

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

## The Grinch Who Stole Collective Bargaining

CC



# Did you Know...

## CUPE 116 Executive, Trustees, Executive Council

### November 2011

#### 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	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	Kevin Hnatiw
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

## The Results of our November Elections:

- Dennis Magee, Painter, Land & Building Services, was elected to a two year term as Vice-President at Large.
- Jim McKay, Glazier, Land & Building Services, was elected to a three year term as Trustee.
- Union solidarity depends on good communications. This year CUPE National has recognized our Local with an Honorable Mention on how well produced and informative our newsletter is!
- The date for our December membership meeting is Wednesday, December 21, 2011 at 4:00 pm at the Student Union Building room 214/216. This year, along with our two door prize draws and our annual turkey draws, there will be many other surprise draws. We are asking our membership to please bring a donation of food for the local food bank! Mark your calendars and plan to attend.

## To the Members of CUPE Local 116



Thank you for giving me an opportunity to speak at your meeting last week! I am proud to say that with your support I was successful in my bid to become Pitt Meadows newest City Councillor!

I am humbled about the support I got from your executive. I look forward to representing CUPE as well as all working people in the Fraser Valley with a strong progressive voice! Again, many thanks.

In Solidarity  
David Murray  
*Pitt Meadows City Councillor*

I would like to thank all of the membership who managed to get out and used their vote on a miserable day on November 16th.

With their participation, I won the right to represent them as a Trustee for the next three years. I look forward to serving all members of 116.

A Big Thanks again,  
Jim McKay

# President's Report December 2011

The objective of our Union is:

The advancement of social, economic, and general welfare of active and retired employees;

The defence and extension of the civil rights and liberties of public employees and the preservation of free democratic trade unionism;

To work to improve wages, working conditions, hours of work, job security, and other conditions affecting all employees, including retirees' pension benefits.

Over the past decade, due to government zero net gain mandates, the right to Free Collective Bargaining has been interfered with. The Canadian Charter of Rights and Freedoms extends to the protection of Collective Bargaining. The time has come to stop the abuse of our rights. We must take responsibility for ourselves more than just contributing to a political party; we must do this through political collective action.

At the recent CUPE National Convention delegates passed an emergency resolution submitted by the National Executive Board, to call on the Canadian Labour Congress to unite the labour movement with visible actions to defend trade union rights, including free collective bargaining rights and the right to strike, and actions that connect to all Canadians in defence of their democratic rights.

The Universities Coordinated Bargaining Committee was successful in achieving our goal of having Resolution 50 passed at the Convention. The resolution states in part that CUPE National will:

- Establish a National post-secondary task force,
- Provide more support to the post-secondary sector through bi-annual sector conferences/meetings and ongoing dedicated research and communication support,
- Appoint a Staff representative as a National coordinator dedicated to the post-secondary sector to develop a strategy for coordinated bargaining at the National level,
- Develop coalitions with other education sector organizations to ensure CUPE's interests are at the forefront of any discussion of post-secondary education.

We require a concerted, unwavering effort to renew Canadians' understanding of the value of unions and the rights of working people.

To change the subject, my dear cousin Joan wrote such a nice letter to Santa this year, I feel the need to share it with you:

"Dear Santa:

I don't want much for Christmas, I just want the person reading this to be happy. Friends are the fruit cake of life, some nutty, some soaked in alcohol, some sweet, but mix them together and they're my friends. At Christmas you always hear people talking about what they want & bought. This is what I want: I want people who are sick with no cure to be able to be cured. I want children with no families to be adopted. I want people to never have to worry about food, shelter & heat. I want peace and love for everyone!"

Have a safe and happy holiday.

In Solidarity,

Colleen



# Message from the Vice-president

## November/December Newsletter Article

As the Holiday Season approaches, I wanted to provide a brief update on some important issues...

We continue to work through our legal objections resulting from the closure of Koerner's Pub. We have tried to mediate resolution to both the grievance and Labour Board aspects of our concerns, but have been met with little willingness from the Employer to engage in any meaningful discussions.

We are also trying to negotiate a renewed and revised Collective Agreement covering the Koerner's/GSS members in the event that the Pub re-opens. This process has been more constructive than dealing with the legal issues, but we still have a number of significant concerns to try to address.

In terms of grievances and arbitrations, one of our promotion arbitration cases has settled and the other is scheduled for early Spring.

We attempted to mediate one of the cases that had necessitated invoking the Layoff/Recall Umpire, but could not reach settlement, so that case is now being adjudicated by the Umpire.

We have a number of discipline grievances that are scheduled to be heard in December and into the New Year.

I wanted to note the Stewards Appreciation Dinner that was held on November 18th as a way of recognizing and thanking our Shop Stewards. They are essentially the guardians of our Collective Agreement and are seldom acknowledged for what can be a thankless role. The evening was a great success and enabled our Stewards to meet and talk in a social setting, and get to know each other outside of the usual work context.

Very best wishes for safe and happy holidays, and for the New Year!

David Lance  
Vice President



Julia Wallis, shop steward from Koerner Pub poses with Dave, at the first Annual Stewards' Appreciation Dinner.

# Dear Santa,

I can only imagine how busy you are, the lists that you read must be overwhelming. But it is that time of the year and as I was always told by my Mother, "It doesn't hurt to ask".

Last year you were very generous with my list and I'm not sure if I got around to thanking you for all my requests, so if I hadn't, please accept my thanks now.

This year is a little different and I don't really need anything for me personally, but I would like you to pay attention to other people's needs and wishes.

