

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

April, 2010



Year of the Steward



See page 5



Photos by: Dennis Magee

Did you Know...



2009-2010 Union Representatives

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

Trustees

-Laura Lowry
-Bill Provenzano
-Glenn Smith

Delegates

-Dave Lance
-Gregg Garbe
-Barry Jones
-Sean David
-Dennis Magee
-Lindsay Forsyth

Alternates

-Leah Murray
-Harry Easton

CUPE National Servicing Representative

-Tracey Mathieson

- On Monday March 29, 2010 our Local, along with all other Universities' Locals that are legally able to do so, gave our respective Employers Notice to Bargain.

- Recently the Local has received calls from members wishing to apply for the Income Replacement Plan (IRP) only to find out that they do not qualify to make application because they have never had premiums deducted from their pay. It is mandatory to join the plan after 12 months of service. It is the responsibility of the University to ensure that the proper deductions are being taken. Please check your paystubs to ensure that you are being deducted premiums for the IRP plan. If not please call the benefits office at UBC to enroll by contacting Grace Wang at the Health Promotion Office phone number 604-822-8696 or email: wang@hse.ubc.ca or by referring to their website at:

http://www.hse.ubc.ca/health_promotion/irp/irp_index.html

- *The Collective* is published six times per year for members of CUPE Local 116. We wish to hear from you. If you want your say in your Union, the deadline for submissions is the first Monday of each month. All submissions may be edited for brevity and clarity and must be signed. Signed articles and letters do not necessarily reflect the views or policy of CUPE Local 116.

- Your Union meetings are held on the third Wednesday of every month, September through June (no meetings are held in July or August). **The new location for our meetings is at the Student Union Building (SUB) at 4:00 p.m. 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.



This publication of our Newsletter is dedicated to all of our Stewards. While stewarding can be extremely rewarding work, it can at times be overwhelming, stressful, and exhausting. All our Stewards deserve a huge thank-you for your dedication and commitment, as this work can take precious time away from other important activities such as home and family life. This year we will continue to advance every educational opportunity to our current Stewards and actively pursue members to get involved with our Local at every level.



In February the membership elected 6 delegates and 2 alternates. We will be sending the full slate of delegates to the upcoming CUPE BC Convention scheduled in Vancouver from April 21-24, 2010. As we prepare to enter into negotiations, it is of utmost importance that we attend conventions and speak up on matters that affect us on a daily basis. Our Local, after adoption from the membership, sent in numerous resolutions to CUPE BC and hopefully they will be adopted. One of our resolutions is to:

“Call for a reaffirmation of the Solidarity Pact which was voted on and passed by the majority of CUPE Locals in B.C. a few years ago.”

Workers of British Columbia continue to be attacked by government legislation that takes away our rights to free collective bargaining and we are asking for CUPE Locals across BC to fulfill the commitment made in respect to the Solidarity Pact.

Our Local is also asking CUPE BC to lobby members of the Legislative Assembly (MLAs) to initiate changes to the Terms of Reference and Mandate given to the Public Sector Employers Council. This government legislative body has the mandate to halt or refuse ratified collective agreements and interferes with the rights of public sector workers to negotiate directly with their employers. This must be changed.

Our members have told us that they want to protect quality public post secondary education and services. Over the coming months we will be working closely with other Locals across the province to ensure our goals are achieved.

The Local has struck a Communication Committee to ensure regular updates are available to our membership through the bargaining process, and that the membership has access to your Bargaining Committee. If the membership wishes information sessions set up in your area of work during your breaks, please call the Union Office and we will set up a time for the Bargaining Committee to come meet with you.

Yours in Solidarity,

Colleen

“Education is the most powerful weapon which you can use to change the world”

-Nelson Mandela



As part of our preparations for Collective Bargaining, the Local has undertaken a comprehensive review of our grievances. First, we are pleased to be able to say that we are up to date and current with our grievances – meaning that we have either conducted a grievance meeting on a case, that we have a meeting date set, or that we have proposed meeting dates and are waiting to hear back from the Department involved or from Human Resources. We have integrated certain issues that have arisen into our bargaining proposals and will be arguing those points at the bargaining table.

Concerning the grievances that have been heard, we have been able to achieve resolutions to a number of cases. However, in some instances we are waiting for written confirmation of the agreement reached, and in others we have included a financial component to the settlement whereby money is donated to reputable charitable organizations in the Local's name, and are awaiting confirmation that the funds were donated.

