

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

On The Front Line



Photo by Dennis Magee

Did you Know...

CUPE 116 Executive, Trustees, Executive Council

April 2012

Executive:

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

Trustees:

Ed Domenco
Bill Provenzano
Jim McKay

Executive Council:

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

Benefit Continuation Post Age 65

If you work beyond the age of 65 you are still entitled to benefits, with the exception of the Income Replacement Plan and Spousal Optional Life Insurance. To receive full details on the various benefits please go to the following Websites:

<http://www.hr.ubc.ca/benefits/eligibility/>

<http://www.hr.ubc.ca/benefits/eligibility/cupe-116/>

CUPE Local 116 Marks our 70th Anniversary!

2012 Marks the 70th Anniversary of our Local. On Friday August 10, 2012 the Local will be hosting a day of celebration. We want this also to be a year of celebration; if you or a co-worker have suggestions or ideas on how to make this a one of a kind year, or wish to partake in the planning, please contact Barry Jones at the Union Office at 222-0116.

Day of Mourning April 28, 2012

Across Canada, April 28 has been designated the Day of Mourning, a time when workers, families, employers, and others come together to remember those who have lost their lives to work-related incidents or occupational diseases.

Every year, WorkSafe BC, the BC Federation of Labour, and the Business Council of British Columbia co-host a public ceremony to honour the occasion.

Because April 28 falls on a weekend this year, a ceremony will be held at Jack Poole Plaza in Vancouver on Friday, April 27, at 10:30 am., to pay tribute to fallen workers.

Union Meetings:

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 at the Student Union Building (SUB) 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 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.

Mark your Calendars and Plan to Attend



President' Report April 2012

On March 6, 2012 an estimated crowd of over 12,000 people gathered on the lawns of the Legislature at high noon to protest against Bill 22, legislation that will force an end to the labour dispute between the Teachers and the BC Government.

Our Local was front and centre, as we are fully aware that an attack on one Union is an attack on all. We have in the past been legislated back to work when trying to secure a fair and just settlement, and our members have told us they will not accept future back-to-work legislation!

It was a fabulous rally that united people from all walks of life in a huge way, a real sign that Solidarity is alive and growing.

Fast forward to March 15, 2012: when a vast majority of our membership came out to vote for a strike, you gave your Bargaining Committee a very strong mandate, 89% in favour. A very humbling result for your Bargaining Committee, who now have the confidence at the table to tell the employer our membership will not accept zero's ! We will fight for a freely negotiated Collective Agreement that includes Cost of Living protection, Job Security, and Benefit Improvements.

Our Bargaining Committee is realistic, what we are asking for is reasonable. The BC Government continues to set "net zero" mandates for some Public Sector Workers. UBC does have the ability to provide wage increases and benefit protection, but they choose to hide behind the heavy hand of the government or rely on unlawful back-to-work legislation to deny some of their unionized employees a fair and equitable

Collective Agreement.

UBC has provided wage increases over the past two years to employees making over \$75,000 a year. Those employees saw an average increase in compensation of 2.92%. This is possible because these employees have provisions in their contracts that protect them against "net zero" mandates. We do not have that protection and that is why we are fighting hard to have a COLA clause written into our Collective Agreement. A Cola clause would at least prevent our wages from falling behind inflation. This is only fair and reasonable.

Over the next few weeks the Local will be setting up various committees and strategizing on the next steps. We also will be meeting with the other Locals and be in contact with the BC Federation of Labour Strike Action Committee to keep the communication flowing. We will await the response from the Employer in respect to our monetary proposals. The membership will be updated as events unfold. We have every faith in our membership that working together in Solidarity we will achieve a fair and respectful Collective Agreement in the very near future. Thank-you to all....



Colleen



Vice President's Report – April 2012

As noted in my previous article, the Local had discussed reinstating our grievance committee in order to more systematically process our grievances and to ensure that cases advance as necessary.

The Executive and newly minted grievance committee met on March 22nd and 23rd to take stock of our grievances and their status, and to organize them according to action and follow up required. This activity gave the committee a good grounding regarding where our cases sit currently and how to best proceed once bargaining has concluded.

