

February 2013

# THE COLLECTIVE

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



**Welcome All to the CUPE 116 Open House  
at our new office in the Donald Rix Building  
#206 - 2389 Health Sciences Mall**

**Friday March 15, 2013 from 8:30 am - 4:30 pm**

# Did You Know?

## CUPE 116 Executive, Trustees, Executive Council

**February 2013**

### 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:

Bill Provenzano  
Jim McKay

### Executive Council:

Mechanical Trades	John Square-Briggs Ed Domenco
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson Peter Brien
Sage Bistro	Brett Small
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	Nick Sagliocco Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

- Emma Atillo, Assistant Supervisor in the Department of Student Housing and Hospitality Services, was the Grand prize winner at our December membership meeting for a trip for two to an exotic location.
- There has been a change to Article 15.01 of our new Collective Agreement, there is an additional paid holiday: **"Family Day" on the second Monday in February of each year. First one is Monday February 11, 2013.**
- There has been a change to Article 16.09 Vacation Preference and Schedules: **Vacation entitlements shall now be posted by January 15 of each calendar year. Employees will submit vacation requests by February 15 of each calendar year. Requests will be approved and the final vacation schedules will be posted by March 1 of each calendar year.**
- The Union office still has several strike pay cheques that have not been picked up. If you were involved in rotating strike action and have not picked up your cheque, please come to the office for pick up.
- 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 pm 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 for the year and plan to attend!**

**We have a new Facebook site,  
go to [www.cupe116.com](http://www.cupe116.com) and check it out!**

## You are invited

**Please come to our open house from  
8:30 am to 4:30 pm on March 15<sup>th</sup> and  
see where we are.**

In December we moved into our new office in Room 206 in the Donald Rix Building and are settling in quite nicely. Back in 2011 we started the process of looking for a new home for our

office since we had outgrown the current office set up. Prompted even more by the terms of our lease coming to an end and discussion with the landlord, we soon discovered that re-signing with that landlord would be a costly endeavour, and to be honest, the building was just not suitable.

Once we heard the news that the three buildings under Discovery Parks were being transferred to the University in early 2012, we began to explore

# President' Report February 2013

The world did not come to an end on December 21, 2012 as previously reported; we are all still thankfully here, and 2013 promises to be a very busy year for our Local.

There is a crucial provincial election in May which will hopefully lead to a more progressive government that puts working people and their families ahead of the wealthy and big corporations.

Who we elect to government truly matters, especially for the state of public services and programs across the country delivered extensively by CUPE members.

At our December membership meeting the membership voted to donate \$5,000 to David Eby, NDP representative in the Point Grey Riding which includes UBC, to assist with his campaign to defeat Christy Clark and win a seat in the May election. We have also offered our Local's assistance with helping his campaign get the message out to students on campus, in respect to ensuring they are registered to vote and given notice of advanced polling.

Our Local will be implementing a political action plan to mobilize our membership to get involved with this election. As we all know, our membership has been hit hard by twelve years of regressive and harmful policies by the B.C. Liberal government. We cannot afford to sit silent in this upcoming election. We need to make our voices heard in our workplace, in our union, in our communities, and at the ballot box.

The Union has a responsibility to protect members' jobs and services, and influence public policies that impact our members and their communities.

Voting is more than a right, it's a responsibility!

## **Not registered to vote?**

Before you can vote in a provincial election you must register as a voter with Elections BC.

Registering to vote couldn't be easier. Just go to [elections.bc.ca](http://elections.bc.ca) and follow the links to register on line, or by phone call to 1-800-661-8683, or by mail.

I strongly encourage all our members to confirm that you are registered to vote!! In the last provincial election, nearly 50 percent of eligible voters stayed home. Look what happened.

CUPE members can have a huge impact for positive results in the upcoming May election and elect a progressive government that cares for working people in BC.

