

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

February, 2010



CUPE 116 Members in Action!

**Rally in support of our BC
Paramedics at Burnaby City Hall
on January 27/10**

**BC AMBULANCE
WAIT TIMES**

**It's saving lives
was an Olympic event
paramedics
would have a
collective agreement**

Photo by: Dennis Magne

Did you Know...



2009-2010 Executive

**Colleen Garbe -
President**

**Dave Lance -
General Vice
President**

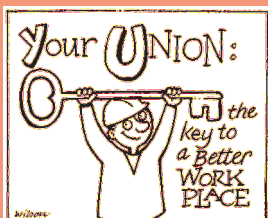
**Roger De Pieri -
Secretary
Treasurer**

**Leah Murray -
Recording
Secretary**

**Dennis Magee -
Vice President at
Large**

**Barry Jones -
Vice President at
Large**

**Lindsay Forsyth -
Vice President at
Large**



- The University of British Columbia Income Replacement Plan (IRP) was originally established in 1965, and prior to April 1984, was maintained in conjunction with the University of Victoria and Simon Fraser University under the FRIBCO Agreement. Since 1984, the University of British Columbia (UBC) has sponsored and operated a separate plan providing long term disability (LTD) benefits to faculty and staff employees.

The IRP is currently self-insured with Sun Life acting as claims administrator. The plan is 100% funded by our members with contributions collected by way of payroll deductions.

The University has informed the Local that effective February 1, 2010 there will be an increase to our contribution rate from 2% to 2.3%.

As stakeholders of the plan, CUPE Locals 116 and 2278 have requested Morneau Sobeco to perform a review of the IRP. The objectives of the review are to:

- Perform an actuarial overview of the IRP,
- Perform an assessment of the current delivery model and identify options available to our Locals, and
- Provide attributes of an optimal delivery and governance model for the IRP.

The report is now complete and the Locals will be meeting with Morneau Sobeco over the coming months to review changes and options for our plan, including looking at the possibility of a formal joint health and welfare trust agreement with the University, whereby CUPE 116 would take a more active role in the management of our plan. We will keep you posted as developments unfold and come back to you, the members, for a vote if changes are contemplated!

- UBC Keys Issue/Deposits (Resulting from a Grievance)

Key Deposits will be moving to a standard \$20.00 deposit for keys (all) while employed at the University. This applies to all Faculty and staff going forward.

For those who have already paid a deposit, interest will be paid and calculated at the time of return to as far back as the date of the grievance that was filed in 2007.

No refunds for previous key deposits will be given unless that employee no longer works for the University, then they will be refunded with interest.

UBC is moving toward a keyless system throughout the University, via the UBC Card. This will take time to develop and implement, estimated 1 to 2 years.

- 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 Barn Coffee Shop at 4:00 pm 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.

Another year has flown by and as we enter into 2010, this year is going to be busier and even more challenging than 2009.

In 2009 our Local tackled many issues such as addressing the lack of infrastructure funding for existing buildings on campus, environmental sustainability, lack of affordable childcare and staff housing, transit service, accountable and transparent governance, and examining the possibility of a joint trust for our Income Replacement Plan.

We were on the front line assisting our brothers and sisters, such as the Ambulance Paramedics and Handy Dart, protesting against the Campbell government's back to work legislation that infringes on all workers' rights in British Columbia.



Many of our members were out in the community doing great jobs fundraising for United Way, Basics for Babies, The Stephen Louis Foundation and the Vancouver Food Bank, just to mention a few of the organizations.

At our first Union meeting of 2010 our members spoke passionately about the devastating January 12, 2010 earthquake in Haiti. We passed motions to send money to both the Canadian Red Cross and Doctors without Borders, but our members want to do more; they have suggested exploring the idea of sending our experienced members with various skill sets to Haiti to assist with the rebuilding of that country. Our Local will be exploring the possibility with the University and CUPE National in a joint effort to help!

In 2010 we are expecting a tough round of bargaining, these negotiations will be difficult in light of the Campbell government-imposed 0% cost mandate. The major issues for our Local are wage and benefit increases, protecting our jobs from being contracted out or privatized, and layoffs.

Over the next few months our Local will continue preparing for bargaining, as our collective agreement expires March 31, 2010. The CUPE Locals at BC's universities are ready to fight, and through the Universities Committee we will make sure that every Local is offered support and no Local stands alone. We will also be lobbying the labour movement to coordinate and be united in our collective efforts to achieve real gains and not concessions at this round of bargaining.

