

December 2017

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



Did You Know?

CUPE 116 Executive, Trustees, Society Executive, Stewards December 2017

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:

Chris Edwards
Georgina Stark
Nenette Eugenio

Society Executive:

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

Stewards:

Rigel Abanes	Bookstore
Eduardo Alfonso	Animal Care Services
Peter Brien	Food Services
Gordon Chan	Animal Care Services
Subrata Dasgupta	Custodial Services
Sean David	Plant Ops Gardeners
Kelly Davies	SHHS
Teresa Davies	Dentistry
Roger De Pieri	Plant Ops Electricians
Miriam Dexter	Dentistry
Brian Ditchburn	Chemistry
Gregg Doughty	Plant Ops Gardeners
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
Dimitrius Kavouras	Plant Ops Electricians
Les Kupillas	SHHS Facilities Trades
Nick Lemmel	Physics & Astronomy
Chris Longford	Plant Ops Gardeners
Laura Lowry	Food Services
Ian MacLean	Plant Ops Carpenters
Glen MacNeil	Campus Security
Sylva Matiasakova	Animal Care Services
Jim McKay	Plant Ops Glaziers
Lisa Mead	Plant Ops Sign Shop
Elinor Morris	Bookstore
Leah Murray	Plant Ops Carpenters
Betty Nielson	Food Services
Bill Provenzano	Plant Ops Painters
Milan Rezler	Custodial Services
Anne Stanton	Custodial Services
Andrew Wong	Campus Security
Tom Yang	Microbiology

Benefits for Retirees

Members who are retiring have come to the Union office with questions regarding their benefits once they retire. The following information was provided by Janet McHugh, Retirement Benefits Administrator, Human Resources:

“An employee’s benefits coverage termination date depends on the date they are retiring. If an employee’s last day worked is between the 1st and the 15th of a month, then their benefits will continue until the end of that month only (ie: retirement date is November 10th, benefits will continue until November 30th). If an employee’s last day worked is between the 16th and the end of that month, then their benefits will continue until the end of the following month (ie: retirement date is November 20th, benefits will continue until December 31st). The reason for this is that the benefit deductions, even those paid by UBC, for the following month are triggered by the last paycheque of the month.

An employee has 31 days from their benefits ending as an active employee to enroll in the UBC Retirement and Survivor Benefits Program. If necessary, their retirement benefits would be dated back to start the day after their benefits ended as an active employee, to ensure continuous coverage.”

UBC Food Services Apprenticeship Program

UBC Food Services is now offering a formal apprenticeship program, with a combination of on the job training combined with the class learning and the opportunity to work in many different culinary environments. The department began posting apprenticeship positions in November 2017, and will submit all the applicable forms and documents required by the Industry Training Authority.

President's Report - December 2017

As 2017 draws to a close, we wanted to update you on some important issues...

DBP (LTD) Contribution Rate - the DBP governance committee recently concluded the annual contribution rate review and we are able to report that the contribution rate for participating members will decrease again for 2018. Effective January 2018, the contribution rate will be 1.142% of regular earnings (the rate in 2017 is 1.445%). We continue to monitor the activity of the plan and the claims management process to ensure that the plan is accessible and functional for those members that need it.

2018 Wage Increases - members will receive two wage increases in 2018. The first will be 1.4% effective February 1, 2018, comprised of a general wage increase of 1.0% and the economic stability dividend of 0.4%. The second wage increase will be a general wage increase of 0.5% effective April 1, 2018.

Articles 3.06 (Employee Status) and 22.04 (Benefits Eligibility) Reviews - we have spent considerable time working with the University on the process to conduct these annual reviews. The finalized process ensures that our members' status and benefits eligibility will be reviewed each year, considering all the appropriate contributing hours. The reviews were concluded earlier this year and have resulted in a number of employees seeing their employee status change. With all the time and effort undertaken to work through these reviews this year, the process for subsequent years will be smoother and will be concluded much earlier in the year.

Labour Management - this fall we resumed our Labour Management meetings with the University and have begun to resolve

agenda items from that venue, including outstanding first year vacation accrual for long service employees and vacation balance administration for auxiliary employees.

Apprenticeship Committees - we now have apprenticeship committees operating in Building Operations and in Food Services. We continue to work to highlight potential apprenticeship opportunities across our membership. The University's recent posting of six red seal chef apprenticeships in Food Services is an indicator of progress.

