

February 2012

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



***Aiming for a***

***Fair Settlement***

2012

# Did you Know...

## **CUPE 116 Executive, Trustees, Executive Council**

**February 2012**

### 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 Brett Small
Sage Bistro	Anne Stanton
Day Shift Service Workers	Milan Rezler
Afternoon Shift Service Workers	
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

CUPE Local 116 established an Hourly Pension Plan for the members of our Local who are paid by the hour. Each member who is working on an hourly basis under the terms of our Collective Agreement, and was hired on or after January 1, 1998, must join the plan if eligible. To be eligible you must have worked for three (3) consecutive months and maintain 20 hours per week.

It has come to the Union's attention that some of our eligible members may not be enrolled in the plan. Please check your pay stubs and if you are not being deducted pension contributions and you meet eligibility requirements, please contact the Administrator of our Plan:

Nowell Cabase - D.A. Townley and Associates Ltd.  
#101- 4190 Lougheed Highway, Burnaby BC V5C 6A8  
(604) 299-7482

### **Winners of our Christmas Draw prizes:**

#### **3 – I Pod Nano's**

Keith Jellis – Mining and Mineral Engineering  
Anne Stanton – Land/Building Services- Custodial Unit  
Milan Rezler – Land/Building Services-Custodial Unit

#### **6 - \$100 Visa Card's**

Gregg Doughty – Land/Building Services- Soft Landscape Unit  
Lloyd Yip – Land/Building Services –Electrical Unit  
Greg Ursic – Student Housing Resident Attendant  
Marlene Marshall – Parking Office  
David Torok – Mining and Mineral Engineering  
Don Laity – Plumber at Housing

#### **2 - \$50 Door Prizes**

Georgina Stark – Parking Office  
Danny Wood – Security Department

Along with the above, the Local's Society also gave away 15 gift certificates for Turkeys!

**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 is at the UBC Student Union Building at 4 pm sharp. The average time for the meeting is one to one and one half hours. Along with door prizes, 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 now for the year ahead and plan to attend.**

### **Article XIII - Delegate Elections**

There shall be a contingency of six (6) Delegates and two (2) alternates elected from the membership at our February 15, 2012 Membership meeting. On Convention Call the top polled Delegates shall have preference to the Convention.

Those members nominated at our January Membership meeting and who are eligible to stand for the positions are as follows:

David Lance – Land/Building Services  
Dennis Magee – Land/Building Services  
Roger DePieri – Land/Building Services  
Leah Murray – Land/Building Services  
Michael Smith – Food Services

Christopher Longford – Land/Building Services  
Brett Small – Food Services  
Ed Domenco – Land/Building Services  
Jim McKay – Land/Building Services  
Harry Easton – Land/Building Services

**Please plan to attend the February meeting to exercise your democratic right to vote!**

# President' Report February 2012

At the conclusion of 2011, our Local had yet to conclude bargaining a new collective agreement. As 2012 begins, our resolve is stronger than ever to strive to reach an agreement that includes job security improvements, inflationary protections and benefit enhancements.

The three CUPE Locals on campus, who represent close to 7,000 CUPE members, are committed to working together in solidarity to achieve our collective goals and address the challenges we all face.

We have also, as previously reported through the months, been working closely with the University sector as a whole. There have been some important developments that have occurred since our last University's Coordinated Bargaining Committee (UCBC) meeting in January.

The three Locals at the University of Victoria have reached an impasse with their employer and have now applied for non-binding mediation. These mediation sessions will commence the week of January 23, 2012. The remaining seven University Locals are all at various stages in bargaining, but will have exhausted all non-monetary issues by the end of January and will be in positions to canvas monetary issues.

We know that with yet another two (2) year zero mandate put in place by the Liberal Government, any monetary issues put on the table will be most likely be met with a negative response by the employer.

The last ten years we have all faced the Liberals' continuous attack on our ability to bargain freely with our employer and achieve real gains as guided by the

CUPE National Constitution. The time has now come to say **NO** to regressive government mandates.

This will take every single one of us to invest in ourselves and be committed to the cause.

Over the next couple of weeks our three Locals will be distributing bulletins, holding various information sessions with our members, and discussing the importance of giving your Bargaining Committee the necessary tools to do their job on your behalf.

**Our Local Shop Stewards and Executive Council will be visiting our various Departments to update our membership contact information. If you have moved recently, please call the office at (604) 222-0116 to provide us with your new contact information for our database.**

This year marks 116's 70th anniversary as a Local! The Local wants to celebrate in fashion! We want to hear from the membership on how we should do that. The anniversary date is Aug 10, 2012. We look forward to receiving all your suggestions. It takes time to plan such an event, so the earlier you can send us your ideas, the better. You can e-mail us at [cupe116@cupe116.com](mailto:cupe116@cupe116.com) or call (604) 222-0116.

