

June 2016

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



Did You Know?

CUPE 116 Executive, Trustees, Society Executive, Stewards June 2016

Executive:

President	David Lance
Vice President	Roger De Pieri
Recording Secretary	Leah Murray
Treasurer	Chris Longford
Vice President at Large	Barry Jones
	Lisa Mead
	Jim McKay

Trustees:

Bill Provenzano
Chris Edwards
Georgina Stark

Society Executive:

President	Ian MacLean
Treasurer	Paul Tees
Director	Laura Lowry
	Anne Stanton

Stewards:

Eduardo Alfonso	Animal Care Services
Peter Brien	Food Services
Gordon Chan	Animal Care Services
Subrata Dasgupta	Custodial Services
Sean David	Plant Ops Gardeners
Teresa Davies	Dentistry
Roger De Pieri	Plant Ops Electricians
Miriam Dexter	Dentistry
Brian Ditchburn	Chemistry
Gregg Doughty	Plant Ops Gardeners
Harry Easton	Plant Ops Electricians
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Lindsay Forsyth	Plant Ops Gardeners
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Brent Hannah	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
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
Marlene Marshall	Parking Access Control
Sylva Matiasakova	Animal Care Services
Jim McKay	Plant Ops Glaziers
Lisa Mead	Plant Ops Sign Shop
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
Cassie Tayler	Aquatic Centre

BC Forum Benefits

As a member of CUPE 116, at age 50, you are eligible to obtain a membership in the BC Forum (\$20 a year or \$49 for three years). This will give you free access to \$2500 in a group accident insurance plan, as well as competitive rates for home, travel and other types of insurance, and post retirement extended health and dental benefit coverage. In order for pre-existing conditions to be covered, you must transfer from your current extended benefit plan to the new plan within 90 days. If you are aware of a retired 116 member who is unhappy with their current coverage, please have them call the CUPE 116 union office at 604-827-1705 for further information about BC Forum. You can also find out more information at their website at www.bcforum.ca

In Solidarity,
Leah Murray

UBC Staff Pension Fair

June 8 at the Robert H. Lee Alumni Centre
Jack Poole Hall, Second Level

The Staff Pension Plan (SPP) Pension Fair will take place on Wednesday, June 8 from 11:30 a.m. to 1:15 p.m. Join us at a new location – the Robert H. Lee Alumni Centre.

This event is a great opportunity for members to learn more about the SPP and gain some pension knowledge. The Pension Board, management and staff look forward to meeting you and answering your questions. As in past years, we will have information tables hosted by UBC Retirement and Survivor Benefits, UBC Investment Management Trust, Shepell (UBC's Employee Family Assistance Program provider), and more.

For more information about the event, including event location and details as well as the 2016 Pension Fair event guide and poster, please visit: pensions.ubc.ca/staff/pensionfair.html

Cover photo by Joeé Brassard-Desjardins

President's Report - June 2016

The Local has had a busy Spring. The Executive has now fully transitioned into our new roles and we continue to work on a number of fronts.

The 'main' Collective Agreement and the Aquatic Centre Collective Agreement are both at the printer. We should receive them and be in a position to distribute them within a couple of weeks - perhaps when we distribute this newsletter!

We are also working through some implementation issues flowing from the changes negotiated to the Collective Agreement. The issue of shift differentials being 'pensionable' for those employees who are permanently assigned to evening and night shifts is still in progress.

We expect to hear from the University shortly regarding a revised approach to assessing which work should be performed in-house vs. being contracted out. The parties signed a letter of intent on this subject during bargaining.

Discussions continue concerning the future of the Return to Work program for our members. In February, we met with a consultant that the University had engaged to conduct a review and receive input from various campus stakeholders on what an effective program should look like. We expect to hear the results of this review in mid-June. We will then look to recreate a program that serves our members well.

We met with the University in mid-May to assess the introduction and initial usage and feedback of the new Professional and Skills Development Program. The uptake and participation in the fund have been

strong during the first few months of the fund being accessible to our members. The \$500 allowance per member (as long as the annual funding permits) is in place again this year. We encourage members to inquire about whether this fund can benefit them.

As well, our University-wide Apprenticeship Advisory Committee will formally meet in June and resume the important work that it performs.

Of note to our office staff, stewards and committee members; we are currently conducting a trial of a new Union Leave process that should be much more efficient and easier for all involved to use and track. The trial is currently in effect in Building Operations, as that is where most of our representatives work, but if it is as effective as is hoped, then we will look to expand it to all Departments and Units.

We will keep you updated as all these items progress.

We also hope that everyone has the ability to enjoy some time off over the Summer to rest and spend with friends and family...

