

December 2016

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



# Did You Know?

## CUPE 116 Executive, Trustees, Society Executive, Stewards December 2016

### **Executive:**

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

### **Trustees:**

### **Society Executive:**

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

### **Stewards:**

Eduardo Alfonso  
Peter Brien  
Gordon Chan  
Subrata Dasgupta  
Sean David  
Teresa Davies  
Roger De Pieri  
Miriam Dexter  
Brian Ditchburn  
Gregg Doughty  
Chris Edwards  
Oriente Eugenio  
Lindsay Forsyth  
Olivera Gavric  
Richard Gee  
Barry Jones  
Les Kupillas  
Nick Lemmel  
Chris Longford  
Laura Lowry  
Ian MacLean  
Glen MacNeil  
Marlene Marshall  
Sylva Matiaskova  
Jim McKay  
Lisa Mead  
Leah Murray  
Betty Nielson  
Bill Provenzano  
Milan Rezler  
Anne Stanton  
Andrew Wong  
Tom Yang

Animal Care Services  
Food Services  
Animal Care Services  
Custodial Services  
Plant Ops Gardeners  
Dentistry  
Plant Ops Electricians  
Dentistry  
Chemistry  
Plant Ops Gardeners  
Plant Ops Mechanics  
Custodial Services  
Plant Ops Gardeners  
Botany  
Plant Ops Electricians  
Plant Ops Labourers  
SHHS Facilities Trades  
Physics & Astronomy  
Plant Ops Gardeners  
Food Services  
Plant Ops Carpenters  
Campus Security  
Parking Access Control  
Animal Care Services  
Plant Ops Glaziers  
Plant Ops Sign Shop  
Plant Ops Carpenters  
Food Services  
Plant Ops Painters  
Custodial Services  
Custodial Services  
Campus Security  
Microbiology

## MSP and Extended Health Benefits When Working Past Normal Retirement:

If a member reaches their Normal Retirement Date, continues to work, and starts their UBC Staff Pension Plan, all active benefits will end on the day prior to their UBC pension start date.

If a member reaches their Normal Retirement Date, continues to work, and does not start their UBC Staff Pension Plan, active benefits can continue, with the exception of the Disability Benefit Plan and Spouse Optional Life/AD&D: The maximum length of time your benefit coverage can continue is to the end of the calendar year when you turn 71, which coincides with the date that your pension must begin, in accordance with the Income Tax Act.

Members have the option to enroll in UBC's Retirement and Survivor Benefits plan within 31 days of their active benefits ending.

This above is explained in full under Working Past Normal Retirement, Section 2.02 on UBC's website.



This year UBC is celebrating a 40 year partnership with the United Way. As to honor this partnership, we have set a goal to help 40, 000 people in the Lower Mainland.

The UBC Community United Way Campaign runs this year from October 11th - late December. A mid-campaign week of events will begin on November 14th - Possibility Week. The week will include several campus-wide events to raise money and awareness for United Way's mission of eradicating poverty and helping seniors and children in the Lower Mainland. There are many ways to donate including a personalized email link that will be sent during Possibility Week, a paper pledge form or pledge online. Please contact [united.way@ubc.ca](mailto:united.way@ubc.ca) for any inquiries or assistance.

# President's Report - December 2016

As 2016 draws to a close, we wanted to take the opportunity to take a brief look back at the year that's been and to update you on some important issues.

This year saw a lot of transition in the Local's Executive, with a number of us taking on new roles. With much to learn and much to do, we have been kept busy.

There has been considerable time spent enacting and working through a number of significant Collective Agreement language changes that were achieved in the last round of bargaining. Issues such as employee definitions, pensionability of earnings (shift differential and accrued vacation pay), contracting in/out and the return to work program and processes have seen action – some of which continues today.