Our Local is building strength and momentum as our steward list grows and our committee membership increases. More of our young workers are wishing to get trained and involved, and we will be ready to take on and defend whatever action the University and government intend to throw at us.

Our Local could not be as strong as it is without the enormous activity and involvement from our Stewards, Executive Council, Executive, membership support and all other committee members, you all deserve a grand round of applause!!

Yours in Solidarity,

Colleen

Happy Valentine's Day!



vice president dave lance

I would like to begin by wishing everyone a Happy New Year!

CUPE National has designated 2010 'The Year of the Steward'. Our Local continues to rely on the hard work of our shop stewards, to strive to protect our Collective Agreement and to bring problems in their respective work areas to the Union Office's attention, as well as to suggest ideas and solutions for improvement. Without knowing about issues or concerns, there is nothing the Local's Executive can do to address them. We work to educate our stewards and to give them any necessary support they need to fulfill their role. For example, we sent four of our newer shop stewards to the CLC (Canadian Labour Congress) Winter training school for week-long courses at the end of January. Also, we will be holding a shop stewards' meeting in the first week of February, where all of our stewards meet together to discuss common issues facing the Local, ask questions, share experiences, and communicate with each other.

As bargaining approaches, communication amongst the membership becomes more and more vital and shop stewards play a crucial role in this.

If you have any questions and/or are interested in becoming a shop steward, please contact the Union Office, as we would be happy to sit down with you.

A major issue that the Local has been concerned about, and trying to access information on for some time, has been the development of the UBC campus, and the corresponding potential impact on our Bargaining Unit. Both UBC Properties Trust and the University Neighbourhoods Association are involved with the development of the campus lands, both academic and residential, and with the provision on ongoing maintenance services. Neither organization consults with the Union or seems to have any respect for our Collective Agreement or our interests.

Accordingly, after gathering as much information as we could access, our lawyer filed a submission with the Labour Relations Board to assert our rights and position regarding our work jurisdiction. Our concern is that these areas of campus will be operated and maintained by external contracted forces, rather than by our own trained, accessible and accountable members - employees of the University. There are also indications that this arrangement may be encouraged to encroach further onto the areas in which we currently perform work.

We expect this to be a lengthy and complicated case, but we will keep you apprised as developments occur

As probably everyone has seen recently, there was a devastating earthquake on the island of Haiti on January 12th. This natural disaster has had an untold impact on hundreds of thousands of Haitians and has destroyed much of the country's infrastructure. Our Local, as well as many others, and CUPE National have donated funds to aid agencies working in the area to assist in relief efforts.

In addition to those contributions, the idea of sending skilled volunteers to help with reconstruction work has been voiced amongst our membership. We will be working with our members who are interested in assisting in this fashion to find the appropriate channels through which to work. We have indicated to the University that some of our members want to help in this long-term area of need and expertise. We want to work with the University and others to make this effort feasible. If you have ideas or are interested in helping, please contact the Union Office.

Without wanting to sound too trite, it is events such as these that can remind us of our own relative fortune and help put our struggles in perspective.

In Solidarity,

Dave



CUPE BC / Alberta Trades Conference

I was very fortunate to have had the opportunity to attend the CUPE BC / Alberta trades conference in Calgary, from January 15 – 17, 2010. Our Local sent a 12 person delegation representing a wide variety of trades groups across campus. The conference focused on many of the issues affecting trades in B.C. and in Alberta. We began our session with a panel discussion on the economy and went further to discuss the de-skilling and de-regulating of trades groups, including the elimination of certain trades from the red seal certification. This trend appears to have coincided with the building boom in both B.C. and Alberta and is a result of a shortage of skilled trades people and industries' desire to reduce labour costs. It is clear we need to address these critical issues at a time when many trades people are nearing retirement, and as we begin to recognize the declining numbers of future working populations, pursuing careers in trades. Our delegation took advantage of several workshops made available, including health and safety, changes in legislation and the effects of infrastructure and capital projects on trades.

Blair Redlin, CUPE BC's research representative, presented an in-depth and detailed analysis on the impacts of TILMA (Trades, Investment and Labour Mobility Act), an interprovincial agreement between B.C. and Alberta. (For more information on TILMA and BC's Bill 32 please make sure to visit www.cupe.ca/tilma/shrybman_on_bill_32)

I was also asked to join the list of panelists at the conference, to speak of my own experience as a woman who became a tradesperson, as well as the challenges and achievements our Local has confronted in the workplace and at the bargaining table. Our Local has recently formed an apprenticeship committee to promote and advocate for increased apprenticeship opportunities on campus. We also wish to explore ways in which to reach our interested female members to provide information and support, should they be interested in pursuing a career in trades.

