby the Government and the Board of Governors of the University to increase the financial commitment to the restoration and

rehabilitation of neglected on-campus infrastructure. Develop and fully utilize the skills and expertise of our membership and end the current trend pointing to increased contracting out of campus work.

We are also preparing for a Provincial Election on May 12, 2009. It is incumbent upon all of us who care for the continuation of public services to elect a labour friendly government. We will be asking our members to help us by volunteering time to work the phone lines at the CUPE BC office, and the delivery of information and fact sheets about the election to the public.

We are looking forward to our membership feedback as we prepare for bargaining fair and equitable improvements to the terms and conditions of our employment. We will continue to speak out on issues that are important to us, and mobilize against the threats to post-secondary education with the same vigour and fight as always, knowing we are Strong and United!

Solidarity = Respect

Colleen



This diagram is intended to illustrate and map out the grievance procedure – and hopefully make it easier to follow and understand!

The local keeps the member(s) affected by the issue and/or grievance involved at every step, and as much as is possible in the decision making process, although ultimately the grievance is the property of the Union.

The Union is required to follow due process that is mandated by various legal bodies and boards. The grievance procedure does take time and is structurally reactive, as we can only grieve after an action is taken. This causes understandable frustration, but is the way that Labour law is set up.

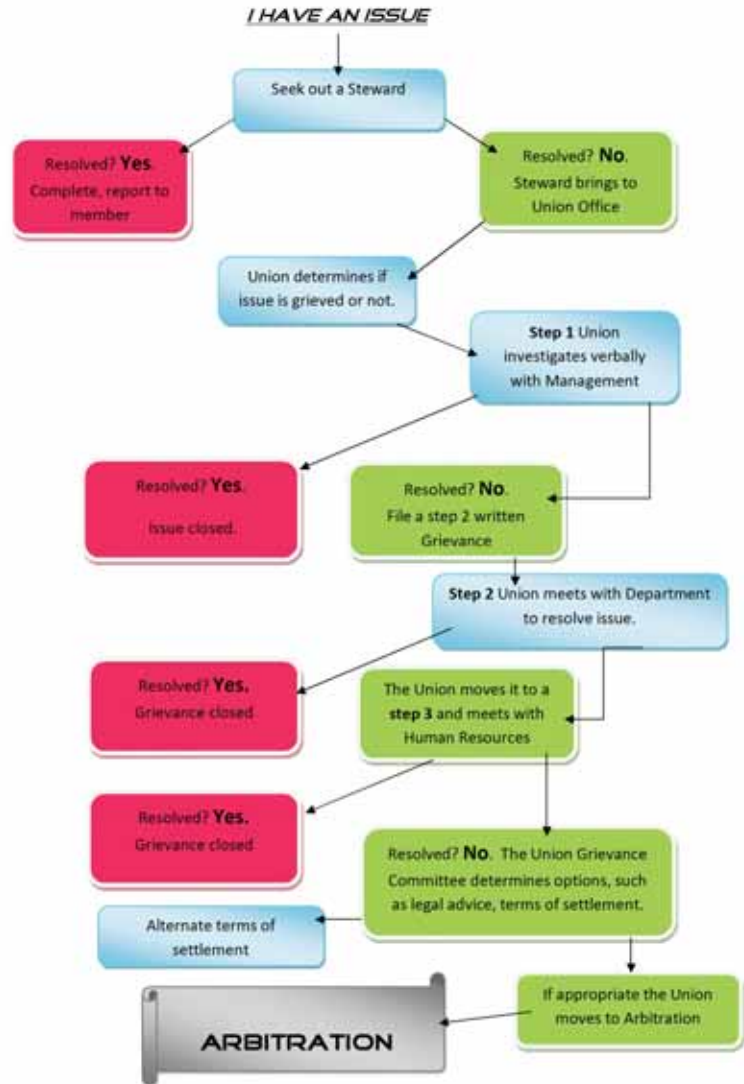
However, it is important to remember that the grievance procedure is the primary method of processing issues and complaints in order to protect our Collective Agreement and to preserve our rights.

In solidarity,

Dave

**Participate in your
democracy – Vote in
the Provincial
Election on
May 12th !!!**

Anatomy of a Grievance



Know your Collective Agreement!