In Solidarity,



Colleen



**On February 23,**  
wear something pink to  
symbolize that we as a society  
will not tolerate bullying  
anywhere.

Wear a pink shirt, hat, scarf,  
glasses - or whatever!

# Vice President's Report – January 2012

First of all, Happy New Year and I hope that everyone had an enjoyable Christmas break.

In mid December we attended a Board mandated settlement hearing at the Labour Relations Board concerning our complaint over the handling of the closure of Koerner's Pub. After little previous willingness by the Employer to discuss the issues in any meaningful way, with the Board's assistance, we were finally able to engage in substantive resolution talks.

After a long day, we did reach a financial settlement that we thought was fair and appropriate, which meant that our members would receive the payments owing to them from the relevant Collective Agreement language, and from the associated provisions of the Employment Standards Act. The members were very appreciative of the Union's efforts on their behalf.

We are still in Collective Bargaining discussions with the Graduate Student Society (GSS) regarding the renewal and revision of their Collective Agreement and any subsequent potential re-opening of the Pub.

We are currently faced with a number of termination and high-level suspension grievances that will be heard over the coming weeks.

The volume of recent cases has highlighted to the Executive, the need to reinstate our Grievance Committee. This Committee is responsible for the processing, prioritizing and settlement recommendations for our grievances and as such, aids in ensuring that our grievances move along through the grievance procedure.

We have approached a number of Stewards who have agreed to sit on the Committee. Once Bargaining concludes, the Committee will resume meeting to work with our cases and to try to achieve the best resolutions.

All the best for a productive and prosperous year...

In Solidarity,



David Lance



## **Stewards meet before our General Membership Meetings.**

*Back Row left to right: Bill Provenzano, Jim McKay, Ed Domenco, Chris Longford, Sean David, Milan Rezler, Barry Jones, Peter Brien, Gregg Doughty, Lindsay Forsyth, John Square-Briggs.*

*Seated left to right: Betty Nielson, Laura Lowry, Colleen Garbe, Anne Stanton, Evangeline Jonassen.*

# Safety Report

Since this is the first newsletter of the new year, Happy New Year!

I hope your holiday season was great and that you are rested to face 2012, the year that people have been speaking about for the past many years, and for different reasons.

Regardless of what scenario will play out or not, do we really have any control over it?

What we can control is how prepared we are for something to happen. Let's leave any prophets' predictions and the Mayan Calendar aside for the moment, and focus more on a few things that may occur whether the prophets or the Mayans are credited for it or not.

British Columbia experiences an earthquake every day, but only a small number of these quakes are noticeable and even fewer result in damage.

Several major earthquakes have hit B.C. in the last 100 years and there is a very good chance we will experience large earthquakes in the future. We live in a high-risk zone because of the geological processes that take place within the crust of the earth in B.C.

You can't prevent an earthquake. But you can:

- be prepared to avoid injury,
- be prepared to minimize damage to your home,
- be prepared to survive afterwards for at least 72 hours without help.

Preparing now could save your life! An earthquake could hit B.C. at any time, so start preparing by developing your family emergency plan.

When I ask around as to who is prepared for a major event, it's unfortunate so many are ill prepared or haven't gotten around to it yet. It's not as though this is something new folks! We learned about this in grade school.

One of the main issues with preparing a kit or survival bag is the cost, because a lot of people think when they put their kit together they have to do it now and all at once, and you don't have to, stretch it out over whatever time best suits you. And because people think all the stuff has to be new or top of the line, it seems as though it will be very costly, but truth is, you already have half the stuff either in a storage room or the garage.

There is a ton of resources out there to assist you in preparing and I encourage all of you to talk about it with family and friends. To use this article to list all of the items you may need would be too long, these are things you'll need to discuss with your family, but I will add a few scenarios to get you thinking of other things.

Food, water and shelter are the three items to work with. And when you are planning these things, think for the scenario that you can't stay home. You and your kit should be portable, and if it's a large one make sure it has wheels.

Other things to think about when preparing your kit: pets and their food, extra medications if needed, personal identification, cash on hand, first aid and toiletries, and as the seasons change, that is a good time to rotate stock and add appropriate clothing. One last point of note, if you keep your kit stuffed in your basement and you are unable to access it, it won't serve you very well, have it easily accessible or outside in the yard if possible and lock it up if you can.