Yours in Solidarity,



Colleen



the possibility to move back on campus. We contacted Cushman Wakefield, who were the leasing agents for UBC Properties, in the spring. We finally came to agreement and signed a 10 year lease in August. Soon after, the contractors began their renovations of the second floor. During this process we were able to piggy back on some decisions that had some real cost saving in the end, while construction on the new space for the UBC Staff Pension office was being done simultaneously across the hall. The

construction was completed by Murray Rankin and Associates, and in conjunction with our in house crews from Building Operations. The project was completed on time and on budget.

We are all very happy with the final results and we are sure you will be too. This will now allow us to operate more effectively and better serve our membership at large. You are welcome to stop by and say hello.

Lindsay Forsyth

# Trustee Candidates

**There will be an election held on Wednesday February 20, 2013 at the Student Union Building Auditorium from 7am to 7 pm.**

The positions and eligible members are as follows:

**1. One Trustee position for a 1 year term, the candidates are:**



**Peter Brien**

Food Service Attendant  
UBC Food Services

I have been working for Food Services for 21 years. For the last four years I have been very active as a Shop Steward with the Union. I have also attended several Union educational courses and classes.

I would like to become a Trustee for CUPE 116 so I can gain more experience and become more involved with the Union.

Peter Brien



**Ian Maclean**

Carpenter, Building Operations

I began my career at UBC in 1997 as a Carpenter. Having worked for some time as Carpenter in Housing as well as assisting in the Sign Shop, I have spent most of my time working in the Carpenter Shop at Building Operations. I have been a member of CUPE 116's joint Contracting Out Committee for many years. From my education and my work in the trades, I will bring knowledge and enthusiasm to the position of Trustee. I will work hard to the benefit of all members of CUPE 116.

In Solidarity,  
Ian



**Chris Edwards**

Mechanic  
Building Operations

I started at UBC as a Labourer in August of 2000. In November 2001, I was accepted as an apprentice Heavy Duty Mechanic. In 2007 I became a Heavy Duty Mechanic.

In February 2011, I became a Shop Steward, and I sat on the recent strike committee.

I hope to get your support and votes, as I am running to be a Trustee.

Thank you,  
Chris Edwards

# Delegate Candidates

## 2. Six Delegates and two Alternates for a 1 year term, the candidates are:



### **David Lance**

Vice President

I have been a member of the CUPE 116 Executive since 2001, and have been your Local's Vice President for the last nine years.

I have been a delegate for the last number of years and respectfully ask for your support in this year's election. A key role of a delegate is to gain knowledge from other activists and Unions that will be beneficial to our membership, and to bring that insight to our workplace to assist in our Union's work. Also, I would like to be able to continue to act as a strong ambassador and advocate for our Local, for our work, and for our members.

Thank you for your consideration.

Sincerely,

Dave



### **Laura-Lynn Lowry:**

Senior Food Service Assistant, UBC Food Services

38 years of service

I have been actively involved with my Union for over 20 years as a Shop Steward and Trustee. I am seeking your support to elect me as a Delegate for the Union. I am committed to improving the working conditions and rights of all the membership. I believe being a Delegate would give me the opportunity to meet with other Union members around the province and country, and help me learn and grow and be able to bring those experiences back to the membership.



### **Harry Easton**

Electrician, Building Operations

I have been an Electrician for over 36 years at Building Operations on the afternoon shift. Within the Local, I have been a member of the recently concluded Bargaining Committee, am an active Shop Steward, Working Conditions and Grievance Committee member, and with your support, a re-elected Delegate.

This is an important year for electing a new CUPE BC President as Barry O'Neil is retiring, as well as dealing with the issues facing both the provincial and national CUPE. The Labour people I have been able to meet with at these events have allowed me to become involved as Co-Chair of the CUPE BC Trades Committee, and recently as the CUPE BC representative for the Trades and Apprenticeship Committee in the BC Federation of Labour. This gives our Local direct involvement in provincial matters.

If elected to represent you, I will continue to inform you of what happens at delegate events I attend, through the newsletter or in person, and hope to have your support.