Well, last I wrote a column was September 2008, no one's fault or anything, just the way the timing worked out. I would like to use this space to inform you what the Local is doing, and has done over the last little while, to act in your best interest regarding safety.

One of the biggest strengths we have as members of a Union is our ability to participate in joint health and safety committees, where we have an equal say. The problem is we all may not realize this and we accept it when we are told otherwise. So many of us have sat on these committees for so long, we have let complacency set in, and our members feel that these committees are not very productive and really don't serve them very well. Sadly this is sometimes true.

We only have from this point forward, so let's move in that direction shall we? And let's do it together.

As your worker representative on the University Health and Safety Committee over the last year, I have been consistently pushing the issue on proper process and properly functioning committees. There are many committees out there that do not function properly.

The University has recognized that there are 91 joint health and safety committees on campus, and of those, we as 116 members have representation on 38 of them. I have been diligently trying to communicate with them all but there are many that have not responded to my queries. I will continue to attempt to ensure we are represented properly on these committees.

I am in the process of formulating a safety training session for all 116 safety committee members with the help of CUPE National. This will hopefully give our committee representatives more confidence in acting on issues and ensuring proper process. It will be more designed to increase our activism when it comes to safety. We can accomplish a tremendous amount when we are confident in our actions and have the support of the members we represent.

Another issue we have directed to the Department of Health, Safety and Environment is the change to the regulations which was introduced in February 2008 regarding working alone, and what the University has done to this point to ensure that departments are following the law.

I can't imagine how many people work alone on this campus, especially now that people are working at all hours of the day and all days of the week. One would have to assume that there are Lab Technicians who are working alone in labs, Custodials working in buildings, Kiosk Attendants in parkades, even our Waste Management Crew works alone down at the materials waste site. So what is put in place to ensure they are safe? Following is the definition to working alone as per the Worksafe regulations. I am sure it applies to a lot of our membership.

4.20.1 Definition

In sections 4.20.2 to 4.23, "**to work alone or in isolation**" means to work in circumstances where assistance would not be readily available to the worker

- (a) in case of an emergency, or
- (b) in case the worker is injured or in ill health.

Now this doesn't mean everybody has to buddy up to do their work, or the sky's going to fall because I have to come in on Saturday and work alone. What it does mean is that if you do work alone and the definition applies to you in whatever department or area you are in, this situation needs to be assessed. Your joint safety committee needs to be aware, and processes need to be put in place.

Policy #7 - University Safety stipulates that the University, acting through the administrative heads of units, is responsible for providing a safe, healthy and secure working environment. And I am sure, in some dark corner of an office near you, is a grand guideline for working in this manner, but it only sits on a shelf and collects dust. Does this serve us well?

We as equal participants on these committees need to step up and exercise our rights. We need to ensure proper process is followed and we need to actively be part of the solution.

I will throw something out at you to hopefully stir up some discussion and raise some positive activity.

When was the last time your committee revisited your department's safety program? Did you even know you had a safety program? I know for a fact your work place has changed since it was written a number of years ago. Regulations, policies and procedures have changed a great deal in the last few years. Is your program reflective of this? If it isn't.....fix it!.....but not by yourself, of course.

Yours in Safety,
Barry Jones

April 28th
Day of Mourning

On April 28th, we re-affirm our solidarity and commitment to workplace health and safety and clearly state to all that we mourn the dead and fight for the living.





CANADIAN UNION OF PUBLIC EMPLOYEES
BRITISH COLUMBIA DIVISION

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January 28, 2009

Honourable Murray Coell
Minister of Advanced Education and
Labour Market Development
Room 247
Parliament Buildings
Victoria BC V8V 1X4

Fax: 1-250-655-5710
1-250-356-3000

Dear Minister Coell:

As the BC government prepares to table its 2009 budget, I am writing to stress the critical importance of investing in the infrastructure of our universities at this time.

With governments across the country seek to boost infrastructure spending as a key way to deal with the current economic situation, the timing is excellent to fund for routine and preventative infrastructure maintenance as well as a special initiative for deferred maintenance in B.C.'s universities.