Unfortunately, there are a number of grievances that will be proceeding to arbitration as we have not been able to reach a resolution that is acceptable to the Union. For example, recently we have noticed a troubling trend in that there has been an increase in lay-off cases generally, but a sharp climb in the number of disputes over the validity of the lay-off or in the administration of the lay-off procedures (which are spelled out in Article 11 of the Collective Agreement). These cases will have to be adjudicated by the lay-off 'umpire'. We also have cases in a couple of Departments involving surveillance. As surveillance often impacts an employee's right to privacy, these cases too will need to be ruled on by a third party if we cannot satisfy our concerns for our members' privacy.

As mentioned in previous articles, we are still working through very large and complex cases with a significant potential impact to our members. These cases include individual attendance management grievances, jurisdictional disputes and contracting-out, amongst others. Recently, we have also secured dates for hearings on a number of our cases that have been forwarded to arbitration – meaning that the spring months are going to be full of activity!

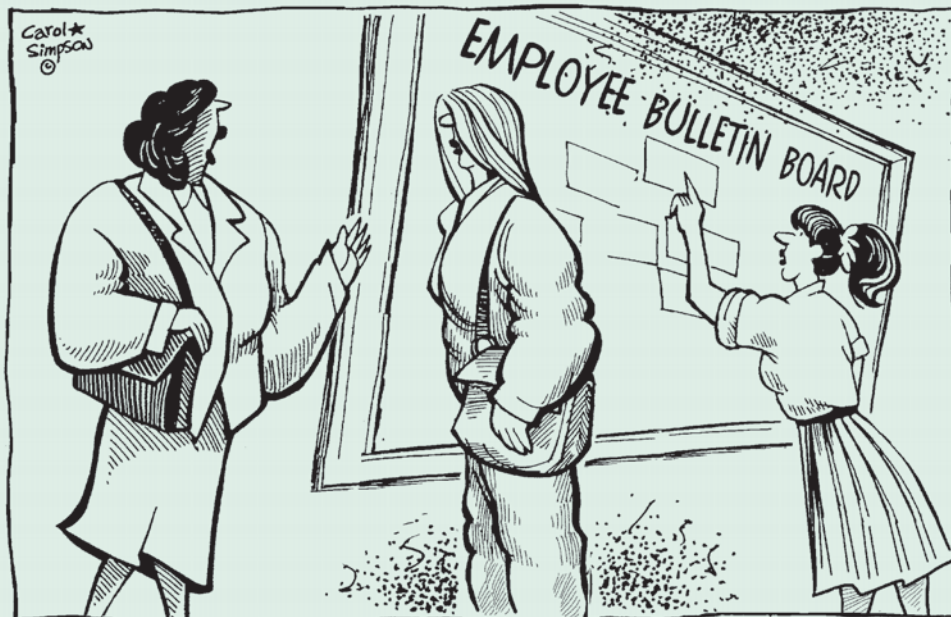
Overall, we have a good handle on our cases and are able to ensure that issues do not go unaddressed. The length of time it takes to receive grievance responses is beginning to be a problem. Additionally, as we head into bargaining we are concerned by the number of grievances that we do have to forward to arbitration in order to achieve a resolution. This, combined with the fundamental nature of many of these cases involving principles such as contracting out, for example, does not bode well for bargaining.

However, rest assured that we have adequate resources and expertise available to us, and that if a change in settlement climate does not ensue, we will use those resources and that expertise to protect our rights.

I do hope however, that my pessimism is proven wrong and that progress is made on a number of the fronts discussed above!

In Solidarity,

Dave



*"I signed up for the self defense class...
the one called How to Win Your Union Grievance."*

Cover:

Starting from top left:

Belinda Gorobao (Food Services), Peter Brien (Food Services), Marlene Marshall (Parking), Dan Minster (Aquatic Centre), Edmund Quan (Campus Security), Julia Wallis (GSS), Chris Kalbfleisch (Botanical Gardens), Evangeline Jonassen (Dentistry), Betty Nielson (Food Services), Nick Lemmel (Physics & Astronomy), Penny Radmilovic (Building Operations), Ed Domenco (Building Operations)



John Square-Briggs (Housing)



Gregg Doughty (Building Operations)