### **Leah Murray**

Recording Secretary

I started at UBC as a Carpenter in 1997 and became a shop steward in 1999. I have been a member of your Executive since 2004 and have had the pleasure of representing the Local as a Delegate for many years. I also sit on CUPE BC's Trades Working Group and Women's Committee. I feel fortunate to represent the members of CUPE 116 and work with others in the Local and greater Labour movement. Throughout the years, I have enjoyed learning together to resolve our issues.

I would be honored to represent you as a delegate at this year's conventions.

In Solidarity,

Leah



# Delegate Candidates



## **Ian Maclean**

Carpenter, Building Operations

I have been a Carpenter at UBC since 1997. Having faced the challenges that our Local has been up against over the years, as well as the declining environment between the labour movement and our government, I am very interested in becoming more active in our Local. I would like to represent you as a Delegate to bring our concerns to the forefront and actively seek ways to improve the working conditions in our province.

In Solidarity,  
Ian



## **Roger De Pieri**

Secretary-Treasurer (CUPE Local 116)

Journeyman Electrician

UBC, 1997 - Electrical Shop, Building Operations

I have been working at UBC for sixteen years, and as an active member of the CUPE 116 Executive for over ten years. I have held various positions during the course of this time, one of which was as delegate. I am a committed and strong voice for this Local, and have carried the Local's voice to be heard across Canada about our struggles, such as the on-going fight against UBC Properties, and securing our work by contracting in. While serving as delegate I have represented this Local to other delegates, while holding our broader organizations, such as CUPE BC, CUPE National, and the BC Fed to account, to follow through on the commitments they made, while looking for key innovative solutions to our problems. I actively participated in the discussions at convention, to help set direction and policy for our future in the Labour movement.

I would be honoured to be re-elected as delegate and to continue to represent the membership of CUPE 116.



## **Lindsay Forsyth**

Vice President at Large

I have worked at UBC for twenty-five years, and am currently a member of the CUPE 116 Executive. After taking a year off to involve myself with the office move, I seek to be a delegate again.

This is a very important time in the Labour movement, and our affiliation with CUPE BC is at stake. Electing the right person is of utmost importance in dealing with CUPE BC and CUPE National. I ask for your support to be re-elected as delegate.



## **Jim McKay**

Glazier, Plant Operations

I have been working as a Glazier in the Plant Operations Department for over twelve years. I have also been an active member of CUPE Local 116 for the past four years, a Delegate for the past two years, and a Trustee for the past year and a half. For 2013 I would like to renew my role as a Delegate from Plant Operations for CUPE 116.

Being a delegate helps me improve my knowledge of the Union's role in the greater picture of union activism. I am also proud to be able to represent the department I work for whenever it is possible.

I am honoured to represent the members of CUPE 116 and I would be extremely grateful if they would elect me as a Delegate for the year 2013.

Thank you,  
Jim McKay

# Delegate Candidates



## **Ed Domenco**

Plumber, Building Operations

I started at UBC in 1997. Within the first year, I was asked to be a Shop Steward for CUPE116. The following years brought more exposure to what a Steward is, and how I could make a difference for our members at UBC. I have worked as a Trustee and in the main office for CUPE116, covering all aspects of stewarding.

I would be honoured to be elected as Delegate and share what I learn at events to further my abilities in representing the membership.

Thank you,  
Ed Domenco



## **Chris Edwards**

Mechanic

Building Operations

I started at UBC as a Labourer in August of 2000. In November 2001, I was accepted as an apprentice Heavy Duty Mechanic, and in 2007 I became a Heavy Duty Mechanic.

In February 2011, I became a Shop Steward, and I sat on the recent strike committee. I hope to get your support and votes, as I am running to be a Delegate.

Thank you,  
Chris Edwards



## **Chris Longford**

Horticulturist, Building Operations

B.A. Degree studying Political Science and Law

Diploma in Horticulture

UBC, 1998 - Garden Shop

Elected to Bargaining Committee of 2006 as Co-Chair

Elected to Bargaining Committee of 2010 as Chair

Vote for me and I will, to the best of my abilities, learn from other locals, understand our capabilities within the greater labour movement, and use this information to maximize our wages and benefits in the next round of bargaining.