In Solidarity,



Dave

Grievance Update:

Since the Grievance Committee met last month, the Local has continued to work diligently on our cases. We were able to resolve a number of grievances in the following areas:

- Four in Campus Security, comprising some high level disciplines as well as a policy grievance around minimum availability for shifts.
- Three in Food Services, one of which involved the practise of hiring temporary workers in a supervisory position. The employer has committed to first hiring into the supervisory role from within, should a similar situation arise again.
- Two in Building Operations that involved management; one was a safety issue arising out of Stores during an inventory period, the other involved management performing work of the bargaining unit in the removal of snow. In both of these cases the employer committed that these situations won't happen again.
- One member's grievance in Chemical and Biological Engineering.
- We have finally secured dates in September for the vacation pay on retirement arbitration.

Turning to some other items, the Local is preparing for bargaining with the GSS on behalf our members at Koerner's Pub and MOA Café. We anticipate our first meeting to exchange proposals with the GSS to be sometime in late June. We also have an individual reclassification at the

Bookstore with the Umpire for review; however, in light of new information, the parties adjourned the process until we can better understand the relevance of this information.

The University advised us that the 'Old SUB' building will be closing down for renovation in July, this means that the Subway and Starbucks will also be closing. Members who work at these locations will be re-assigned to other locations. The renovations are anticipated to take about a year to complete.

The Local continues to be busy with many investigations taking place in a number of departments, the bulk of which are in Campus Security and SHHS at the moment.

All the best,

Roger De Pieri

Five Reasons You Would Be A Great Shop Steward...

1. You are a problem solver and like to investigate situations
2. You like to be an information resource
3. You like to advocate for workers' rights
4. People are drawn to you for advice
5. You are passionate about helping people

Do you see yourself in some of these qualities? Are you interested in getting more information about the role of the Shop Steward?

Call your Union Office at 604-827-1705

As your representative on the University Health and Safety Committee, I gave a presentation last month on what workers face on a day to day basis. I have represented the Union and our members on this committee since 2003 and have been a voice on policies or issues that impact your workplace.

The committee has for years discussed the increase of injuries and costs, and now WorkSafeBC is beginning to issue orders when you are not in compliance with the regulations. If the issue is not resolved by a specific deadline, you will be fined based on your annual employment salary. With the University's annual salary a fine would be substantial, which is of concern, as well as the safety of our membership.

At our committee meeting we discussed the safety culture at UBC and the effect on our membership when contractors blatantly disregard safety when renovating our facilities or work spaces.

Employees of the University are here to maintain the campus, but because there are not enough workers to keep up with demands, we have fallen so far behind that now the cost of even a simple maintenance job has increased. When we continue to work with less manpower and yet are still expected to produce the same volume of work, this in itself is a major contributor to injuries, because we are an aging workforce and the University is not adjusting the workload or replacing vacant positions.

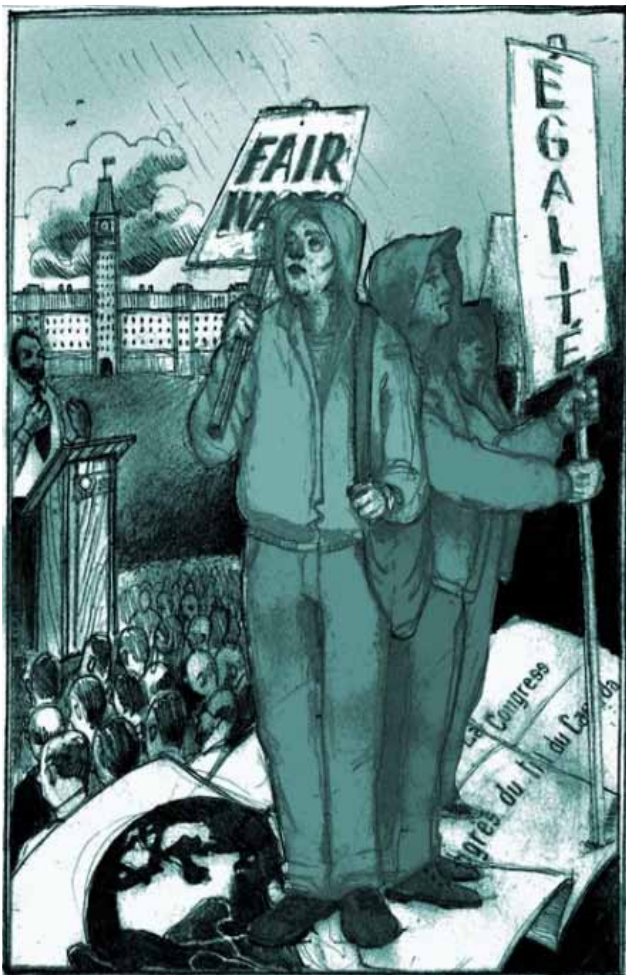
There was discussion on how we are failing our staff by not properly orientating them on the equipment they need, or explaining the reasons for doing things and the ramifications if they are not done right. Protocol was also a topic of concern; there is often miscommunication that impacts the well-being of our members.

