

September 2016

# THE COLLECTIVE

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



# Did You Know?

## **CUPE 116 Executive, Trustees, Society Executive, Stewards September 2016**

### **Executive:**

President	David Lance
Vice President	Roger De Pieri
Recording Secretary	Leah Murray
Treasurer	Chris Longford
Vice President at Large	Barry Jones Lisa Mead Jim McKay

### **Trustees:**

Bill Provenzano  
Chris Edwards  
Georgina Stark

### **Society Executive:**

President	Ian MacLean
Treasurer	Paul Tees
Director	Laura Lowry Anne Stanton Brian Ditchburn

### **Stewards:**

Eduardo Alfonso	Animal Care Services
Peter Brien	Food Services
Gordon Chan	Animal Care Services
Subrata Dasgupta	Custodial Services
Sean David	Plant Ops Gardeners
Teresa Davies	Dentistry
Roger De Pieri	Plant Ops Electricians
Miriam Dexter	Dentistry
Brian Ditchburn	Chemistry
Gregg Doughty	Plant Ops Gardeners
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Lindsay Forsyth	Plant Ops Gardeners
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Brent Hannah	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
Les Kupillas	SHHS Facilities Trades
Nick Lemmel	Physics & Astronomy
Chris Longford	Plant Ops Gardeners
Laura Lowry	Food Services
Ian MacLean	Plant Ops Carpenters
Glen MacNeil	Campus Security
Marlene Marshall	Parking Access Control
Sylva Matiasakova	Animal Care Services
Jim McKay	Plant Ops Glaziers
Lisa Mead	Plant Ops Sign Shop
Leah Murray	Plant Ops Carpenters
Betty Nielson	Food Services
Bill Provenzano	Plant Ops Painters
Milan Rezler	Custodial Services
Anne Stanton	Custodial Services
Andrew Wong	Campus Security
Tom Yang	Microbiology
Cassie Tayler	Aquatic Centre

## **Check your work email for your UBC Staff Pension Plan Newsletter**

The UBC Staff Pension Plan (SPP) has gone green and is now offering an electronic version of the Plan newsletter. If you are an SPP member and currently working at UBC, you will automatically receive your newsletter by email. You can view your email address by logging in to mypension at [my.pensions.ubc.ca](http://my.pensions.ubc.ca). Once you have logged in, click the Communication Preferences page (left side menu).

If you would like to receive a paper newsletter instead, log in to myPension and update your newsletter preference on the Communication Preferences page. Paper newsletters will be sent to your home address.

The UBC SPP Update newsletter contains the latest news regarding the pension plan and your pension benefits. If you have any questions regarding your newsletter, please contact [pension.comms@ubc.ca](mailto:pension.comms@ubc.ca).

## **Good and Welfare, Retirements**

If you know of a member who is ill, has suffered a bereavement, or is retiring, please contact the Union Office at [cupe116@cupe116.com](mailto:cupe116@cupe116.com) or call 604-827-1705, with the person's name, address, and telephone number. If the member is hospitalized, we require the name of the hospital. Members who retire will receive a gift from the CUPE 116 Society of \$10 for each year of service, up to a maximum of \$250.00, and will be invited with a guest to the next Retirement Dinner.

# President's Report - September 2016

Welcome back to a new school year and a hectic September!

We are happy to report (finally) that our printed Collective Agreements have been produced - both for the I main' Collective Agreement and for the Aquatic Centre Employees' Agreement. We have attempted to distribute them to all areas and Departments on Campus, but if you do not have one please contact the Union Office. Although the summer period is typically a little slower due to vacations across Campus, the Local has been kept busy. We met regarding our Disability Benefits Plan (DBP), more commonly known as our Long Term Disability (LTD) plan. We discussed some benefit coverage issues and received updated statistical information regarding our plan. We will meet again this October to finalize the annual rate renewal process.

We are also engaging in consultation regarding the Return to Work program, both as part of the larger external consultant led review of the program, and individually, focused specifically on the needs of the CUPE 116 membership.

