

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

*Best of the Season  
Peace on Earth  
Good Will to All*



# Did You Know?

## CUPE 116 Executive, Trustees, Executive Council

**December 2012**

### Executive:

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

### Trustees:

Bill Provenzano  
Ed Domenco  
Jim McKay

### Executive Council:

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

## CUPE Local 116 - Union Meeting

The date of the December Union Meeting has been changed to the second Wednesday in December. It will be held on Wednesday, December 12, 2012 at 4:00 pm sharp. The location is the Graduate Student Centre Penthouse.

*When Chuck Norris gets pulled over, he lets the cop off with a warning.*

On December 10, 2012 your Union Office has now moved and is located in the Donald Rix Building, Room 206, 2389 Health Sciences Mall.

*Superman owns a pair of Chuck Norris pajamas.*

At the December Union Meeting the Local will be holding a draw for a trip for two to an exotic location. To enter your name in the draw, please bring a non-perishable food item or a \$5.00 cash donation to the Union Office. For each food item or \$5.00 donation you will receive one entry into the draw. Please come to the office early and get your name in the draw! Good luck.

*Rudolph's nose is red. The other eight reindeer then learned not to back-talk Chuck Norris.*

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

## Anti-Privatization Conference

I would like to provide an update on the recent Anti-Privatization conference that several shop stewards and I recently attended in Richmond. This was organized by the CUPE Provincial Anti-Privatization Committee and was held over two days in mid-November. The opening night Keynote Speaker was Shelley Carroll, a Councillor from the City of Toronto, where their ultra-right wing Mayor is attempting to privatize as much of the public service work as he can. This has led to one costly mistake after another and shown the citizens that not only is it costing more, but the levels and quality of service have been drastically reduced, along with the wages and benefits to the workers providing these services. This is the natural result of the corporate model

of ensuring that they are always maximizing profits by cutting costs. This has led to successful campaigns to contract back in work and restore the understanding of the good work that is done by the Public Sector.

There were several workshops throughout the conference on such topics as CETA, the European Union Comprehensive Economic Trade Agreement, a massive trade deal larger than NAFTA. This is being quietly negotiated by the Federal Government, and could impact all levels of Public Sector work through contracting out of our jobs, as well as costing the general public billions of dollars more in such areas as pharmaceutical patent protection. There was also a workshop specific to education dealing with "shared services reviews", "Core reviews", and "P3's", all code words for contracting out. On the positive side was a workshop for Contracting Work Back In, with valuable ideas and directions for getting back lost work as well as bringing in new.

I am sure these and other areas covered by this conference will provide all those who attended, a much clearer knowledge of the signs and challenges required to keep the work of all of our members here at the University. If you have any questions, or feel there may be an issue where you work, please contact the Union office. *In Solidarity* Harry Easton



# President' Report December 2012

As we close out 2012 we also have concluded 2 1/2 years of collective bargaining, with the ratification by both parties of our new Collective Agreement in November . Once again this round of bargaining was very difficult; we did not accomplish all the goals we set for our Local. Bill 78, the Public Sector Employers Act of 1993, established the Public Sector Employers' Council (PSEC) to coordinate the management of labour relations policies and practices in the public sector to purportedly foster an efficient and effective workforce.

This legislation (Bill 78) does not provide for free collective bargaining. We have found the provincial government using this legislation to impede the ability of the University to efficiently and effectively address compensation issues with our membership.

During this round of bargaining and with the engagement of strike action, the Executive, Bargaining Committee and Shop Stewards were overwhelmed with the acts of solidarity and support from our membership. The strength and respectful way our members carried out the strike action truly was inspiring!

We thank our sisters and brothers from CUPE Local 1004, COPE Local 378, CUPE Local 2278, BCGEU, United Steelworkers, IOEU Local 882, CUPE BC and the BC Federation of Labour for all your support in our struggle to achieve a fair Collective Agreement.

Our Local also had tremendous support from the greater UBC community, thank you to the contractors, Faculty and Students who respected our picket lines.

Our solidarity and strength will be our future. The issues we face are not issues that can be won exclusively by our Local. We must enlist the support of private and public unions as well as progressive community organizations in this struggle.

Within 18 months we will be commencing another round of bargaining. Our Local has laid a good foundation, with 52 language changes that enhance our member rights under the Collective Agreement, entry into the Staff pension plan for over 400 of our part-time members, and increased funding for our benefits, as well as the University's commitment at the table on job security for our membership.

I wish to personally thank the membership for re-affirming me as your President for the next three years. I am committed to working hard on your behalf and to ensuring our collective rights are respected and maintained. I am extremely proud of being a member of CUPE Local 116.

On behalf of the Executive, we wish you all a peaceful Holiday Season and Happy New Year.

In the coming year, as an integral strategy to strengthen our bargaining power, our Local will be focussing our energy on the next provincial election, getting the vote out, and ensuring that a progressive and less hostile government towards working people is elected.

Yours in Solidarity,



Colleen



# Vice President's Report

I wanted to take a moment to acknowledge and thank everyone for their participation and support throughout the extended collective bargaining process and throughout our strike action – it did make a difference!