Hopefully having read this article will be enough to start you on the path of preparedness regardless of what date, prophet or calendar you live by. The only thing you can control is when you start, I suggest now.

Yours in Preparedness,

Barry

# Open Letter to CUPE 116 Members Regarding Medical and Dental Leaves:

The arbitration awards we have makes it clear that both CUPE 116 members and the University have certain rights and obligations in regard to applying for and administering leave requests. In order to educate our members as to your rights and obligation, CUPE 116 has prepared the following summary of the key points from the arbitration awards.

## Requesting Leave for Medical or Dental Appointment

1. CUPE 116 members who wish to apply for leave for a medical or dental appointment must fully and accurately complete the "Request Record for Leave for Medical/Dental Appointments". A copy of this request form from may be obtained from your management supervisor.
2. In the case of a routine or specialist appointment, the request must be submitted to your management supervisor at least five working days in advance of the appointment. Emergency appointments are exempt from this requirement.
3. It is extremely important that you accurately identify on the request form whether the medical or dental appointment is for a routine, specialist or emergency appointment. The University is required to abide by different requirements depending upon the type of appointment that an employee has scheduled.
4. You must, in the case of a routine appointment, attempt to schedule your appointment outside of regular hours of work. This requirement means that you must, when scheduling a routine appointment:
  - a. Ask for an appointment time that falls outside of your regular working hours;
  - b. If it is not possible to schedule an appointment outside of working hours on a particular date, ask whether other dates are available (including weekends); or
  - c. If no appointments are available outside of working hours on any date, ask for an appointment that falls near the beginning or the end of your regular shift.
5. You are not required to take these steps in the case of a specialist or an emergency appointment.
6. Employees do not have an absolute right to take one-half shift off per month in order to attend medical or dental appointments. However, employees do have the right to request leave for appointments when reasonably necessary.

## Employer's Right Upon Receiving a Leave Request

1. The University is required to reasonably consider an employee's request on its individual merits and in a timely fashion. The University is not allowed to adopt a "blanket" policy of rejection, nor can it unreasonably withhold approval.
2. After receiving a request for leave, the University is required to respond to the request in a timely fashion. If the University denies a leave request, it must use its best efforts to provide written reason for the denial within two days of the request being submitted. You are entitled to respond to the concern identified by the University in its written reasons.
3. In administering a leave request, the University is entitled to ask questions regarding your leave request. The University may properly ask such questions as:
  - a. whether the appointment is routine in nature, or whether it is with a specialist or for emergency purposes;
  - b. what steps you took to try to schedule your appointment outside of work hours;
  - c. whether you could have scheduled a weekend appointment;
  - d. whether you could have scheduled an appointment closer to the beginning or end of your shift;
  - e. what your physician's normal hours of work are;
  - f. the city in which your physician is located.
4. The University may not ask questions regarding:
  - a. the reason for the appointment;
  - b. the name, address, telephone number, fax number or discipline of the physician or dentist.
5. The University is not entitled to interrogate you regarding the reasons for your request for leave.
6. The University may not contact your physician or dentist without your permission. You are entitled to first consult with the Union if the University makes such a request.
7. The University generally cannot deny an employee's request for leave for a specialist or an emergency appointment.
8. Provided that you have indicated a reasonable time for leaving work on the date of your appointment, the University is generally not entitled to make changes to the time you requested.

# Bottled Water Free Day - March 15, 2012

## Why Bottled Water ? No need for the bottle!

Production, transportation and disposal are the three components that make up the "lifecycle" of a plastic bottle. When considering the overall lifecycle of a bottle of water, its energy costs are the equivalent, on average, to filling up a quarter of each bottle with oil. The lifecycle of a bottle involves the creation of significant amounts of greenhouse gases—which lead to climate change and global warming—as well as the production of waste that ends up in landfills.

**Producing bottled water:** Bottled water manufacturers are the end point of a supply chain that contains some of the biggest polluters on the planet. The primary raw materials are toxic chemicals derived from crude oil.

- The 31.2 billion litres of bottled water consumed annually in the United States, uses more than 17 million barrels of oil to produce;
- It takes large amounts of energy to produce plastic bottles. For example, approximately 3.4 mega joules to manufacture the packaging, bottle and cap of a one-litre plastic bottle;
- Three times as much water is used in production than is sold in the bottle.

**Transportation:** The bottled water industry relies on container ships, trucks and cars to transport raw materials to the plants and finished products to where they are sold. Oil based transportation contributes to global warming through the production of greenhouse gases.