I encouraged the delegation to work with their employers to promote apprenticeship programs in their workplace and to strengthen the language of their collective agreements come bargaining to reflect their commitment. It is clear that much work is still required to address our needs; however, several CUPE Locals, including 116, will be submitting resolutions at the upcoming CUPE BC convention, and requesting a provincial trades / apprenticeship committee be struck, as well as hosting future trades conferences.

Sincerely,

Leah Murray



Our Local recently sent four stewards to attend the Canadian Labour Congress' Pacific Winter School, hosted annually in Harrison, B.C. The Pacific Winter School is a unique opportunity for sisters and brothers from across the province to come together for a week long educational. The courses offered enable participants to gain the tools and resources to bring back to their

locals in order to effectively represent the needs of their membership. I had the good fortune to take the Health and Safety course and by the end of the week, left with a heightened awareness of the hazards and risks that face working people every day while on the job. The labour movement is dedicated to advocating for changes to the Workers' Compensation Act and Regulations that will better ensure the safety and well-being of all working people of B.C. Promoting a safe working environment and a culture that empowers people to exercise their rights to a safe work place are key to success. 160 people went to work in 2008 and never came home to their families. Four of those workers were younger than the age of 24. It is important to know who your safety reps and shop stewards are, and utilize them should any concerns arise.

Outside of the classroom, the CLC hosted several political action forums that addressed the needs for pension reforms in Canada. Hundreds of billions of dollars of taxpayers' money are being spent on corporate welfare as a result of the global economic recession, triggered in large part by the deregulation of our financial institutions and the pursuit for wider profit margins. As a consequence, working people and retirees have been left to suffer and carry the bulk of this burden. We have seen unemployment increase across the country and pension funds plummet and decrease in value. 2003 statistics show that 258,000 seniors live below the poverty line, 154,000 of which are women. As these numbers continue to increase, the need for pension reform is now. Over the course of the next decade it is expected that the senior population of Canada will rise substantially, with no government proposed security to retirement pensions and benefits. The CLC is proposing to the federal government to double benefits for the Canadian Pension Plan over a seven year period, increase the guaranteed income supplement to old age security pensions, and to introduce a federal system of pension insurance. Retirement security. Let's make it work for everyone.

In Solidarity,

Sean David

Getting off the Bottle!

January 14, 2010

UBC Board of Governors
c/o Brad Bennett
Chair
6328 Memorial Road
V6T 1Z2

On behalf of CUPE Local 116, we are writing to encourage you to help build greener campus communities. As administrators, one concrete action towards this goal you can take is to ban the sale and distribution of bottled water on campus, while simultaneously maintaining, repairing and upgrading water fountains.

Public awareness about the environmental, health, social and economic impacts of bottled water is increasing, and the momentum to move away from bottled water and get back to publicly provided tap water is growing. The bottled water industry is less regulated than municipal water systems, consumes more energy and releases more harmful toxins into the environment than tap water. Indeed, bottled water sales are decreasing across Canada, reflecting this growing concern. Restaurants, school boards, municipalities and universities are all part of the growing movement challenging bottled water.



In fact, in 2008, the Federation of Canadian Municipalities (FCM) passed a resolution “urging” all members to phase out the provision and sale of bottled water in municipal facilities; to date over 70 municipalities have passed resolutions. In April of 2009, the University of Winnipeg became the first university to ban the sale of bottled water on campus, and in September, Memorial University (MUN) followed. Over 35 campuses across Canada have established “bottled water free zones” to ensure bottled water is not being purchased and alternatives such as the glasses, pitchers and reusable stainless steel containers are promoted.

By becoming bottled water free campuses and prioritizing safe and accessible public water systems, universities can take a leading role in innovated sustainability initiatives. Unfortunately, there appears to be a disturbing national trend that some academic institutions are beginning to decommission water fountains in older buildings and exclude water fountains in new buildings.

We strongly urge you to ensure our university follows a more sustainable model by ending the purchase and sale of bottled water on campus – and becoming a bottled water free campus. In addition, we encourage you to install new water fountains and repair broken ones as well as commit to re-building, maintain and upgrading water infrastructure on our campus.

We hope you will pledge to work along with students, faculty and staff to ensure that our university becomes a bottled water free campus and would be pleased to discuss this with you in further detail.