Vote Chris Longford!



## **Barry Jones**

Vice President at Large

I have been an Executive member of this Local for the past seven years, and I am appointed as your worker representative on the University Health and Safety Committee. I welcome the opportunity to act as a delegate for our Union so that I can ensure that our members' voice can be heard at Conventions.

# Workplace Bullying

## Are we making a difference yet?

Currently there is little occupational health and safety legislation in Canada that specifically deals with bullying in the work place. Quebec legislation includes “psychological harassment” in the *Act Respecting Labour Standards*. Some jurisdictions have legislation on workplace violence which include bullying, and as we start to recognize the effect it has to the bottom line of business, most employers are creating policies and promoting zero tolerance, but is this enough?

Yes, awareness is growing in Canada, but physical and emotional violence are becoming some of the biggest issues we are confronted with in the workplace. I have no doubt that many of you reading this article have seen this trend grow over the last few years.

We all know the effects of bullying on an individual and the impact it has in the workplace and to its productivity, but yet it continues to go on. So to say we are going to stop it by changing laws and raising awareness is a good start, but it takes a long time to change laws, and although the awareness campaign includes celebrities speaking out in a 30 second ad on TV is a positive, immediately it has an impact, but long term? People forget.

Bullying is perceived in such a massive range, from small rumors to actual physical abuse, and everyone perceives things differently. What's funny to me may be offensive to others, and cultural and gender differences make it even a

more delicate topic. We need to be more aware of our audience and to think twice before we speak.

The University has a policy on harassment and discrimination and it states, “A comment or conduct that one knows or ought reasonably to know is unwelcome, that creates a negative impact for the recipient, and that is related to one or more of the prohibited grounds of discrimination as set out in the *B.C. Human Rights Code*.”

The recognition that bullying takes place, and the available resources for people to reach out to are good, but it really has to start with all of us individually. We all need to take a stand and not believe it is someone else's issue to deal with; then perhaps we will start to make a difference.

*“Some people will not be happy until they pushed you to the ground. What you have to do is have courage to stand your ground and not give them the time of day. Hold on to your power and never give it away.”*  
Donna Schoenrock

In solidarity,



Barry Jones

CUPE 116

---

## BC FORUM Benefit Plans & Services

With BC FORUM, you have a group to turn to when you want action, and your voice will be backed by the power of the organization's collective voice.

In addition to organizing community forums and rallies on issues that matter to our members, we also produce “The Advocate”, a quarterly newsletter that helps our members stay informed on current issues and initiatives.

Annual dues for membership are \$20 (three year memberships are available for \$49) and we recommend you check with your union as some affiliates will pay your first year membership dues. As a member of BC FORUM, you will automatically be covered by our \$2,500 Group Accident Insurance Plan.

Plus, as a member, you will have access to:

- health/dental insurance
- travel medical insurance
- homeowner insurance
- tenant insurance
- discounts on selected travel packages
- income tax services
- free financial advice and planning, and more

# Labour Community Christmas Dinner



**B.C.  
FEDERATION  
OF LABOUR  
(CLC)**

200 – 5118 Joyce Street  
Vancouver, BC V5R 4H1  
TEL (604) 430-1421  
FAX (604) 430-5917  
Website: [www.bcfed.ca](http://www.bcfed.ca)  
E-Mail: [bcfed@bcfed.ca](mailto:bcfed@bcfed.ca)

Jim Sinclair  
President  
Irene Lanzinger  
Secretary-Treasurer

January 24, 2013

Harry Easton  
CUPE Local 116  
206-2389 Health Sciences Mall  
Vancouver BC V6T 1Z3

Dear Harry,



## **RE: 2012 LABOUR COMMUNITY CHRISTMAS DINNER**

We are writing to express our most sincere appreciation for your contribution to the 2012 Labour Community Christmas Dinner. This year's annual event was another outstanding success, with dinners served to the homeless and low-income families in Vancouver and Surrey. We were able to provide more than 900 food hampers and vegetables, feed more than 3,500 people, hand out hundreds of toys and supply clothing to our guests. They all left with their arms full and smiles on their faces.