As well, we developed an updated terms of reference that spells out the role of the committee and how it integrates with the Executive, our stewards, our legal representatives etc...

In terms of grievances and arbitrations at present; we have a promotion case that is heading to arbitration in early May, and three more promotion cases that we are trying to secure grievance meeting dates for.

We have had a number of disciplinary cases heard at grievance recently. We have achieved resolution to some, to the satisfaction of the members involved and of the Union. For others, we are obtaining legal advice on how best to proceed.

As well, importantly, we are working with one of our lawyers to try devise the most effective way of working through the case management of our 'big three' technician cases, which are based upon our assertion that properly constituted CUPE 116 technician positions are being posted outside the bargaining unit – as non-Union technicians, as AAPS positions, and/or as technicians in newly created 'schools' or interdisciplinary 'colleges' that are outside the bargaining unit.

Lastly, I am pleased to note that we have a number of new stewards! We are trying to find training opportunities and ways to introduce and involve them in the Local as best we can. This will revert to being a top priority once bargaining has concluded.

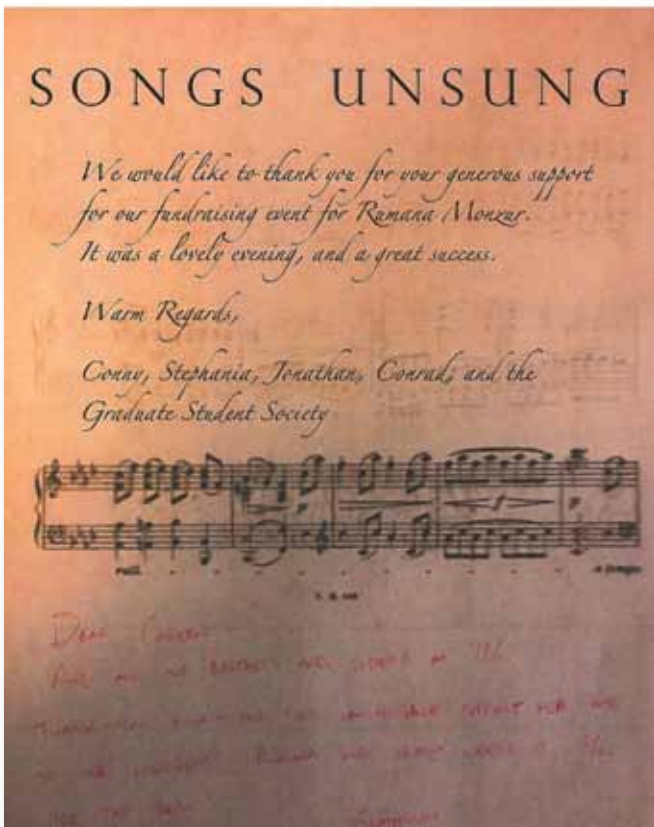
In Solidarity,



David Lance



Thinking of Our Members



Dear Colleen, and all our Brothers and Sisters at 116, Thank you again for your incredible support for one of our Members, Rumana, who really needs it. You are the best. Gratefully, Conrad from 2278

"Good Gracious, Glorious Day"

You matter. I matter. Each and everyone of us matters. Sometime, we have to stop for a moment and enjoy the company of our friends, co-workers and people around us. My simple take on this; everything is changing except the word "change" and it is here to stay.

"Good Gracious, Glorious Day" By Rosario Larion

Now you have to think
The things (the really good ones)
That you made today,
You started with a big smile
Across your bright shining face
Being courteous enough to say,
"Good Morning" "Thank you,"
"You're Welcome," and "Have a great one"
Seconds of chat, a civil greeting of
"How are you?" will not hurt a bit
Of course, everyday is not always rosy.
There's some left turns, tumbles and flares.
Come on, close your eyes
Say a prayer, breathe deeply
Count your blocks from one to ten
Come back again to reality.
It ain't so bad, eh?
You just had a good day
With lots of smiles from all the people that you've just
talked to, met, served and made friends with.
Goodness gracious, what a glorious day!