Sincerely,

Colleen Garbe,
On behalf of the Executive Board
CUPE Local 116

This just in.....

at the time of publishing of this newsletter our Local received a copy of a letter from the Faculty Association to the Board of Governors strongly supporting CUPE 116's position to rid the University of plastic water bottles on campus.



“This poem is dedicated to all the oppressed workers’ around the world”.

“Jaded Conflict”

By Rosario M. Larion

Talking walls, praying people
 Bathing in vaporizing air.
 Gathering of group... in black
 Naked eyes...seeing truth
 Of bitter false insecurities
 Hands clasped tightly
 With silver locket
 Reaching...barehands
 Holding body---to eternity
 Bleeding heart
 A whisper of simple prayer, “Our Father, ...”
 To a healing soul
 With the Devine Magnificence
 Closing, eyes of gray
 Open to the view
 Blinding light of a thin figure to none.
 Salty scent, like seawater
 Entwined bodies collided
 No direction on a lonely dark room
 Fulfilment of just the only one
 Body -----trembling
 Fear undisguised
 Show of sympathy, but nothing to pity
 Weeping of a battered face
 Of an insecured soul
 To a gambled future
 Nothing to recover at all!
 Prayers in sync, “Hail Mary, full of grace...”
 Gathering of groupin black
 Closed eyes, seeing truth
 Now, so bitter -----
 Reaching hands, loosened
 With silver locket
 Blinded with mouthed pretenses
 A whisper of simple prayer, “I believe ...”
 Of unhealed soul ...
 to unwarranted destiny.

The 2010 Bargaining Committee is:

- Gregg Garbe
- Christopher Longford
- Harry Easton
- Dennis Magee
- Kevin Hnatiw



Nominations for the Local’s 2010 Delegates (6 to be elected) with (2 Alternatives)

- Keith Jellis - Mining and Mineral Engineering
- Harry Easton - Plant Operations
- Barry Jones - Plant Operations
- David Lance - Plant Operations
- Sean David - Plant Operations
- Gregg Garbe - Plant Operations
- Leah Murray - Plant Operations
- Dennis Magee - Plant Operations
- Gregg Doughty - Plant Operations
- Lindsay Forsyth - Plant Operations
- Beata Nielson - Food Services
- Penny Radmilovic - Plant Operations
- Bill Provenzano - Plant Operations
- Dave Needham - Plant Operations
- Kevin Hnatiw - Plant Operations



The election will take place from 7:00 am until 7:00 pm at the Barn Coffee Shop (Upstairs) on Wednesday February 17, 2010.

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

CANADIAN ASSOCIATION
CALM
OF LABOUR MEDIA

GENERAL MEMBERSHIP MEETING

When: February 17, 2009

Where: Barn Coffee Shop at 4:00PM

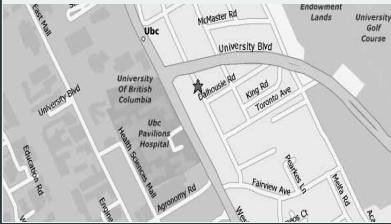
Suite 209 - 2150 Western Parkway
Vancouver, BC V6T 1Z3 (In the Village)

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

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Fax: 604-222-0119
Email: cupe116@cupe116.com
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

The Members Decided December 2009 and January 2010 Union Meetings:

- ✓ To send our Vice President to the CUPE Pension training in Ottawa January 25-29, 2010 and pay all associated costs.
- ✓ To donate \$1,000 to "Basics for Babies"
- ✓ That the Local explore retaining legal or other representation to assess and where appropriate, appeal WCB claim denials on behalf of our members.
- ✓ To send \$2,500 to "Doctors Without Borders" and \$2,500 to the "Canadian Red Cross" to aid in the relief efforts needed as a result of the devastating January 12, 2010 earthquake in Haiti.
- ✓ To send 7 Delegates to the CUPE BC Convention in Vancouver BC, to be held April 21-24, 2010 and pay all associated costs.
- ✓ To pay all bills and salaries.

Stay informed with CUPE Local 116 electronically via E-news!

Email us or send in the cut out below with your personal (home) contact information including your non-employer email address. In addition, please provide which department you work in...

...and you will be entered in a draw for a \$150.00 gift certificate. Please type in your email subject line "**116 gift certificate**".
Email to: enews@cupe116.com. (Draw date: May 19 /2010 GMM).

Have you moved or changed your information?

Please fill in this form and mail it to our office or email us your new info to enews@cupe116.com

Name

Address

Department

Home Email

Home Phone or Personal Cell Phone

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