Structural Review of the Local - this fall the Executive has taken time to review our internal structure, how we allocate our resources and how we feel we can better serve our members. In the New Year we will present to the membership some bylaw changes and some structural changes designed to improve our service to you. The purpose of these proposals is to better equip our Local and our representatives to meet our members' needs in a more efficient and timely manner as our membership grows. We will be proposing changes to some of how we operate modeled after other big, active Locals. With these proposed changes, there will be no added dues cost to members, but rather a more effective use of our existing resources. We will talk more about this topic in the New Year.

In closing, we wish each and every one of you and your families a safe and restful holiday season.

All the best,



Dave

Vice-President's Report – December 2017

Grievance Update:

A number of months have passed since my last report. As we move into winter months we hope things will settle down a bit. Since everybody's return in September the Local continues to be busy working through many member issues, and not all of them result in grievances. This is one area that dominates a lot of the Local's time. That said, if we are able to resolve something here and not file a grievance, with the outcome satisfactory to our member, we think it's a good step in the right direction.

On the grievance front we're pleased to report that we have resolved a number of grievances over the past several months and cleaned up some of the backlog. For 2017, promotion grievances continued to top the list. We've also had a number of suspension grievances including a few terminations this year as well.

We've finally settled our first competition promotion grievance under the new language as set out in the Collective Agreement. Arbitrator Ready sided with the Union that the process the University took in assessing the candidates was too complex.

Arbitrator Ready says (page 10): **"In my view, a simple, straight forward interview, directly focusing on resumes and work experience, particularly supervisory experience, would be more transparent and defensible than requiring an adjudicator to navigate the multiple theoretical assumptions underlying Core Attributes, behavioural interviewing techniques, and scoring grids."**

As a result of the decision the University is currently reviewing how job promotions are conducted, and are amending their processes to be in-line with the award.

The other arbitration we had was for a member who was terminated. The parties at the arbitration broke off into mediated talks, and ultimately agreed to have the member reinstated, with a number of conditions set forth, and will be returning to work shortly.

In closing, we want to wish you all the very best over the upcoming holiday season, enjoy, have fun, and take care.

Sincerely,

Roger De Pieri

Society News

The Society is pleased to announce that two of the three 2017 scholarships of \$1,500 each were awarded to Christopher Lew and Sarah Li. Congratulations to our winners!

As a reminder, the requirements for eligibility are that the recipient must be the child of a CUPE 116 member who has attended three monthly general

membership meetings during the calendar year from January 1st prior to the August 31st deadline. Membership meetings are not held during the months of July and August. Further details are indicated on the scholarship application forms which are available at the Union Office.

CUPE 116 Employees' Society

2017 UBC President's Staff Award

Two Service workers at St. John's College - Cherrylyn Navarrete and Sally Vargas - are recipients of 2017 UBC President's Staff Award in the category Enhancing the UBC Experience. The ceremony will take place on October 12, 2017.

As their immediate supervisor, I am proud to say that Cherrylyn Navarrete and Sally Vargas provide and exceed a high level of customer service on regular basis.

They really enjoy working in the St. John's College. As one of the residents mentioned in her e-mail: "They make a difference, working with passion and love."

Sally, during her spare time is very fond of reading. She likes to collect bear-toys and fridge magnets from different countries she visits.

It might surprise everyone that Sally is still working, as she celebrated her 70th birthday on May 20, 2017!

Every summer for the last five years, Cherrylyn has been promoted to the Assistant Supervisor position in the SHHS Department. Last year and this year she played a key role in the successful operation of the conferences in Ponderosa.

Cherrylyn has a beautiful voice and every Sunday sings with a music band during the service in the Church of God of Prophecy.

Kind regards,
Tad Smaruj
Assistant Housekeeping Supervisor



CUPE National Convention

Greetings Members!

Your six-strong delegate team descended upon downtown Toronto to attend the CUPE National Convention from October 2-6. Over the course of five days, we represented our local in several key elections for positions in CUPE National, and voted on resolutions to provide direction and focus on issues important to all CUPE members.

We re-elected our CUPE National President, Brother Mark Hancock, and National Secretary, Brother Charles Fleury, and elected General Vice Presidents and Regional Representatives to the CUPE National Executive. In addition, several reports were presented and reviewed at Convention from various task forces and committees at the National Level, some of which are as follows:

- National Health Care Issues Committee
- National Women's Committee
- National Contracting Out and Privatization Coordinating Committee
- National Literacy Working Group
- National Global Justice Committee
- National Post-Secondary Task Force
- National Pink Triangle Committee

Resolutions were passed to provide the CUPE National Executive Board direction on where to focus their efforts for the next two years. Policy documents were shared with delegates:

- Detailing commitments to membership growth by organizing strategically, by focusing on sectors and occupations in which we are the natural and leading union. In addition, utilizing new resources dedicated to organizing in the last convention
- Renewed commitments to fight for social justice, public services and human rights
- Renewed policy on collective bargaining that provides contract language to stop precarious work, and to curb instances of violence in the workplace

Several keynote speakers addressed the convention, including the new federal leader of the NDP, Jagmeet Singh. These speakers helped expand our understanding of pressing national issues such as the Inquiry into Missing and Murdered Indigenous Women and Girls, the spread of Islamophobia, and violence towards women in Sudan. Awards were handed out to recognize notable members' efforts in improving Health and Safety in the Workplace; in particular, Brother Gervais Pelletier of Local 1500 was the recipient of the 12th Health and Safety Award. Sister Sheryl Burns of Local 1936 was awarded the 6th National Disability Rights Activism Award for her advocacy for persons with disabilities.

In closing, it was a privilege and honour to serve as your delegation to the National Convention and our team now has renewed focus on fighting for our members.

Fraternally yours,

Richard Gee

23rd Annual Christmas Dinner



200 - 5118 Joyce Street
Vancouver, BC
V5R 4H1
t 604.430.1421
e bcfed@bcfed.ca
bcfed.ca



October 24, 2017

CUPE Local 116
206-2389 Health Sciences Mall
Vancouver BC V6T 1Z3

**RE: 23rd ANNUAL LABOUR COMMUNITY CHRISTMAS DINNER
DECEMBER 24, 2017 – 5:00 pm to 8:00 pm**

For the last 23 years unions have been working together with our community allies to provide a holiday event for thousands of men, women and children. In 2016, we served almost 3,300 guests at our annual Labour Community Christmas events. This evening is always a joyous event with wonderful food, music, laughter and the spirit of giving.

Volunteers perform all aspects of the preparation, service, entertainment, clean-up, security, music and even Santa but none of this would happen were it not for you!

Each year we host two events on Christmas Eve, one in Surrey (Whalley) and the other in Vancouver (Downtown Eastside). We offer not only a warm turkey dinner on Christmas Eve, but also an opportunity for children from struggling families to receive a toy from Santa. We also collect and purchase items such as warm clothing and personal hygiene items to distribute to those in need. When the dinner is done guests receive a hamper to take with them with fresh produce and canned/non-perishable goods.

Due to rising costs and current fundraising projections, we will need your help to ensure we are able to host this event at both locations again this year. Many families count on us being there. That is why we're making this special request for your generous financial contribution. Together we can provide an important community service and celebrate the spirit of giving this holiday.

Please make your cheque payable to:
Labour Community Christmas Dinner
c/o BC Federation of Labour
200-5118 Joyce Street, Vancouver, BC V5R 4H1

If you would like to volunteer, please call Marisha Zuckerman 604-430-1421 or 604-306-4156.

In solidarity,

IRENE LANZINGER
President



BC FEDERATION OF LABOUR

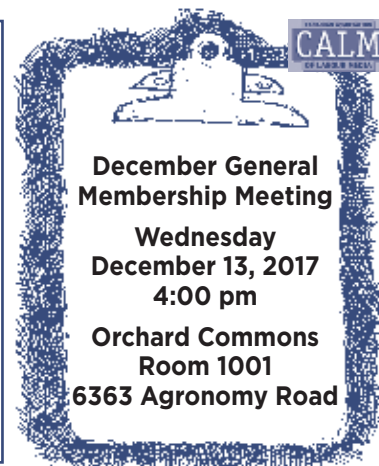
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
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Phone: 604-827-1705
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Email: cupe116@cupe116.com
Website www.cupe116.com
Facebook: CUPE Local 116 (UBC)

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.



The Members Decided

October GMM 2017:

- 1 To match \$550 that was collected for a Custodial member to assist with the funeral costs for her husband
2. To move the December GMM from December 20 to December 13, 2017
3. To sponsor a Christmas hamper in the amount of \$1,000 to assist in buying gifts and provide a holiday meal for family(s) in need

November GMM 2017:

- 1 To send up to eight (8) representatives to the Harrison Winter School and pay all associated costs

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:

Metro Vancouver: 604 941-7430, Ext. 102 or 104 • Interior: 250 861-5200, Ext. 102 or 104

Toll free: 1 855 894-8111

info@weconsultants.ca • www.weconsultants.ca

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

WE Consulting & Benefits
Working Enterprises Consulting & Benefits Services Ltd.

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 604-827-1705 or fax at 604-822-5519 or e-mail at cupe116@cupe116.com.