Rosario Larion UBC Food Services



Don Whitten
In Loving Memory
August 25, 1966 - April 1, 2012



Labour History

May Day; Winnipeg's General Strike May 1919

After three months of unproductive negotiations between the employers of the Winnipeg Builders exchange and the unions under the umbrella of the Building Trades Council, a strike vote was organized for May 1, 1919. The following day, the Metal Trades council union found themselves in the same boat, their employers refused to negotiate, and they joined the strike. After being informed of the situation, the Trades and Labour Council of Winnipeg decided to join the action. The General Strike officially started on May 15, 1919. The Strike would last six weeks until it resulted in an outbreak of violence described as "Bloody Saturday" and came to an end.

Leading up to the strike, a wide variety of issues were culminating which ended up contributing to the strike. The Great War had just ended but the Russian revolution was going strong. The labour movement had been changed in many ways by the First World War experience. Inflation and profiteering, weakened workers purchasing power while employers were attempting to degrade craft skills, all of which led to a rise in labour militancy. Businessmen in labor intensive industries felt that agents of the Industrial Workers of the World and socialist organizations were undermining the war economy. There was growing industrial unrest throughout the country, especially in western



Canada. Motivated by the Russian Revolution, disenfranchised workers in Western Canada decided to form One Big Union in March 1919. With a strong socialist leadership were able to quickly claim most of western Canada and northern Ontario into its ranks. Relationships between labour, governments and courts had been poisoned over the years. Government was viewed with mistrust as workers felt that the state came

too quickly to the aid of employers in industrial disputes. Winnipeg became known as "Injunction City" due to frequency that local courts granted employers injunctions against strikes and picketing. The Federal government's Meighen administration became known as the "Government-in-Council" as they ordered people to not eat meat on two days of the week which infuriated the poor who were not able to get meat to feed their families the other five days of the week. Additionally, they established a censorship on hundreds of publications including the foreign language press and works such as Darwin's "Origin of Species" and Tyndall's "Fragments of Science".

The penalty for possessing such banned materials was twenty years in the penitentiary. This was done in an attempt to ban the socialist and labour classics of a century.

It all started at 7:00 am on May 15th, when five hundred telephone operators punched out at the end of their shifts and no workers showed up

Labour History

to replace them. At 11am, the official start time, workers began to pour out of shops, factories and offices to meet at Portage and Main. Streetcars dropped off all of their passengers by noon and then parked them. Workers left restaurants, rail yards and theatres and firefighters left their stations. Ninety-four of ninety-six unions answered the call for a strike. Only the police and typographers stayed on the job. Within twenty-four hours, more than 25,000 workers had walked off the job, half of which were not in a union. By the end of May 15, Winnipeg was virtually paralyzed. What had started as a fight for the right to bargain collectively, it quickly turned into a struggle for a "Living Wage". As word of the general strike spread, workers across the country declared solidarity with the Winnipeg strikers. Sympathy strikes were called in Brandon, Calgary, Edmonton, New Westminster, Prince Albert, Regina, Saint Albert, Vancouver, Victoria and in as many as twenty other towns. On June 1st, more than ten thousand soldiers back from the War converged upon the provincial legislature and the Mayors' office to announce their solidarity with the strike. The police had voted and joined in the strike only to be asked by the strike committee to go back to their jobs.

Faced with this problem, employers and local government officials established the Citizen's committee of 1000, comprised of Winnipeg's wealthiest manufacturers, bankers, lawyers and politicians who ignored the strikers' basic demands for improved wages, working conditions and union recognition. Instead they launched a campaign to discredit the labour movement. It branded the strikers as Bolsheviks (Russian Socialist's) and "Alien Scum" and declared the strike a revolutionary conspiracy although they had no evidence to support the claims. The first order of business for the committee was to replace those members of the Winnipeg Police force who refused to pledge themselves not to strike. They were also asked to express their regret for their part in the strike which sparked the bulk of them to join in. The majority of the city's two hundred police officers were dismissed on June 9th and were replaced by "Special Police" made up of eighteen hundred men.

