

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



Did You Know?

CUPE 116 Executive, Trustees, Executive Council

February 2015

Executive:

President	Colleen Garbe
Vice President	David Lance
Recording Secretary	Leah Murray
Treasurer	Roger De Pieri
Vice President at Large	Lindsay Forsyth Barry Jones Chris Longford

Trustees:

Bill Provenzano
Jim McKay
Chris Edwards

Executive Council:

Mechanical Trades	Vacant
Architectural Trades	Jim McKay
Afternoon Shift Trades	Harry Easton
Technicians	Nick Lemmel
Food Services	Betty Nielson Peter Brien
Sage Bistro	Vacant
Day Shift Service Workers	Anne Stanton
Afternoon Shift Service Workers	Milan Rezler
Clerical	Vacant
Labourers/Dispatch/Stores	Sean David
Housing	Emma Atillo
Parking	Marlene Marshall Georgina Stark
Security	Andrew Wong
Bookstore	Vacant
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

- If you are a plan member of the old Hourly Pension Plan and you did not have it moved into your own banking institution, you may check on the status of your pension by calling Demner Consulting Services at (604) 266-2445.
- The BC Federation of Retired Union Members, "BC Forum," serves the needs of retired Union members over the age of 50 throughout British Columbia. As a member of BC Forum you will automatically be covered for a \$2,500 Group Accident Insurance Plan. Plus, as a member, you will have affordable access to Health/Dental benefits. For further information on group benefits and how to become a member, you can contact the BC Forum at (604) 688-4565 or email bcforum@bcfed.ca.
- Elections for 2015 Delegates will be held at our Union meeting on Wednesday February 18, 2015. The following members are running:

David Lance
Paul Tees
Christopher Longford
Laura Lowry
Harry Easton
Jim McKay

There are six (6) delegates and two (2) alternatives to be elected.

- Article 25.03 (page 94 of our Collective Agreement) Allowance for Footwear: "When required by legislation or the University to wear safety footwear, a regular full-time or part-time employee will, on proof of purchase, receive one hundred and fifty dollars (\$150.00) allowance every two (2) calendar years."

For the purpose of this article, a part-time employee shall mean an employee who has one (1) or more years of service and is normally scheduled to work twenty (20) hours or more per week.

President's Report - February 2015

As this is my first report of the year, I want to wish the membership a very Happy New Year, and I look forward to a very positive and productive 2015, no matter how challenging it may be!

The Local has been at the bargaining table since October 2014. We have met with the employer on 12 occasions and have had considerable discussions back and forth on all of our proposals. Some progress has been made.

Proposals we have agreed to in principal thus far are:

- New Duty to Accommodate language
- New language on Workload, Violence in the Workplace, Bullying and Harassment, and Arbitrator list updates
- Improvements to First Aid Tickets, Meal Allowance, and Lay-off recall processes

Although the parties' mutual desire is to conclude bargaining in a timely fashion, there are a number of substantive issues to this Local still outstanding, some of which are:

- Job Security - Contracting in, not out
- Enhanced Representational Rights
- Improvements to our Health and Welfare benefit funding
- Professional Development funding
- Definition of Student and Hourly employees
- Improved access to the Staff Pension Plan
- Vacation improvements
- Wages
- Term of the Collective Agreement

We have numerous dates set in February to continue bargaining, and the Bargaining Committee will give the membership a further update at our February 18, 2015 General Membership meeting.

If you and your co-workers want to meet with the Bargaining Committee on your own time (off work hours), please contact the Union Office at (604) 827-1705 to arrange a time to meet with us.

Our Local also represents employees at the UBC Aquatic Centre who work under the terms and conditions of a different Collective Agreement. Their agreement expired on December 31, 2014. The Local is in the beginning stages of preparing for this round of bargaining. At the moment we are meeting with the members at the Aquatic Centre and sending out bargaining surveys to them in order to create a set of priority proposals with their input. Once completed, the membership of the Aquatic Centre will vote on endorsing the proposals and the Local will notify the University of our intent to commence bargaining.