This Christmas event would not be possible without the contributions of many unions, their members, their employers, friends of the labour movement and several hundred volunteers. While we hope that someday all British Columbians can look forward to a Christmas without hunger or homelessness, we know currently that without your continued support this effort to help would not be possible.

On behalf of the Labour Community Christmas Dinner Committee, thank you.

In solidarity,

**JIM SINCLAIR**  
President

**IRENE LANZINGER**  
Secretary-Treasurer



lmz  
2012 Labour Christmas Dinner-Thank you letters-donations

# Protein for People



Protein for People Project  
105-3920 Norland Ave., Burnaby BC V5G 4K7  
604-299-8101  
proteinforpeople@telus.net www.proteinproject.ca

January 7, 2013

Attention: Colleen Garbe, President, CUPE Local 116

Dear Brothers and Sisters,

Thank you for your local's generous donation to Protein for People. Perhaps you'd also like to consider becoming a full member of Protein for People, a charity owned and operated by BC unions in partnership with BC food banks. If so, I'd suggest a meeting at your convenience to discuss what this might entail.

Meanwhile I'm pleased to be able to report that Protein for People, with its membership of 30 BC Union organizations, had its most successful year. Over 100,000 cans of salmon were delivered to BC food banks and labour Community Forums were held in 10 BC communities. This is an increase from 55,000 cans and 3 Community Forums the previous year.

The trade union movement is the beneficiary of significant, positive media coverage of Community Forums by both local and mainstream news outlets. Labour promotion on can labels reached over 100,000 food bank clients, 4,500 of whom were also able to meet representatives from local unions at the labour Community Forums.

In recognition of labours growing positive role, in 2012 Protein for People was invited to sit on the Provincial Executive Board for Food Banks BC. It is a first for labour and demonstrates the growing value we have in the eyes of our partners in the community. Unions are witnessing the fulfillment of this project's promise and are recognizing that even more can be done with increased support. Protein for People; union members working together for a better BC.

For further information you can visit our web site [www.proteinproject.ca](http://www.proteinproject.ca)

Thank you, in solidarity,  
John Radosevic, President,  
Protein for People

Protein for People Project  
105-3920 Norland Ave., Burnaby BC V5G 4K7  
604-299-8101  
proteinforpeople@telus.net www.proteinproject.ca



University of British Columbia Employees  
CUPE Local 116

# B·U·L·L·E·T·I·N

*Please post and distribute:*

***IS THIS YOU?***

If you recognize your name or someone you know on this list, please contact the CUPE 116 Union Office as soon as possible (604- 827-1705). It is important, regarding the Hourly Pension Plan.

Acosta, Dominador  
Ajiboye, Modupe Alice  
Akol, Mary Atilio  
Archer, Lana  
Bale, Sarah A  
Bevanda, Tony  
Carlaw, Melissa  
Carlyle, Michael  
Catubig, Pacienuo  
Chen, Yong  
Chong, Connie  
Da Silva, Chrissy Teodoro  
Deans, Aaron  
Debois, Cheri  
Demers, Murray  
Dillman, Michael  
Dowding, Elizabeth  
Edgar, Robin  
Edkins, Greg  
Erceg, Zora  
Feese, Julia  
Feng, Wenlu  
Filek, Elena  
Fisk, Robert  
Frendo, Theresa  
Froese, Emily

