

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

June, 2010

**Stop the HST!
Sign the
petition now...**

See page 3



Photos by Dennis Magee

Did you Know...



2009-2010 Union Representatives

Executive

-Colleen Garbe - President

-Dave Lance -
General Vice President

-Roger De Pieri - Secretary
Treasurer

-Leah Murray - Recording
Secretary

-Dennis Magee -
Vice President at Large

-Barry Jones -
Vice President at Large

-Lindsay Forsyth -
Vice President at Large

Trustees

-Laura Lowry
-Bill Provenzano
-Glenn Smith

Delegates

-Dave Lance
-Gregg Garbe
-Barry Jones
-Sean David
-Dennis Magee
-Lindsay Forsyth

Alternates

-Leah Murray
-Harry Easton

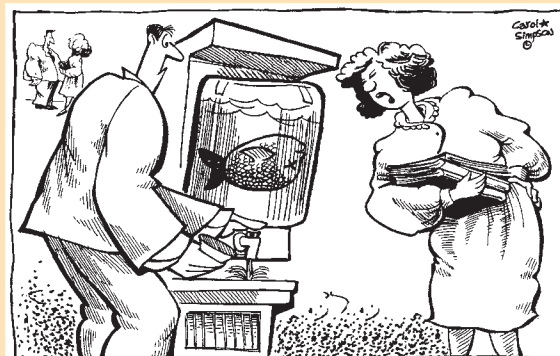
CUPE National Servicing Representative

-Tracey Mathieson

- * That the Local Executive will be bringing forward a motion at the June Membership meeting:

“ To request approval to move to a larger office space in our current location at 2150 Western Parkway, with an increased cost from \$22.00 per square foot to \$25.00 per square foot under a five year lease, and to spend up to \$50,000 for the necessary renovations.”

- * Reducing our use of bottled water is one of the easiest changes we can make to protect our own health, to protect the environment from plastic waste and to protect the planet from global warming.
- * The CUPE Local's Society awards 3 - \$1,000 Scholarships per year to children of our members who are entering into the Post-Secondary education system for the first time. Applications and information on the criteria are available at the Union Office and the winners will be announced by October of this year.
- * The winner of our \$150.00 E-news draw at our May Membership meeting was Deborah Donn - Financial Clerk at Campus & Community Planning. Congratulations Deborah!
- * Your Union meetings are held on the third Wednesday of every month, September through June (no meetings are held in July or August). The new location for our meetings is at the Student Union Building (SUB) at 4:00 p.m. sharp. The average time for the meeting is one to one and one half hours. Along with door prizes and 50/50 draws, you will be provided with the most information and updates 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.



“That's one way to discourage visits to the water cooler.”

At the 47th Annual CUPE BC Convention, held in Vancouver from 21st through the 24th of April, more than 550 CUPE delegates from throughout the province came together to debate issues that affect all of the Union's 80,000 members.

One of the key issues for our members was to actively oppose the implementation of the Harmonized Sales Tax (HST). CUPE BC delegates overwhelmingly supported a resolution to stop the HST, citing hardship for consumers; cuts to education; that the tax discriminates against working people; Liberals have no mandate for such an unfair tax; and the fact that the Liberal Government was opposed to the HST during the 2009 Provincial Election Campaign.



If you wish to sign the Citizen's Initiative Petition to repeal the HST please go to the Fight HST web site at www.fightHST.com for signing locations in your riding.

Our membership, had you all been in attendance at this year's Convention, would have seen first hand and been extremely proud of how vocal the delegates you elected to attend were on your behalf. They spoke passionately on issues that affect us on a daily basis at the University. We debated and voted on resolutions such as:

- A call for the reaffirmation by the labour movement of the Solidarity Pact which was voted and ratified by our membership unanimously in March 2003.

Public Sector workers continue to be attacked by draconian legislation that takes away the rights of our membership. The BC Liberals have stripped away the Charter of Rights of public sector workers in BC to free collective bargaining with their Employer. Under this current system we are hard pressed to advance the economic and social interests of our members.

- Continue to demand that the Provincial Government dismantle the Public Sector Employers Council (PSEC) and work with the NDP Members of the BC Legislature to initiate this change.

This government legislative body has the mandate to halt or refuse ratified collective agreements. Public Sector Employees have the right to return to a process of free collective bargaining with our employers.