One of the major components of our revised Collective Agreement is the new ability of all current members of the Hourly Pension Plan to become eligible for the Staff Pension Plan effective April 1, 2013. This means that we will be 'winding down' the Hourly Plan between now and March 31, 2013. We have met with the Hourly Plan's administrator and the lawyer that the Union has retained to assist us with the wind-down process. Much of what we have to do to end the Hourly Plan is prescribed by legislation, but we will be communicating with all plan members – both active and inactive, to keep them informed on the options available to them for their monies held by the Plan.

Also, it is important that the Union has current contact information for all Hourly Pension Plan members, so if you have moved recently or have



not updated your address with the Union Office, please do so.

Aside from bargaining, we also were working on the required new structure for our Long-Term Disability (LTD) plan, also known as the Income Replacement Plan (IRP). We have been working with our consultant and with the University on the best option for the plan moving forward. We have been advised that it makes sense to essentially split the plan into two parts – a) existing claimants receiving benefits now and b) future claimants under a new plan scheme beginning January 1, 2013. It is important to note that coverage will not be changing for either group under the new plan structure.

We will be finalizing this new structure and concluding the changes in the coming weeks.

In conclusion, 2012 has been a trying and eventful year, but ends with the promise of a bright 2013.

All the best for the holiday season.

Dave





# Moving Forward

## a letter from CUPE 116 and the University of British Columbia

After a long and at times difficult round of bargaining, we are pleased to be recommending acceptance of the tentative agreement to renew and revise the Collective Agreement between the University and the Union.

Collective bargaining in British Columbia is both unique in the country and complicated. In fact, each round of bargaining in BC presents new challenges and things to learn. It is certainly arguable that this round of bargaining has been unnecessarily protracted, resulting in difficulties at the table and increasing frustration.

The Union's decision to engage in strike action was not taken lightly, but was genuinely designed to move the bargaining process forward. The University recognizes the Union's efforts to insulate students from strike activity.

During strike action things happen - events take place, people make comments - that are regrettable and create hurt feelings and general upset.

Now that a tentative agreement has been reached, we need to move forward as a Union and an Employer, and more importantly as a community that learns from times like these. We need to focus on what is good and strong in our relationship, and use it to rebuild relationships where that is necessary, and promote a general civility and healing. This is particularly important in relationship between the Union leadership and Departments that were disproportionately affected by strike activity, as well as between managers and employees who participated in picket lines.

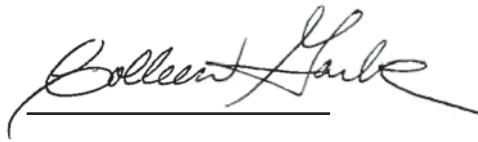
We must look toward the future and build on the progress achieved at collective bargaining. We all have a responsibility to do this.

We thank you for your commitment to these principles.

Sincerely,



Professor Stephen Toope  
President and Vice Chancellor  
University of British Columbia



Colleen Garbe  
President  
CUPE Local 116





# On The Picket Line - Strike 2012





# On The Picket Line - Strike 2012





# October 29, 2012 Retirees' Dinner

Have a long and happy retirement, you deserve it!







Dear Members of CUPE Local 116:

Your dedication to making life better for others is legendary.

At this time of year, we especially remember those who need our help.

The CH.I.L.D. Foundation raises funds for research for children with Crohn's Disease, Ulcerative Colitis and liver disorders. These Inflammatory Bowel Diseases (IBD) are devastating for adults who lose many work days, let alone for children ... imagine a young child trying to cope with a colostomy (bowel) bag ... imagine that child missing out on a normal childhood, not being able to go to school or participate in sports.

For the FIRST time in Canada, The CH.I.L.D. Foundation has this year produced a framework to bring researchers, medical clinicians, patients and families together to work collectively with their focus on a cure for pediatric IBD. It is hoped that this Canadian Children Inflammatory Bowel Disease Network: A Joint Partnership of CIHR and CH.I.L.D. Foundation will be a prototype for all diseases that receive little or no attention, yet are just as devastating to children.

Working together is costly and we need your help in our mission to find a cure for these children. We are convinced that once we find a cure for children, many thousands of adults will also benefit.

May you all enjoy a healthy and happy Holiday Season.

Working For A Cure,

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

MARY PARSONS  
President and Chief Executive Officer  
The CH.I.L.D. Foundation



The Foundation for Children with Intestinal & Liver Disorders  
Suite 201, 2150 Western Parkway, UBC Campus, Vancouver, B.C. V6T 1V6  
Telephone: 604 736 0645 Email: CH\_I\_L\_D@telus.net www.child.ca



Contributions can be designated to The CH.I.L.D. Foundation via the United Way, Registration BN 89897 4951 RR0001, or sent directly to our address above.

# BC Fed Labour Dinner



## 18<sup>th</sup> ANNUAL LABOUR COMMUNITY CHRISTMAS DINNER

### **WE NEED YOUR HELP!**

Our annual Labour Christmas Dinner is for those in the community who are less fortunate. They are served a full turkey dinner with all the trimmings, music, carol sing-a-longs, gifts from Santa for every child and teenager, a visit to the boutique, and a food hamper.