Over the summer, the overtime sharing process that has worked well in some shops within Building Operations has been updated and introduced to the rest of Building Operations, including the Municipal Services and Custodial areas. Soon each area will be operating under the same process, ensuring consistency,

transparency, and greater equality in overtime opportunities and hours. Other Departments on Campus are also working on similar processes.

From November 7th to 9th of this year CUPE BC will be hosting an Education Sector Conference in Vancouver, titled "A Better Future for All - Investing in Public Education". Workshop topics will include Workload, Violence in the Workplace, Effective Communication & Presentation to Boards, and a session regarding the content and meaning of the University Act. Speakers will include Mike Lombardi, Chair of the Vancouver School Board; Rob Fleming, BC Official Opposition Spokesperson for Education-, and Kathy Corrigan, BC Official Opposition Spokesperson for Advanced Education. Adequate funding for K -12 and for Post-Secondary Education will be a central theme of the Conference. The Local plans to send delegates to this important function.

The fall will be a busy time for us all and so we wish you well as we embark on another school year, providing important and all too often, unrecognized, services to Students and to the University itself.

In Solidarity,



Dave Lance



I'd like to start off my article by wishing you all well, and welcome back! I hope you had a great summer, and for those of you who had time off, that you had a great vacation.

The fall is shaping up to be a busy time for the Local. We have a number of grievances scheduled around job promotions; as this is new language in our current Collective Agreement, it will be an interesting time to see if the changes made at the bargaining table have been effective.

We have a number of arbitrations and hearings scheduled in the fall. One is a hearing in October for the ongoing tax issue imposed by the BC Assessment Office on the lease for our office space. At the hearing the Union will be attempting to seek an exemption to the tax with the BC Tax Assessor.

We also have scheduled an arbitration for the vacation pay upon retirement grievance that arises from a dispute originating out

of the last round of Collective Bargaining. It was clear at the bargaining table that the parties had different interpretations on what Art.16.08 meant, and as a result, we have moved it through the grievance process to finally settle it once and for all at arbitration.

The Local continues to work through grievances. A lot of progress has been made, but more work needs to be done. As older grievances are resolved, new ones arise, keeping us busy. Overall, this year I think it's fair to say that grievances are down a bit over the same period last year which is good, but we will see what the fall brings as departments ramp up for the school year.

All the best!

Roger De Pieri  
General Vice-President  
CUPE Local 116

# Heads Up, Folks!

Another summer has passed, and now we are dealing with the school year rush. The ongoing construction on campus has caused road closures everywhere, and for our members who use vehicles in their jobs, it has been frustrating, to say the least.

Now that the students have returned, many are riding bikes or are on skateboards, and those on foot often are looking at cellphones and not paying attention to their surroundings, so extra caution should be taken by all drivers.

Every day there are UBC vehicles travelling around campus from many departments, such as Building Operations, SHHS, Food Services, and Campus Security. Additionally, there are those driven by contractors, students, staff, and visitors.

Building Operations, Utilities, and SHHS Facilities have more than a hundred trucks which are used by the trades, and for garbage and recycling. It is difficult for the larger trucks to get through tight spaces to reach buildings, while avoiding pedestrians and other vehicles.

Campus Mail Services and the Bookstore deliver to every building on campus, often under tight time constraints, and face a daily challenge finishing their routes, as well as finding places to park.

SHHS Food Services has cube trucks for deliveries, plus the travelling food carts, and those with towed trailers can be especially difficult to manoeuvre through traffic and to park.

Campus Security and Parking and Access have several vehicles driving around campus daily, and on evenings and weekends.

With all the additional traffic now that classes have begun, it is important for all of our members to drive carefully, be aware of your surroundings, and avoid putting others at risk.

I hope you have enjoyed what time you took this summer to relax and spend with family and friends. Now that you are back, please make sure you pay attention on the roads, not only for your own safety, but for that of everyone on campus.