Laura Lowry (Food Services)



Jim Mc Kay (Building Operations)



Roger Doug Hadwen (Building Operations)



Keith Jellis (Mining)



Bill Provenzano (Building Operations)



Glenn McNeil (Security)



Sean David (Building Operations)

Absent from photos:



Anne Stanton (Building Operations)



Harry Easton (Building Operations)

Gregg Garbe (Building Operations), Cheryl Hildebrand (Food Services), Johann Krebbs (School of Music), Chris Longford (Building Operations), Tatjana Majer (Dentistry), Roger Newell (Food Services), Paula Parkinson (Civil Engineering), Nick Sagliocco (Security), Andrew Wong (Security).

THE STORY OF STUFF PROJECT PRESENTS

THE STORY OF BOTTLED WATER

HOW "MANUFACTURED DEMAND" PUSHES WHAT WE DON'T NEED AND DESTROYS WHAT WE NEED MOST

Dear Friends of Bottled Water Free Day,

Bottled Water Free Day Update:

Thank you to everyone who helped make Canada's Bottled Water Free Day such a huge success! On March 11th thousands of Canadians from coast to coast participated in events that highlighted the negative impacts of bottled water. In the end more than 60 universities and campuses organized events, there were over 60 media stories covering the day, and nearly 4000 Canadians signed a personal pledge to not drink bottled water.

Stay tuned for updates at www.bottledwaterfreeday.ca

WORLDWIDE RELEASE – The Story of Bottled Water – Watch it NOW

RELEASED TODAY! The Polaris Institute is proud to co-release the Story of Bottled Water – a 7 minute animated film exposing the truth about bottled water. Co-produced by the Story of Stuff Project, the Polaris Institute and other leading organizations, the film exposes the bottled water industry and makes the case for the public tap.

WATCH IT NOW

Take action now in 3 easy steps:

1. Watch the video online – click here to see the film
2. Visit www.storyofbottledwater.org for additional resources and information
3. Encourage people to find out the real Story of Bottled Water

Thanks,

The Polaris Institute InsideTheBottle.org campaign team
Tony, Joe, Richard, Elly, Tanya, Daniel, and Cam

To unsubscribe from Inside the Bottle Campaign's updates and information please email: elly@polarisinstitute.org



Thank you from President Toope

At the Board meeting this morning on March 23, 2010 President Toope thanked everyone involved in supporting the Olympics and Paralympics here at UBC. He specifically mentioned the great work done by Campus Security!!

All your efforts were recognized and appreciated!

Tony Mahon
Director, Campus Security

Campus Security Staff;

The University of British Columbia wants me to pass on this very specific thanks from President Toope for the great work done by Campus Security during the Olympics/Paralympics. As I have stated in many of our morning meetings, your hard work and professionalism is visible and appreciated by the senior leadership of this organization. On behalf of the management team and the University, I want to thank you personally once again for your support and for making yourselves available during the games. We had a relatively full complement of staff and although we did not face any major crisis I am confident that if we had we would have been well prepared to deal with it. Great job everyone and remember people are watching you everyday and your presence and assistance is highly valued by faculty, staff and students on this Campus. Keep up the great work!

Tony



**Congratulations to
Terrill Stanton (Building Operations) and
Amalia Kantilas (Building Operations)
on their retirement!**



**Congratulations to
Anna De Vaz (Food Services) on her
retirement too!**



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

CANADIAN ASSOCIATION
CALM
OF LABOUR MEDIA



GENERAL MEMBERSHIP MEETING

When: **April 21, 2010**

Where: **SUB Bldg.
Second Floor
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.

Phone: 604-222-0116
Fax: 604-222-0113
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 February and March 2010 Union Meetings:

- To send up to 12 members to the Western Canadian Municipal Conference in Saskatchewan from June 9 to 13, 2010 and pay all associated costs.
- To advance WCB claim denials if appropriate through the appeal process on behalf of our members on a one year trial basis.
- To endorse our Local's resolutions sent to CUPE BC for the CUPE BC Convention.
- To send up to 12 members to Naramata School, weeks of May 2-7 and May 9-14, 2010 and pay all associated costs.
- To endorse the CUPE Local 116 Expense Policy with the inclusion of a new dependent care policy.
- 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 current 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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Please visit our Website for more information at: <http://www.cupe116.com>