Union members volunteer to perform all aspects of the preparation, service, entertainment and clean-up.... but none of this would happen were it not for you!



**We need the following:**

unwrapped toys



**If your workplace would please collect any of the above noted items that would be greatly appreciated.** Contact Harry Easton at [harryeaston@cupe116.com](mailto:harryeaston@cupe116.com) for pick up of items or call the union office 604-222-0116.

The BC Fed Labour dinners are held on: December 24, 2012 from  
5:00 pm – 8:00 pm at the following locations:

Maritime Labour Centre  
1880 Triumph Street  
(At Victoria Drive)  
Vancouver, BC

Whalley Legion  
13525 - 106th Avenue  
Surrey, BC







## UBC Community 2012 United Way Campaign



### **Providing Hope and Opportunity For Children and Seniors**

In good times and bad, the United Way is there to protect the vulnerable and prevent social problems. We build stronger communities by:

- **Investing in young children, particularly those at risk.**

Since 2002, BC's under-six poverty rate has been the highest in Canada. Ensuring that kids are developmentally ready can help break a lifelong cycle of poverty that may hold them back as adults.

- **Helping older children make the right choices.**

Kids who feel disconnected and have low self-esteem run the risk of injury, bullying, suicide, crime and gang violence. Enabling children age 6 to 12 to be happy, healthy and resilient puts them on the right path to the future.

- **Strengthening the independence of seniors.**

When seniors suffer from isolation, poverty, and homelessness, we all lose.

### **A Strong and Long- Standing Relationship**

Labour and United Way have shared a valuable partnership for more than 30 years. The Canadian Labour Congress (CLC) and United Way developed a relationship in communities across Canada as one way of ensuring that workers and their families have access to important social services. In 1979 an agreement was signed between United Way of the Lower Mainland, the CLC Pacific Region and the BC Federation of Labour creating the Labour Participation Program in BC.

United Way and Organized Labour are both Movements that share similar goals, but talk about them differently. United Way focuses on strengthening communities. The Labour movement supports social justice. The community is healthier for workers and their families because United Way and Labour are working in partnership.

United Way is able to keep administration costs so low (14%) thanks to the support of thousands of volunteers, sponsorships, and strong partnerships in the community allowing them to stretch donor dollars as far as possible. UBC and the United Way have worked together for decades.

**Labour and United Way are partners in social change.  
Together, they improve lives and strengthen communities.**

**For more information, call 2-8929, or pick up  
a paper pledge form at the reception desk at USB.**

## "On the front line"

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

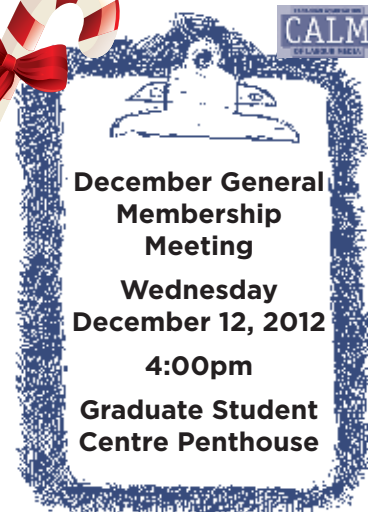
Phone: 604-222-0116  
Fax: 604-222-0113  
Fax: 604-222-0119  
Email: [cupe116@cupe116.com](mailto:cupe116@cupe116.com)  
Website: [www.cupe116.com](http://www.cupe116.com)  
Facebook: CUPE Local 116 (UBC)



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

### CUPE 116 News

The CUPE Local 116 Membership voted 89% in favour of acceptance of the tentative agreement reached with the Union and the University.

Election results:

Re-elected:

|                 |                         |
|-----------------|-------------------------|
| Colleen Garbe   | President               |
| Leah Murray     | Recording Secretary     |
| Lindsay Forsyth | Vice President at Large |
| Barry Jones     | Vice President at Large |

Newly Elected:

|               |                            |
|---------------|----------------------------|
| Michael Smith | CUPE 116 Society Treasurer |
|---------------|----------------------------|



Retirees Salina Yan and Wanda Kiernicka, Food Services, with Laura Lowry.

Sammy Chin also retired from the department in November.

### The Members Decided November Membership Meeting:

1. That CUPE Local 116 approve the transfer of bargaining authority for the Bamfield Marine Centre to CUPE Local 401 in Nanaimo
2. To move the Union's Annual General Membership meeting and budget approval to Wednesday, January 16, 2013
3. To send up to 10 members to Harrison Winter School 2013 and pay all associated costs
4. To approve a budget for costs associated with the Union Office move of up to \$50,000 with a contingency of \$25,000
5. To destroy the ballots from the strike vote of March 15, 2012 and the Collective Agreement ratification vote of November 5, 2012
6. To pay all bills and salaries

### Motion to be voted on at our December Membership Meeting:

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 representative, Point Grey Riding (\* Referred from November 2012 GMM)
3. 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 604-222-0116 or fax at 604-222-0113 or e-mail at [newsletter@cupe116.com](mailto:newsletter@cupe116.com).*