Organize a Provincial Skilled Trades Conference to be held in 2011 aimed at improving skilled trades' standards within the

Province of British Columbia and Canada. As well, form a Skilled Trades Working Group.

We need to fight for the protection of Skilled Trades Workers. CUPE Trades Workers need to get a better understanding about trends within the Province and across the country on deregulation, privatization and deteriorating standards in order to develop and lobby for acceptable Provincial and National standards.

The guest speaker at this year's convention was Dukens Raphael, Secretary-General of Haiti's Confederation of Public and Private Sector Workers. The leader of Haiti's largest union brought greetings from his earthquake-ravaged country and a huge message of appreciation and gratitude for the international support in the relief effort since the January 12th quake.



Colleen Garbe & Dukens Raphael

As we prepare to enter into bargaining, remember

"Our Members are Our Strength"

Yours in Solidarity,

Colleen

The last Article I wrote was in our December Newsletter, it was my second report on the H1N1 virus and because of the political slant to it I am sure most of you suspected that I was arrested and sent out for brainwashing.

Initially I was, but when they realized there wasn't much there to wash they sent me back.

I most recently attended the CUPE BC convention and as a member of the BC Occupational Health and Safety Committee I heard loud and clear the many struggles we face with our joint safety committees.



Oddly enough though, many of our struggles are within the locals themselves.

Union Executives and Boards need to put Health and Safety on the front burner again and it needs to be on the Executive agenda at all meetings.

We are fortunate that in our local safety is a high priority and as your representative for safety I feel a tremendous amount of support from our Executive. My task now is to get out to you and ensure you feel that support from the Executive as well.

As a safety committee representative, you have always had 'The Power'

We hold a tremendous amount of power, although we sometimes forget this.

If our Committees do not function properly, then we lose credibility amongst our membership. If our representation on the Committee does not promote the best interests of our members, we give our power away.

This year we should focus our energy towards our joint health and safety committees that we legally have the right to participate on.

As members of a union, these committees give us a tremendous amount of equality with the Employer. When changes need to be made regarding our safety at work and the environment we work in, we have power.

Unfortunately we sometimes forget this.

We as workers have to understand that it is us who decides who will represent our best interests. And if we do not actively support our Committee Reps, then we are not serving ourselves or our union very well.

The unfortunate thing is if we feel that our safety committee does nothing... and nothing ever changes... and it's always the same people and.... — whatever other excuse we want to make — we need to only ask ourselves why!

Why do we let this happen?

We have the ability to change it. Our Executive realizes the importance of Health and Safety issues and we need to ensure that our Committee Reps are properly trained and supported by our Local. We need to step up and take control again of our Committees so that we can ensure proper process is being followed. We need to alternate as chairpersons, participate in workplace inspections, have a say in our work procedures, and partake in accident investigations.

So when all this happens and our committees become efficient again, maybe the Employer will realize that the bottom line does look better due to properly run Safety Committees. And maybe the Employer then will realize that it's worth spending money on training and education.

We have the power to make this happen... Use it!

Yours in Safety,

Barry Jones



**Nordahl
Craig
Cummings
& Gares**

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* Denotes
Incorporated Chartered Accountant

AUDITORS' REPORT

To the Members of the
Canadian Union of Public Employees, Local 116

We have audited the statement of financial position of the Canadian Union of Public Employees, Local 116 as at October 31, 2009 and the statements of operations and changes in net assets and cash flows for the year then ended. These financial statements are the responsibility of the Union Local's Executive. Our responsibility is to express an opinion on these financial statements based on our audit.

Except as explained in the following paragraph, we conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we plan and perform an audit to obtain reasonable assurance whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation.

Union dues and initiation fees and Defence Fund dues have not been subjected to complete verification by audit procedures since it was not practical to extend our tests into the records of the University of British Columbia ("University") to substantiate the number of employees belonging to the Union Local and the earnings of those employees. Accordingly, our verification of revenue from this source was limited to comparisons of recorded receipts with deposits and with the monthly summaries prepared by the University. We were not able to determine whether adjustments might be necessary to dues and initiation fees, revenue over expenditures for the year, assets and net assets.

In our opinion, except for the effect of adjustments, if any, which we might have determined to be necessary had we been able to satisfy ourselves concerning the completeness of the revenues referred to in the preceding paragraph, these financial statements present fairly, in all material respects, the financial position of the Canadian Union of Public Employees, Local 116 as at October 31, 2009 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.