Concerned by the growing support for the strike, the federal government decided to intervene. Several Cabinet Ministers travelled

to Winnipeg to meet with local government and the Citizens' committee although they refused requests to meet with the Strike Committee. The Cabinet Ministers advised the federal government to aggressively support the employers. The federal immigration act was amended in order to swiftly deport British-born immigrants and the Criminal codes definition of sedition (rebellion against government authority) broadened. They then undertook early morning raids and arrested ten strike leaders who were fast asleep in their beds and were to be sent for deportation. These actions were meant to intimidate the strikers into submission, but it didn't work, the strike continued.

On Saturday June 21st, thousands of strikers and their supporters gathered in downtown Winnipeg to protest the arrest of their leaders. The Mayor called on the "Special Police" armed with baseball bats and wagon spokes, to disperse the crowds. In the confrontation that ensued, two strikers were killed and at least thirty were injured, beat by the Specials. Soon, the army was called in and was patrolling the streets. On June 25th, fearing more violence the Strike leaders called an end to the strike. Up to this point the city had remained peaceful, described as a well disciplined and behaved community, until the installation of the Special Police.

The General Strike led to the principal of collective bargaining. Improvements were made to living conditions and wages for both union and nonunion workers. But the basic fact still remains, the workers are still earning wages while the Corporation's are the beneficiaries of the profit generated by the result of labor's efforts. The Winnipeg Strike will go down in history as an example of the amazing strength we have when we find the courage to stand together in Solidarity.

Yours in Solidarity,

Leah Murray

See our next Newsletter for another addition of Labour History

Sources: Women and the Manitoba General Strike of 1919
by Mary Horodyski University of Manitoba
The 1919 Winnipeg General Strike by W.A. Pritchard
The Winnipeg General Strike by Natalia Beszterda CUPE 1975
Winnipeg General Strike / Canadian Museum of Civilization

"On the front line"

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

UNION ORIENTATION

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



Bulletin Board

The Members Decided:

February 2012 Union meeting

1. To approach the AMS to work with them to assist securing a bench to be placed on campus in name of Travers Whimble.
2. To pay all bills and salaries.
3. To send a full delegation to the CUPE BC Convention in Victoria from April 24 -29, 2012 and pay all associated costs.

March 2012 Union meeting

1. To send \$350 to VDLC to purchase a table to raise money for Queen Alexander Elementary School fundraiser Friday night, March 23, 2012, amended to purchase two tables for the cost of \$700.
2. To purchase a table of 8 for the VDLC Young Worker's fundraiser March 30, 2012 for Che Guevara Working Tour to Cuba at the cost of \$240.
3. To pay all bills and salaries.
4. To send the Table Officers to the CUPE Western Municipal Workers Conference in Edmonton from May 23 through May 27, 2012 and pay all associated costs.
5. To amend Section 5 of the CUPE 116 Expense Policy to read as follows:

"Car mileage for travel to/from destination(s) is at the current posted rate for British Columbia on Revenue Canada's (CCRA's) website. (Travel mileage within the lower mainland is excluded; (except as directed by the Local where the Member or Officer is required to use their personal vehicle for Union Business work. In such cases they will be compensated at the prevailing rates (as posted by the CCRA) for mileage.)

Progressive Discipline for Supervisors and Stewards

How to tackle today's most challenging discipline cases with skill and confidence.

The Local mentioned this labour law course to a number of stewards, and sent those interested.

When we arrived, our speaker for the day was Grant Mitchell, a labor lawyer with thirty years' experience, who has also worked and spoken all across Canada.

We went over the steps of discipline, which he described as a ladder, because you start from the bottom and work your way up. He also stated that the steps of discipline within most work sites are normally verbal warning, written warning, short suspension, long suspension, and finally termination.

Zero tolerance was also spoken about in this section, as well what this covers. When policies that the employer has made are breached, this results in termination and in some cases, criminal charges; for example, violence in the workplace, theft, and substance abuse.

The duty to accommodate was also gone over, in regards to disability and religious practices, and a few unique cases were discussed.

This course that I had the pleasure of taking was very informative, and what I learned will be most helpful in future to help me understand progressive discipline in the workplace.

Brett Small