Our local working committees meet in many areas of the University where we have members, and do a good job of highlighting issues and finding solutions to workplace problems. When the Department/Faculty representatives also engage fully and participate on the committees, they are a worthwhile and beneficial venue for the members in those areas and for the University. The Labour Management process has also been reconvened. These meetings occur bi-monthly between the Union Executive and Human Resources. Progress has been slow, but we are making headway with a number of issues.

As we reported at the November AGM, our finances are strong and we have the ability to prudently execute our responsibilities. We do expect that the coming year will require more legal expenditures as we confront some significant areas of dispute, particularly with reclassification application denials and with promotion grievances. We have the finances to do this work.

We recently had a very productive meeting with the University regarding the future of the Return to Work Program, relating specifically to the concerns and needs of our members. We are encouraged by the dialogue to date and will be meeting again with the University in December.

Lastly, we are able to report that our member contributions to the Disability Benefits Plan (LTD/IRP) will decrease slightly in January. The rate that we all contribute will decrease to 1.445% of earnings, beginning in January 2017.

To close, it has been a full and productive year. We expect next year to be the same!

Happy Holidays, and all the best for the season. Hopefully everyone is able to enjoy some well-earned time away from work.



Dave

# Vice-President's Report - December 2016

## Grievance Update:

Since my last report, the Local has been exceptionally busy over the past couple of months, trying to work through and resolve workplace issues as they arise. Fortunately, there haven't been too many new grievances added.

The Local has been dealing with a number of promotion grievances recently. Three are currently being reviewed by our legal counsel, who has recommended that two of them move forward to the Umpire, and we are currently exploring dates for those. The third one is still under review, and we expect a decision shortly on that one, whether to move it forward or not. In addition, we have two more promotion grievances scheduled to be heard in January.

The Vacation Pay on Retirement arbitration will be taking place on December 5, 6 & 8, whereby this long-standing issue will finally be decided one way or the other...

Turning to some other items, the Local is nearing a conclusion to bargaining with the GSS on behalf our members at Koerner's Pub and MOA Café. At the time of this writing, we are hopeful to get a resolve at our next session. If all goes well, I hope to be in the position by December's GMM to report that we have an agreement.

There are three reclassification grievances scheduled with the Umpire for resolution in March, 2017; two arise from Dentistry, and the third from Building Operations.

In closing, it's been a busy year, and a lot of good work has taken place, but there is much more to be done.

I want to take this time to thank you for providing me the opportunity to work in this role. It's now been just over a year, and I look forward to continuing to fight and work on your behalf.

I would like to personally wish each of you the very best every day, but especially over the upcoming holiday season!

Take care, enjoy your holidays, and we will see you in the New Year.

In solidarity,

Roger De Pieri  
General Vice-President  
CUPE Local 116

# Union Health and Safety at Risk!

I have been a Unionist since 1982, and have always been led to believe that Unions were originally formed over Health and Safety matters.

We all know that working conditions were horrible in many workplaces and that workers were treated as expendable. Because of that I have always believed that at some point workers stood up and said, "Enough" and so Unions and solidarity began.

So what's happened to our rights for better conditions?

I recently co-facilitated a course on Health and Safety at a local conference, and one of the things I have noticed for a number of years is the decline in participation at health and safety workshops. Many of the participants are the executive of locals, but most of them have no knowledge of the regulations and rights of the workers they represent.

If Unions truly were derived from health and safety issues, then it should be our mission to inform all of our members and ensure that it is a part of everything we do as Unions.

CUPE National has declared 2016 the year of Health and Safety, but all I have seen so far is that they are going to create a few more modules for workshops that few attend.

Just like at bargaining for many locals, health and safety is put on the back burner. In BC, the 85,000 CUPE members have one representative, who deals with health and safety only half of the time and WCB Advocacy the other half. CUPE National, with a membership of 670,000 nationwide, has five representatives.

Those of you who are Health and Safety Representatives, I encourage you to start making changes, by utilizing your allowed hours to take courses or attend workshops that hopefully will benefit the people that you represent.