The presentation was well received, and was a good representation of the work we do in all departments and the challenges we face. When we are at risk of injury, we need to stop and ask questions or ask our safety committee members to intervene.

The old expression of "it is what it is" has to stop and we have to be better at saying "this isn't right, we need to change it!"

Yours in Safety,

Barry



2016 Staff Pension Fair



Let's talk about your pension plan.

The Staff Pension Plan (SPP) Fair is a great opportunity for you to learn more about your pension plan and gain some pension knowledge. The SPP Board, Management and Staff look forward to meeting you and answering your questions.

RSVP is not required.

Off-campus members will be reimbursed for parking (maximum 2 hours) or bus expenses (with fare receipt).

Light refreshments will be served.

**For more event information,
please visit pensions.ubc.ca/staff/pensionfair.html**

**Wednesday, June 8, 2016
11:30 a.m. to 1:15 p.m.**

**Robert H. Lee Alumni Centre
6163 University Boulevard
Jack Poole Hall, Second Level**



a place of mind
THE UNIVERSITY OF BRITISH COLUMBIA

pensions.ubc.ca/staff

AGM:

Your Union will be moving a motion at our June 15, 2016 membership meeting to dispense with the regular order of business. As per Article VI of our Employees Society Act, the Society will be holding its Annual General Meeting on that date.

Scholarships:

The UBC Employees' Society No. 116 offers three scholarships every year in the amount of \$1,500.00 each, for those members who have children entering their first year of post-secondary education in September. The requirements for eligibility are that the member must have attended three general membership meetings during the calendar year from January 1, 2016 prior to the August 31, 2016 deadline for submission of applications. Membership meetings are not held during the months of July and August. Further details are indicated on the 2016 scholarship application forms which are available at the Union office between 7:30 am and 3:30 pm.

Society Executive:

After two years as our President, Michael Smith has made the decision to step down. I thank Michael for his energy and dedication while at the helm of the Society. It takes organization, financial leadership, compassion, and a lot of volunteer time. You will be greatly missed by us all.

Nominations for four Society Executive positions were held at our April 2016 general membership meeting, and all positions were filled by acclamation. Thank you for accepting these positions to:

Ian MacLean	President	Anne Stanton	Director
Paul Tees	Treasurer	Laura Lowry	Director

Appointed by the CUPE 116 Executive: Brian Ditchburn Director

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

In Solidarity,

Ian MacLean



Barbeque Halibut Steaks



Prep
10 m

Cook
15 m

Ready In
25 m

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Recipe By: Duane Glende

"A simple recipe for barbecued halibut. Soy sauce and brown sugar add a special zip that is uncommonly delicious."

Ingredients

2 tablespoons butter	2 cloves garlic, minced	2 teaspoons soy sauce	1 (1 pound) halibut steak
2 tablespoons brown sugar	1 tablespoon lemon juice	1/2 teaspoon ground black pepper	

Directions

- 1 Preheat grill for medium-high heat.
- 2 Place butter, brown sugar, garlic, lemon juice, soy sauce, and pepper in a small saucepan. Warm over medium heat, stirring occasionally, until sugar is completely dissolved.
- 3 Lightly oil grill grate. Brush fish with brown sugar sauce, and place on grill. Cook for 5 minutes per side, or until fish can be easily flaked with a fork, basting with sauce. Discard remaining basting sauce.

allrecipes

Canadian Union of Public Employees - Local 116

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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 - 11:00 am. Please contact the Union Office to make an appointment.





June General Membership Meeting
Wednesday
June 15, 2016
4:00 pm

NOTE: New Location!
Heritage Room, Main Floor
Old PSP Cafeteria Seating Area
(Different section than Longhouse)
Old SUB Building

The Members Decided

March GMM 2016:

1. To pay all bills and salaries

April GMM 2016:

1. To pay all bills and salaries
2. To send up to three committee members to the 2016 Canadian Apprenticeship Forum Conference in Vancouver from June 5 - 7 and pay all associated costs

May GMM 2016:

1. To pay all bills and salaries
2. To donate \$300 to the Kettle Society to provide \$5 food cards to the homeless
3. To donate \$1,500 to the Red Cross to assist with the Fort McMurray wildfires

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.

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