Collective bargaining is increasingly difficult, as we have previously explained, due to the wage constraints the Liberal government puts on the parties. PSEC (Public Sector Employer's Council) binds the hands of the University and interferes with their right to collective bargain with their Unions. Our membership is continually falling below the cost of living, with zero to minimal wage increases over the last decade, and the cuts to public post-secondary education have been devastating, which also severely impacts our youth's ability to attend University. It is imperative that the University and Union work together to lobby the Liberal government and demand they reverse the cuts for public post-secondary education, and increase funding to the necessary levels to be able to access and maintain one of BC taxpayers' best assets.

The Local has invited the NDP Advanced Education Critic, Kathy Corrigan, to attend an upcoming Executive meeting, to discuss the serious issues we have surrounding PSEC and what steps we can take to have them removed and restore free collective bargaining in this province.

We will have an update on this meeting at our February membership meeting.

Yours in Solidarity



Colleen

Vice President's Report - February 2015

2014 was a busy year in terms of grievance activity. We dealt with the fallout from a number of serious investigations by the University that led to several terminations and other disciplinary sanctions being imposed on our members. Also, the organization and unionization of the Animal Care workers on campus led to a significant number of issues that arose during the transition of those members' working conditions to align with those of the CUPE 116 Collective Agreement.

Throughout the year, we resolved almost 70 grievances. The vast majority were settled through grievance meetings and subsequent discussion and negotiation, with only a limited number requiring litigation. The Grievance Committee continues to meet on a monthly basis to administer and oversee our grievances, and to ensure that we are prioritizing and processing our cases appropriately.

The largest number of grievances flowed from the investigation in Building Operations. As you will recall, some twenty members were disciplined - many were terminated. We spent considerable time preparing for these cases with our lawyer, stewards, and with the grievors, and were able to resolve all but four of the grievances. These were termination cases, and were heard in front of Arbitrator Vince Ready in the summer and early fall. Ultimately, two of our members' employment was reinstated and two of the terminations were upheld.

As 2015 begins, we have a number of cases that we are working on. We have four termination cases that are slated for Arbitration. We have Arbitrators agreed on with the University and are currently trying to secure hearing dates.

Recently we resolved a promotion case that was destined for arbitration, and have resolved other termination grievances.

We have a number of grievance meetings scheduled, including cases disputing promotions, overtime payments, and discipline imposed on our members. Also, we will be continuing to deal with grievances as we work through the Collective Bargaining process.

All the best for 2015.



Dave

Online Incident/Accident Reporting System

The new online Incident/Accident (I/A) Reporting System is now up and running. As local safety personnel, Local Health and Safety Committee (LHSC) Co-chairs and Local Safety Advisors, it is important to register into the system. The registration will provide you with an automated e-mail that an incident/accident has happened in your area, as well as allow you to pull a variety of statistics that will assist your LHSC in the creation of accident prevention initiatives.

We have received some great feedback with regards to the online I/A Reporting System. The system will alert you by email anytime an incident or accident is reported in your area, and you will be able to print an I/A report.

Reports can then be used for discussion at LHSC meetings and to ensure investigations have been completed. Reports can also be used to document follow-up steps and the corrective actions recommended. Lastly, statistical reports can be easily accessed for review and use in the development of safety initiatives. If you have not signed up, please do so through the Risk Management Services web site.

As of March 21st of last year, 236 incident/accidents have been reported in the system. That says two things; first, people are using the system and it is a great resource to draw from and learn plenty. And secondly, ... Holy Cow, really? That's a lot of incidents! Not to mention all of the reports that cite people not wearing their protective equipment, or not following proper processes.

We have all heard about the cost of injuries and the impact it is having on our insurance rates with WorkSafeBC. Regardless of what department you are in, I am sure you have heard of this. Or at least the abilities management program that is continuing in hopes to stop the bleeding, pardon my expression.

Of all of these incidents, 73 were time losses. It doesn't identify how long that time is, but as we all know, as we age it takes longer to recuperate, so I don't see

this statistic getting any better. No matter how much we have it driven into our heads to wear our Personal Protective Equipment and follow procedures, it will continue to increase unless we change our thought process about safety.