With 12,000 CUPE members working in B.C. universities, many of whom are tasked with maintaining buildings, facilities and grounds, CUPE has a first hand understanding of the need for major reinvestment in post-secondary infrastructure.

Much of our university infrastructure was constructed in the 1960s and 1970s or earlier. In B.C., we have been proactive in developing new universities and facilities – such as UNBC and the Surrey campus of SFU. But we also have a good portion of our university infrastructure in need of significant renewal.

We know that even before the current economic downturn, there was significant support for maintaining our post-secondary education assets. In September 2007 Ipsos research commissioned for CUPE BC found strong support for adequately maintaining post-secondary buildings, grounds and recreational facilities to ensure safe and productive student learning environments and to protect important public assets. This was a high priority for almost half of respondents (47%) and a medium priority for a further 43%.

In addition to maintaining the physical assets, CUPE is also concerned that we ensure that our universities invest in the human resources, such as skilled trades and technical workers, needed to properly maintain public assets.

I believe that if your government moves forward on this, we have a real opportunity to provide economic stimulus and improve the capital infrastructure and facilities that are so critical to the future for B.C. students and our economy.

I would be pleased to further discuss the issues raised in this letter with you.

Sincerely,

Barry O'Neill
President
CUPE BC Division

BON/LW
COPE-15

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Barry O'Neill, President
Mark Hancock, Secretary-Treasurer



**National Bargaining Women's
Equality Conference
Feb 10-13 2009 Montreal**

Setting the Table

In preparing to enter into one of our local's most challenging bargaining sessions in 2010, our local is instrumental in providing opportunities to gain as much knowledge and experience for their activists as possible.

The National Bargaining Women's conference was very educational and taught us that women's issues are all our issues. The panelists shared their success and challenges that were very powerful, on issues that matter to us all, such as:

- Wages/pay equity
- Pensions
- Work and Family Balance
- Job Security
- Violence

The Workshop was structured in a way that showed us how to prepare to bargain; effective communication and listening skills, and identifying common goals and building allies by coordinating bargaining processes.

We need to elect labor friendly politicians and hold them accountable. This is why it is so important to get out and vote on May 12, 2009. We need to be active in campaigns such as the living wage campaign, and to be a positive image by building public support in our communities.

This was a successful week in preparing for the challenges we will all face in 2010. I thank the membership for providing me the opportunity to attend this very informative educational experience.

Your in Solidarity

Laura Lowry
Shop Steward

Anti-Bullying Day!



“Needs to be observed not just one day of the year but everyday!”

Way too go Ken!!!

On Friday, March the 13th, while Ken was performing his duties as groundskeeper for UBC, he found a wallet. He brought it to the Union Office and we were successful in contacting its owner, Mark Wisenieski, an Academic Advisor/Instructor for the University. Mark was very appreciative and thanks our member, Ken, for his good deed.



UBC works because WE do!

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

CANADIAN ASSOCIATION
CALM
OF LABOUR MEDIA



UNION MEETING

When: April 15, 2009

**Where: Barn Coffee Shop
at 4:00PM**



Suite 209 - 2150 Western Parkway (**In the Village**)
Vancouver, BC V6T 1Z3

Phone: 604-222-0116
Fax: 604-222-0113
Fax: 604-222-0119
Email: cupe116@cupe116.com
Website: <http://www.116.cupe.ca>
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 10:00-11:00am. 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.

Election Results

The following members have been elected as delegates for the Local for a 1 Year term. In order, they are:

- Dave Lance, Gregg Garbe
 - Barry Jones, Sean David
 - Lindsay Forsyth, Harry Easton
- Alternates:** Roger De Pieri
Chris Longford

The Members Decided February/March 2009 Union Meetings:

1. To endorse the Resolution put forward to the CUPE BC Convention on behalf of the CUPE 116 members.
2. To send up to 10 activists May 10-15 to CUPE BC Naramata week long school and pay all associated costs.
3. To destroy all ballots for the election of 2009 Delegates.
4. To pay all bills and salaries.

DISCLAIMER: The opinions expressed or the articles published in the Union Newsletter are not necessarily those of the Editor 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.116.cupe.ca/>