Many bottled water brands travel half way around the world to get to your local store, creating significant emissions of greenhouse gases along the way. Take for example Fiji water, which travels, all the way from Fiji, or San Pellegrino that has to be flown in from Italy. By contrast, tap water remains within a watershed. On average it has to travel less than 10 kilometers to reach its destination.

**Disposal:** While bottled water companies like to trumpet recycling programs to defend their environmental record, the truth is that the vast majority of plastic bottles never end up being recycled. Out of the 235,000 tons of plastic bottles produced in 2002, for example, it is estimated that only 85,000 tons made it to the recycling bin.

In addition, bottled water companies have spent millions of dollars to lobby against deposit programs which require the industry to assume some of the costs of recycling and help reduce the use of virgin plastic in new bottles. Provinces with these programs have much higher recycling rates—75% compared to only 33% for jurisdictions without such programs. According to the Container Recycling Institute, 144 billion containers were wasted in 2005 in the United States alone. Producing these bottles took approximately 18 million barrels of crude oil to create.

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### My Trip to Honduras and El Salvador By Brett Small

From November 13 to January 10, 2011, I was in Honduras and El Salvador with Co-Development Canada to sit as a delegate and observe the women's rights and workers' rights movements.

A little background on Honduras; in 2009 a military coup occurred, their President, Zelaya was kidnapped in his pyjamas from his home and exiled in Costa Rica. Since then, it has been the military who have been in power.

We went to a radio station called Radio Progreso, they distributed information by using social media, newspapers and flyers, as well as the radio. Radio Progreso, on the day of the coup, was told to shut down for the day, when they refused, the military came in and threatened to shut them down permanently. Since then, Radio Progreso has had 16 journalists killed, and many more have been followed and threatened unless they quit and stop reporting.

We attended a meeting with CODEMUH (the Honduran Women's Collective) which is a feminist and rights-based grass-roots organization fighting for better living and working conditions for women. We had an opportunity to sit down with those women and listen to their stories. The adversity that these women face is well beyond the scope of what you would find here, and it is sickening, the conditions that they are forced to endure. This group's president's, Marie Louisa, is trying to change the country's laws for the betterment of all working people, so there is recourse for workers to go to against those that discriminate and abuse people. We also met a group called Judges For Democracy, they explained some of the labour laws and challenges they face since the military government came into power.

We spent a long eight hours on a bus from Honduras to El Salvador, the trip was interesting as it presented the opportunity to see the countryside. We then met with the FMNL which is a political party in El Salvador, and they spoke about the current political climate. As well, they talked about some of the initiatives the government is doing to help its people. We also met with the youth group wing and saw them do various activities and help their communities.

We then proceeded to meet with the group, APSIES - Asociación para la Salud y el Servicio Social Intercomunal en El Salvador. The initiatives they are taking are quite astounding. They help people start gardens so they have more food, and they got a water collection tank to help with a small communal garden. They also showed us around the various small communities in the more rural parts of El Salvador.



## "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

### The Members Decided:

#### December General Membership meeting:

1. To send up to seven (7) stewards to "Progressive Discipline for Supervisors and Stewards in Vancouver on March 7, 2012 and pay all associated costs.
2. To pay all bills and salaries.

#### January 2012 General Membership meeting:

1. To donate \$1,500 to CUPE Local 2278 to go towards their fundraising event to assist their member Rumana Monzur, who is struggling with a significant disability as a result of being attacked by her husband last year. To donate a further \$1,000 to the fund in her name as her needs are great.
2. To pay all bills and salaries.

### Christmas Hampers

CUPE 116 has always gone out of its way to reach out to the community and show its support, especially around Christmas time. In past years a motion from the floor has come to donate money to agencies like the Union Gospel Mission for meals, clothing, etc. This year we were approached to try something new. This year they were looking to partner with groups who would be given families in the community whose needs would be specific, and to impact them on more of a personal level than just food. We agreed to commit to taking on three families this season.

The picture is of Heather from the Union Gospel Mission, Roger De Pieri and myself, and of course, taken by Dennis Magee (Photographer) when we presented the three hampers on behalf of the Union. These hampers contained items such as, coffee, pasta, cereal, sugar, etc... We were also given gift suggestions depending on the family. Games, gift cards, gloves, those kinds of items were put in the hampers.

There is nothing more fulfilling than meeting the needs of people wherever they are. We may never know the names of the families we touched this year, but we trust in some small way we made three families' Christmas this year a little brighter.

Lindsay Forsyth



*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).*