This will be the first Christmas for a lot of families that will have someone missing at the dinner table and have unopened Christmas gifts under the tree. They won't even really care about the day anyway, and all their traditions that were handed down and carried forward won't mean anything. Sounds of laughter and frantic gift opening noises will be replaced with silence and sniffles as fathers, mothers, sisters and brothers remember their dear loved one and how much they loved this day.

Things that they used to wish for at Christmas all seem so trivial now when all they want is that person there beside them, opening gifts and smiling. In fact they would be willing to return every gift they ever asked for and received in their lives if they could have just one more Christmas with their loved one.

Just in this Province alone, 143 lives were lost last year through accidents or related disease. Sadly these statistics do not include anyone under 15. I am not sure if in this province there is a tremendous number of children working, but when Mr. Campbell lowered the age to work from 15 to 12, I can only imagine that the farming industry and industrial plants had an influx of employees. And because of their total lack of experience coupled with their young enthusiasm it just may be a stat that would shock the heck out of you.

Not really a feel good wish list so far, is it? I am sure for a lot of families, this Christmas and each one thereafter will be different and their letters to you will stop.

There is a day that we do take the time to remember those who have lost their lives on the job, but those who have lost someone in their families think of them every day, especially around this time.

So I ask you for Christmas for a few simple things: I would like parents to talk to their kids about their jobs, ask questions about safety, and instill in them to be diligent in exercising their workers' rights, because they are young and they don't always think of these things.

I would like for the parents to go to work, and work in a safe manner, so that they bring no harm to themselves and those around them.

And I would like employers to realize the value in training employees properly and providing them with the proper tools to do the job in the safest manner.

Three simple gift requests which I am sure will not take up much space in your sleigh, you don't even have to wrap them, just wave your hand and make it be.

So you don't have to stop by my house with anything this year, just grant my wishes and I promise not to forget to thank you. In fact, I will promise to thank you every day that I return home to my family after work and talk to them about their work day, and remind them that they can make a difference in their workplace so that many Christmases can be enjoyed together.

Yours in Safety,

Barry

# A Steward's View

Welcome to my view on our first Annual Stewards' Appreciation Dinner. The night was hosted by our Executive of CUPE 116.

Our stewards gathered at the Vancouver Hilton Metrotown to share in light conversation over dinner and drinks. This was the first time we had all met outside of UBC, and it was a time to get to know each other better in a more relaxed atmosphere. We enjoyed sharing our personal triumphs and tribulations with our friends and family.

Our guest speaker was Gregg Garbe. Gregg has been a long-time steward with our Local. He gave us a glimpse into what it was like to be a young steward in the fishing industry of BC many years ago. Gregg's story touched us all, and at the end of his speech, I don't believe there was a dry eye in the house. Then again who else would really know what it's like to be a steward...but another steward.

We seldom share what it is really like to be an activist. Yes, stewards are activists. We fight social injustice, racism, homophobia, intolerance, poverty, and homelessness, just to mention a few. We are your advocates, educators, and your confidants. We face criticism and scorn, and even physical and verbal attack. Not to mention blacklisting and the toll on your body and soul. Some ask, so why would you put yourself out there? I can't answer for every steward. Each steward has his or her own story. But I know we have a common belief. We believe that together we can make a difference. A brighter future for you and me, our brothers and sisters.

Your Steward, Ed Domenco



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## Recent Retiree's



Peter Lam



Tom Giouzelis



Janet Schwartzentruber

# Union Gospel Mission



Feeding hope. Changing lives.

CUPE Local 116  
University of British Columbia Employees  
#209 - 2150 Western Parkway  
Vancouver, BC

9 November, 2011

Dear CUPE 116 Members

We were thrilled to hear of your generous gift to Union Gospel Mission this fall. Thank you! CUPE Local 116's donation of 25 wool blankets is a godsend to the shelter.

During the fall and winter seasons, our shelter is busier than ever with many seeking relief from the plunging temperatures. This bighearted gift will give them practical help for today, while the connection they make with a shelter worker can give them tangible hope for tomorrow through our broad continuum of services.

UGM's broad range of transformative programs - meals, shelter, alcohol and drug recovery, education and employment programs, family services and affordable housing - changes lives. Your gift allows us an excellent opportunity to make the first connection with a person in desperate need.

Thank you again for this tremendous show of care and compassion. We're grateful CUPE Local 116 chose to partner with Union Gospel Mission this fall.

With Warm Regards

Vanessa Chase

Special Giving Officer  
Union Gospel Mission



## "On the front line"

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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 Members Decided:

#### October 2011

##### General Membership Meeting:

1. To appoint Nordahl Craig Cummings and Gares as auditors for the 2010/2011 fiscal year to perform the audits.
2. To send up to 8 members to the CUPE BC Anti-Privatization Conference November 22-24, 2011 in Vancouver and pay all associated costs.
3. To hold the first annual CUPE 116 Shop Steward Appreciation dinner at the Hilton Metrotown Vancouver on November 18, 2011 and pay all associated costs.
4. To pay all bills and salaries.

#### November 2011

##### Annual General Membership Meeting:

1. To adopt the operating budget for the 2012 fiscal year.
2. To send up to ten members to the Harrison Winter School in January 2012 and pay all associated costs.
3. To send the Bargaining Committee to the CUPE National Action Conference January 31 to February 3, 2012 to be held in Richmond BC and pay all associated costs.
4. To pay all bills and salaries.



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