Gibb, Clifton  
Glavas, Katrina D.  
Gowenlock, Karl  
Grubisic, Maja  
Guenther, Randall  
Hansen, Natalie  
Harley, Joshua  
Hollingsworth,  
Kiyarose  
Holloway, Jennifer  
Hunter, David  
Jarowicz, Janina  
Juneau, Kathleen  
Kaesler, Michelle  
Kavosian, Payam  
Kerr, Callum  
Kesic, Predrag  
Khaleel, Irham  
Krupic, Branka  
Kunz, Revel  
Lawrence, Terence  
Liao, Jespeter  
Lloyd, Haydn  
Loosdrecht, Lance  
Love, James  
Lum, Alice  
Lynd, Mark

Ma, Kenbond  
Mackay, Anne  
Mahmond-Herdsh,  
Zohour (Dina)  
McBurney, Doug  
Mercado, Raquel  
Morrison, Karen M.  
Muhamad, Noor Jehan Ashaari  
Mundi, Jasvir  
Musso, Enrique  
Myelte, Bob  
Mysliwiec, Eddy  
Nosko, Nick Walter  
Omiya, Takenori  
O'Neil, Kathleen  
Oshima Benedetti, Mayara Harumi  
Osien, Murielle Ankiol  
Ramirez, Hardee  
Rankin, Alexandra  
Reayat, Irfan  
Sadler, Heather  
Satterwhite, Alyssa Anne  
Sharma, Yogita  
Shubs, Shana  
Sim, Hyun Jin  
Simpson, Kellie  
Singh, Shvoh

Siu, Ronald Kai  
Smith, Dana  
Smith, Eryn  
Sparks, Michael Roy  
Stannus, Andrew  
Stefan, Manuel Andrei  
Tabag, Felix  
Tandoc, Rosalinda  
Traeger, Harold M  
Trinh, Le Phuoc  
Tsuda, Miwako  
Tuano, Wilfredo  
Vandenberg, Shelley  
Vanson, John  
Vincent, Sheeba  
Vipond, Gary  
Waters, Darren  
Wegelin, Danielle  
Wheeler, Shane  
Wolski, Mathieu  
Yip, Fanny  
Zheng, Yangping  
Zuvic, Samantha

## "On the front line"

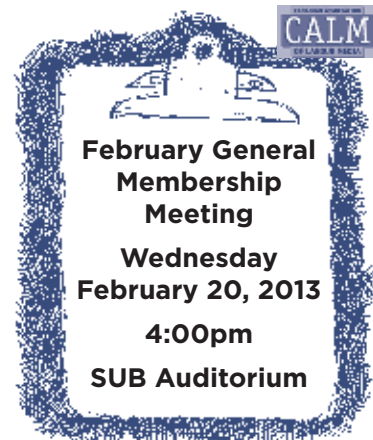
Donald Rix Building  
Suite 206 - 2389 Health Sciences Mall  
Vancouver, BC V6T 1Z3

Phone: 604-827-1705  
Fax: 604-822-5519  
Email: [cupe116@cupe116.com](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.



## Bulletin Board

The Local wishes to introduce you to the newest member of our family. Joée will be instrumental in keeping our Local Committees on track, running efficiently and effectively to better serve the membership. Welcome Joee!



Joée Brassard Desjardins

Born and raised in Gatineau, Québec, I moved to Vancouver seven years ago to experience life. Prior to working for CUPE Local 116, I was the production coordinator and administrative assistant for a small business involved in the movie and game industry. I have also managed a restaurant/lounge for four years and been actively involve with the music scene since the day I landed in Vancouver. I graduated from the Administrative Assistant program from Vancouver Community College in April 2012. I am really excited to be employed as the administrative assistant for CUPE Local 116. I am proud to be working with an incredible group of people, and I can't wait to meet each member of CUPE Local 116.

### The Members Decided

#### December 2012 and January 2013 Membership Meetings:

1. To send the four Table Officers to the CUPE National Bargaining Conference in Ottawa in February and pay all associated costs
2. To donate \$5,000 to David Eby towards his campaign as NDP candidate, in the Point Grey Riding where the current incumbent is Premier Christy Clark
3. To pay all bills and salaries

#### Motions to be voted on at our February Membership Meeting:

1. To pay all bills and salaries

*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](mailto:cupe116@cupe116.com).*