What really frightens me about the incident /accident statistics are the 106 that were incident only, with no medical treatment or time loss. Because when I look at these reports, and if circumstances were slightly different, we could be dealing with more serious accidents...aren't we lucky??

To give you an idea, these are some of the incidents that have happened. Fortunately no one was hurt, but it could have been a whole lot worse, and possibly have changed people's lives forever.

- 1) It's not often mechanical malfunction is to blame; generally things just don't break by themselves. But a cable on a heavy rolling gate (garage door) snapped, the door crashed to the ground, and if someone had been under it at the time of malfunction, things would have been worse.
- 2) A crew cut into a concrete wall, only to come across electrical conduit. Thankfully it wasn't live and no one got hurt, but I think a work process failed us somewhere.
- 3) I read an incident where a work cart was fully loaded with items (1200 lbs) and the wheel broke, causing the cart to fall and narrowly miss the worker. I think 1200 lbs would hurt if it landed on you.

The stats that are generated by this system are awesome, but they are useless if we don't use them to our advantage, read them, and learn from them. There is a lot of work to be done and plenty of investigations to be carried out before we learn how to work in a safe manner, and to really start thinking outside the box to ensure we are all safe in the work that we do.

Yours in safety



Barry

Society Update

First of all, I have to report that our Treasurer, Jonathan Burton, has left UBC and thus has also vacated his position on the Society. Jon has done an amazing job this year and his energy and dedication to the endless tasks of organizing the finances will be greatly missed. We wish you well in your new position Jon, and thanks for all of the work you have done!

We will be taking nominations at the February membership meeting for all of the executive positions as our terms are almost up, with voting to be held in March. Thanks to Anne Stanton, Laura Lowry and Kevin Morris for their time and dedication this past year.

As a reminder for those members who have children entering their first year of post-secondary education in September, and who are interested in applying for one of the CUPE 116 scholarships, you must have attended three general membership meetings between September 2014 and June 2015. There is still time to make your meetings, but remember there are only five meetings left to make your quota. Application forms are available in the Union office.

If you have any further questions about the working of the Society, help with benefit coverage or an emergency loan, please contact me via the Union office.

In Solidarity

Michael Smith
President

Letters of Thanks



Canadian Union of Public Employees

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Secretary: Leah Stubbings

December 18, 2014

UBC Employees
CUPE Local 116
#206 - 2389 Health Science Mall
Vancouver, BC
V6T 1Z3

Dear Brothers and Sisters:

On behalf of CUPE 608, I would like to thank you for the generous donation of \$500.00 to striking members at Naramata Center. During this difficult fight, your support is greatly appreciated.

In Solidarity,

A handwritten signature in black ink, appearing to read "Brianne Hillson", is written over a light blue circular stamp.

Brianne Hillson
President
CUPE Local 608

“On the front line”

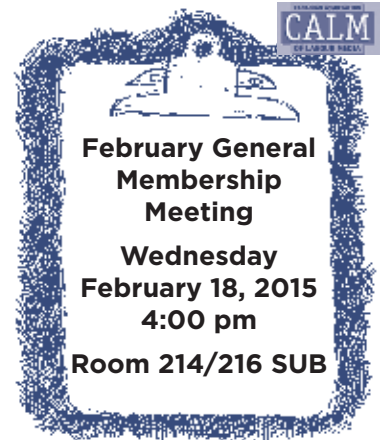
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Please advise the Local of any changes to your home address, phone number or personal email.

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 Membership Decided:

December 2014 membership meeting:

1. To send 6 members to Harrison Winter School 2015 and pay all associated costs.
2. To donate \$500 to the 20th Annual Labour Community Christmas Dinner.
3. To donate \$500 to the UBC Chapter of the Food Bank for students.
4. To donate \$500 to the SPCA of the lower mainland.
5. To pay all bills and salaries.

January 2015 membership meeting:

1. To destroy all ballots from previous elections.
2. To pay all bills and salaries.
3. To donate \$750 to the Bone Marrow Transplant Clinic at VGH in remembrance and on behalf of our brother Scott Jackson, from Building Operations Custodial, who developed leukemia and passed away at 39 years old.



**Scott David
Jackson**

**May 6th, 1975 –
Jan 4th, 2015**

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.