Chartered Accountants
Vancouver, Canada

January 26, 2010

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NARAMATA 2010



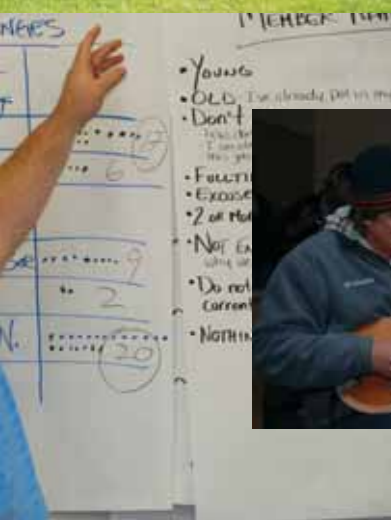
Naramata

We're back from Naramata, with a fresh outlook and acquired knowledge to share with our brothers and sisters of CUPE 116! Representatives from all over BC converged at Naramata for five days this May 3rd to the 7th; education and networking was the topic. In accordance with "The Year of The Steward", our own CUPE 116 stewards were given an opportunity to engage in various classroom sessions. The benefits were education and insight into becoming a better steward and CUPE representative through understanding common issues in the workplace. Additionally, Naramata provided the chance for members to interact amongst each other, and inevitably created an invaluable sense of camaraderie. New-found confidence and practical knowledge were gained by some, while others shared their wealth of years of experience in stewarding.

The setting was beautiful, nestled in the heart of the Okanagan, and the mood was relaxed, creating an optimum learning environment for the CUPE representatives. We were able to enjoy comfortable accommodations, and a fine variety of meals and snacks, thanks to the staff of the Naramata Centre. By the week's end, ideas were shared, opinions were expressed, and we came out with increased confidence in our important roles as stewards in the workplace. When our stewards grow, we grow together, and remain a strong force in the labor movement. As stewards we are here to be your advocates, mediators and allies

In solidarity,

Edmund Quan, Jim McKay,
Ed Domenco, Laura Lowry,
Gregg Doughty and
Chris Kalbfleisch.



Canadian Union of Public Employees Local 116 "On the front line"

CANADIAN ASSOCIATION
CALM
OF LABOUR MEDIA



Suite 209 - 2150 Western Parkway
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Website: <http://www.cupe116.com>
Facebook: CUPE Local 116 (UBC)

UNION ORIENTATION

Will be held the 3rd Wednesday of every month at the Union Office from 10:00-11:00am. Please contact the Union office to make an appointment.



Bulletin Board

Governance Issue

As published in the Georgia Straight

UBC denies it's going solo (May 13 – 20 Edition)

Claims by UBC front-man Stephen Owen that the UBC Board of Governors offers "ample opportunities for community involvement" left me astonished. Community involvement in UBC's planning and operations is severely restricted. Owen cites close ties with the University Neighbourhoods Association (UNA) and community representation on the UBC Board of Governors. But the UBC Board has only eight members representing faculty, staff and students - the other 13 are Government appointees. And in effect the UNA is more or less an arm of the University.

Left out of the equation are interested and affected individuals and groups seeking a democratic, transparent process to voice concerns on vital issues such as land use planning, development and governance. We can only hope that UBC's stated intention to work closely with local communities will mean broad community consultation and participation. This has not been the history up to now.

David Lance

The Members Decided April and May 2010 Union Meetings:

To pay a monthly out of pocket expense of \$75.00 to one CUPE Local 116 Graduate Student Society Bargaining Unit Shop Steward retroactive to January 2010,

That the members of CUPE Local 116 agree to bring the members of Bamfield CUPE Local 4994 Western Canadian Marine Society into CUPE Local 116 as a sub-Local,

To pay all bills and salaries.

Society News

The Society can assist in Medical Leave of Absence (MLOA). Criteria for this are:

- You must be under your doctor's care
- You must have exhausted your entitlements, and have no sick time left
- You have notified the Society

If you are eligible, the Society will pay for your benefits for up to 6 months, included are: MSP, EHP, BGL, IRP, and EFAP.

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 publisher Roger De Pieri at the Union Office 604-222-0116 or Fax at 604-222-0113 or E-mail at newsletters@cupe116.com

Please visit our Website for more information at: <http://www.cupe116.com>