Barry Jones

# Call for Action

## BC Gov't engagement on CPP Enhancement - your input is needed

To: BC FORUM Members

**Please take action and pass on re: BC Government backing away from the support for CPP enhancement** which would then destroy the entire deal for Canada. The CPP enhancement may not help us all but it will sure help our younger colleagues, our kids, grandkids, nieces and nephews. It does, however require your attention very soon. Note that 80% of the cost of the increased benefit is paid for by investment income. This will save money in the long run because it will decrease the need for GIS which is paid from current operating funds.

The provincial governments, with the exception of Manitoba and Quebec, agreed to enhance Canada Pension Plan benefits. BC's participation is essential to make sure the agreement meets the population requirements for amending the CPP. BC has now slowed down the actual signing of the detailed agreement. They did though sign the agreement in principle and are holding a public engagement. Unfortunately, this will give those organizations that oppose the CPP enhancement a stage for their propaganda (CFIB, Fraser Institute, Canadian Taxpayers Federation, etc). The labour movement and ordinary workers who will benefit from this increase in pension at retirement must also become engaged and let the BC Government know that they support this retirement security enhancement.

The following BC Government websites have material that is basically supportive of the CPP enhancement. Anyone can take a quick look and write an email to support the enhancement. The more citizens that write in, the greater the impact on this engagement process being used by the BC Government. My fear is that the BC Government may be yielding to pressure from these organizations to back away from the agreement, which would then terminate the whole deal. The government will hear from those organizations opposed to the enhancements very soon and may then shut down the website, so sooner responses are better. Individual emails are just as effective as long submissions. Please respond soon.

<http://engage.gov.bc.ca/canadapensionplan/>

<http://engage.gov.bc.ca/canadapensionplan/for-employees/>

<http://engage.gov.bc.ca/canadapensionplan/for-employers/>

This is the email address for response to the BC Government engagement. A simple email is all that is required to counter act the comments and attacks by those above organizations. These websites and email addresses are very hard to find on the governments website.

[citizenengagement@gov.bc.ca](mailto:citizenengagement@gov.bc.ca)

Please share this email with your friends, family, members, colleagues and other employees.



Thanks

Diane Wood

President

BC Federation of Retired Union Members (BC FORUM)

Website: [www.bcforum.ca](http://www.bcforum.ca)

Facebook: <http://www.facebook.com/BCRetiredUnionMembersForum>



# RETIREMENTS



Harry Easton, 40 years  
Building Operations  
Electricians

Harry and Kathy Easton with Building Operations Coworkers



Bruce Villman, 24 years,  
and Wayne McCoy, 19 years  
Utilities Steamfitters



Louie Foon Yip, 34 years  
Chemistry



John Ellis, 34 years  
Chemistry Stores

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](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.



## The Members Decided

### June GMM 2016:

1. To pay all bills and salaries, seconded Bill Provenzano, carried
2. Motion to dispense with the regular order of business for the Society AGM

## Health Care and Dental Plans

### *Exclusively for Union Members and Members of BC FORUM*

- Retiree health, or health with dental, exclusively for BC FORUM members.
- Coverage for union members still working who need benefits.
- Individual health and dental plans that cover pre-existing conditions for retiring BC FORUM members and their families.
- Estate planning.
- Registered Education Savings Plans for grandchildren (RESP).
- Guaranteed issue life insurance.
- Tax Free Savings Accounts (TFSA).
- Staff are members of USW Local 1937 or UFCW Local 1518.

### *Union products and services are just a phone call away:*

Metro Vancouver: 604 941-7430, Ext. 102 or 104 • Interior: 250 861-5200, Ext. 102 or 104  
Toll free: 1 855 894-8111  
[info@weconsultants.ca](mailto:info@weconsultants.ca) • [www.weconsultants.ca](http://www.weconsultants.ca)

Further details and application packages are available at the Union Office between 7:30 am and 3:30 pm Monday to Friday.

**WE Consulting & Benefits**  
Working Enterprises Consulting & Benefits Services Ltd.

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