In solidarity,

Barry Jones

# CUPE Education

## Steward's Report

Hi, my name is Peter Brien.

I have been working at UBC for 25 years, and have been a Shop Steward for 8 years.

Recently I was invited to go to our CUPE Education Fall School in Nanaimo. The workshops covered:

Connecting with Indigenous Workers  
Handling Discipline and Discharge  
Handling Grievances  
Literacy Awareness for Stewards  
What's Our Duty

I got to meet a lot of interesting people and learned how they address their Locals.

I was very honoured to represent our Local, and proud to know that as a Shop Steward at UBC, we have received top of the line training compared to other Locals.

During the week-long workshop there was a lot of role playing, and the knowledge and skills that I learned will enhance my ability as a Shop Steward.

In closing, I would like to thank you for this learning opportunity.

Yours in solidarity,

Peter Brien

## Young Workers' Report

The Canadian Labour Congress hosted the first annual National Young Workers' Summit (YWS) in Ottawa, on October 23-25. The goal of the summit was 'Building Young Workers' Power.' I was fortunate to attend the YWS along with over 400 other unionized workers under 30 years old from across Canada. There were many amazing speakers and great sessions throughout the days.

On the last day, we were surprised with the opportunity to have a discussion with Prime Minister Justin Trudeau. He answered questions regarding child care, the Green Economy, precarious work, and, maybe not so surprisingly, some delegates stood with their backs turned the entire time, holding signs that read 'Keep Your Promises,' which prompted the Prime Minister to go off-script and take more questions from the crowd.

Another notable discussion session was 'One Million Climate Jobs.' We learned about the Green Economy: a five year plan to create one million sustainable/green jobs through energy efficiency upgrades in buildings, better public transportation, imposing a national price on carbon, and investing in reusable energy production in Canada. We discussed and explored different ideas on how Canada can invest in green industrial transformation.

In one of the workshops, 'What's a committee good for?' we were given advice, tips, and even a road map for building a Young Worker Committee. If you are a worker under 30 years old and are interested in learning more about how you can get more involved, please contact someone from the executive or come to the next monthly meeting. The next union education with a young worker focus is in early February 2017. Stay tuned for more details!

Cheers,

Kelly Davies

## Shop in the Garden



# Handmade Wreaths

seasonal cards and unique gifts

Starting Wednesday, November 23, 2016

Wreaths, door swags, seasonal baskets and table décor\*,  
handmade by Friends of the Garden volunteers, brighten  
homes with holiday spirit.

\* Limited quantities. Available while supplies last.

### Shop in the Garden

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UBC Botanical Garden



THE UNIVERSITY OF BRITISH COLUMBIA

# Canadian Union of Public Employees - Local 116

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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 - 10:30 am. Please contact the Union Office to make an appointment.



CALM  
OF LABOUR

December General Membership Meeting

Wednesday December 14, 2016  
4:00 pm

NOTE: New Location!  
Macmillan Room 158  
2357 Main Hall

## The Members Decided

### October GMM 2016:

- 1 To send up to three representatives to CUPE Education courses, Nanaimo, October 30 - November 4, 2016 and pay all associated costs, seconded Subrata Dasgupta, carried
- 2 To send up to six representatives to the CUPE BC Education Sector Conference, Vancouver, November 7-9, 2016 and pay all associated costs, seconded Lorraine Beckett, carried
- 3 To send up to five delegates to the BC Federation of Labour Convention, Vancouver, November 28 - December 2, 2016 and pay all associated costs, seconded Barry Jones, carried

### November GMM 2016:

- 1 To move the December GMM from December 21st to December 14th, 2016, seconded Dimitri Kavouras, carried
- 2 To donate \$1,000 to the Vancouver Food Bank due to the dire need, seconded Dimitri Kavouras, carried
- 3 To donate \$500 to the BC Federation of Labour Annual Christmas Dinner at the Maritime Labour Centre, seconded Bill Provenzano, carried

## 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:***

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

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