

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



**WELCOME TO OUR NEW MEMBERS
AT THE GRADUATE STUDENT CENTRE!**

Did You Know?

CUPE 116 Executive, Trustees, Executive Council

November 2013

Executive:

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

Trustees:

Bill Provenzano
Jim McKay
Peter Brien

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	Brett Small
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	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

• Our new 2010-2014 Collective Agreement has now arrived. If you have not received one please drop by the Union Office and pick up a copy.

• Workplace Bullying- WorkSafe B.C. rolls out new policies to help victimized Employees. The new policies under the Workers' Compensation Act take effect November 1, and set out the duties of employers, supervisors and workers to identify, investigate and prevent workplace bullying. B.C. employers will be required to establish a policy that outlines the duties of workers, supervisors and employers to prevent or minimize workplace bullying. It will be mandatory for employers to provide clear definitions, to differentiate between bullying and regular managing. The policies are legally binding; it's not just a guideline. They will have to do it.

• If you have been asked to attend an "Informal meeting" with your Manager you have the right to ask what the intention of the meeting is. If you feel uncomfortable attending on your own ask if you can bring Union representation. If the Manager declines your request make sure you take notes of this meeting. If the nature of the meeting leads to what a reasonable person would assess as disciplinary in nature, stop the meeting at once and request Union representation. If the Manager continues to refuse your request and the meeting turns out to be disciplinary, call the Union as soon as possible to file a grievance.

• 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 of 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 goodies, you will be provided with the most up to date information on what is happening within your Union. This is your meeting, your opportunity to have your say and speak out on issues that may be affecting you and your co-workers at the workplace.

• There will be an election held on Wednesday, November 20, 2013 from 7:00 am until 7:00 pm at the Student Union Building Room 214/216 for the following positions:

1 - Vice President at Large

Eligible candidates running for this position are:

Jim McKay - Glazier/Building Operations
Christopher Longford - Landscape Technologist/
Building Operations
Paul Tees - Electrician/Building Operations

1 - Trustee

Eligible candidates running for this position are:

Rob Hoiberg - Bricklayer/Building Operations
Jonathan Burton - Electrician/Building Operations
Chris Edwards - Mechanic/Building Operations

Mark your Calendars and plan to attend!!!



President's Report November 2013

The Local's delegates just returned from a week long CUPE National convention in Quebec City where we celebrated the 50 year anniversary of CUPE. We joined over 2,200 delegates from coast to coast debating and discussing how best to prepare for the future!

Some of the highlights of the convention were:

Focusing on the Strategic Directions for CUPE 2013-2015. CUPE members, now more than ever, need to assert our collective power, build on our past, and fight for the future. The political assault on unions, government policies aimed at suppressing wages and supporting corporations, austerity budgets, and privatization are all aimed at oppressing working people.

CUPE 627,000 strong has vowed to respond to the attacks on our union through mobilization. We are renewing our union through the Fairness Project, a comprehensive campaign to reinforce the value of union membership, to build union pride and to create the necessary conditions for members to head off and resist any and all legislative attacks on union security. We have committed to having 627,000 conversations with each other about what matters at work, what matters in our communities and how our unions can be there for our members.

To meet the immediate challenge presented by the attack on working people, the loss in real wages, the lack of bargaining power, the decline of ongoing full-time jobs and a stagnant economy, CUPE has committed to building a movement of resistance.

In addition to the Fairness Project, CUPE will work to grow our membership, through wall to wall organizing. We will develop regional organizing plans, working sector to sector to build the power of our existing sectors.

In addition there were over 30 resolutions debated on and passed over the course of the week such as:

- CUPE National shall increase strike pay to \$300 per week from the current rate of \$200 per week.
- CUPE National shall lobby the Federal Government to eliminate the requirement of the use of P3's or any other form of privatization in order to qualify for infrastructure funding.
- CUPE National will make mental health issues in the workplace a priority for the National Health and Safety Committee
- CUPE National will ensure that our bargaining strategies and plans are strong enough to withstand the inevitable assault on trade unions and public services, which is critical to ensuring that our members' fundamental rights are protected. The centerpiece of this struggle must be to ensure that all CUPE employers need to know that all moves to extract concessions from CUPE members will be resisted.
- CUPE National will organize a sector-based bargaining conference through the creation of a national sector council. A National Sector Council will complement work of the provincial division sector structures. It will oversee the organization of a biennial conference in which each major sector will be able to meet independently as well as together in plenary. The inaugural conference will be focused on collective bargaining in each of CUPE's major sectors.

Over the next few years we do have our work cut out for us in reinventing our movement. It is of utmost importance not just to talk the talk, but to walk the walk in order to rebuild the machine of organized labour.

Yours in Solidarity,



Colleen



Laura Lowry at the 2013 CUPE National Conference in Quebec

Vice President's Report

The last number of months has been very busy for the Local in terms of grievances and arbitrations. The grievance committee and our shop stewards continue to work through the issues on behalf of our members. We have been dealing with a large number of disciplinary cases recently, as well as with promotion disputes, accommodation issues, and Collective Agreement interpretation cases. In addition, two recent major issues have resulted in a number of grievances and have required a significant amount of our resources.

The first, in Building Operations, flowed from a University investigation into allegations of serious misconduct in one area of the department. This investigation utilized surveillance and relied in part on vehicle GPS records. A number of terminations and high level suspensions have resulted from this investigation. Due to the scope and complex nature of this issue, we immediately sought legal guidance on how best to proceed with protecting our members' interests – both more broadly in terms of how the investigation was undertaken and the legality of it, and more specifically in terms of the individual discipline imposed on members. We have had a number of grievance meetings on these cases and are now examining our options before proceeding with the next steps.

The second set of issues arises from our newly organized Animal Care Services unit. The employees voted to join CUPE 116 in the summer of this year and so are now our members. However, the transition from non-Union to Union status has not been completely smooth, with issues relating to pay rates, scheduling and others. These circumstances too have led to a number of grievances that we are currently working to address.

However, in spite of the volume of cases that we have at present, there are a number of issues that we have been able to resolve successfully. These include some reclassification cases, a number of disciplinary issues, and several promotion grievances.

We will keep you updated on our progress with these issues and more...

In solidarity,



Dave

P.S. – Remember to check out the newly re-opened Koerner's Pub, staffed by our members!



CCPA
CANADIAN CENTRE
for POLICY ALTERNATIVES
BC Office

research • analysis • solutions

September 9, 2013

Colleen Garbe, President
Cupe Local 116
206-2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

Dear Colleen and Friends

On behalf of the Board and staff of the BC Office of the Canadian Centre for Policy Alternatives, I am writing to thank you for initiating an organizational membership at \$500 for CUPE 116, as well as contributing a very generous donation of \$4500 to the BC Solutions Fund. Please convey our sincere appreciation to your Executive.

Since launching the Solutions Fund ten years ago, generous donors like you have helped support the vital work of the BC office. There is an ongoing and very pressing need to continue investigating the key challenges facing our province – the high rate of poverty, the extreme concentration of wealth, and threats to our environment and climate. The BC Solutions Fund gives us the flexibility to respond to pressing issues as they emerge, but it also lets us plan for the long-term. You are helping us to do that as well as develop a vision of a BC that is carbon zero, more equal, free of poverty, and truly 'the best place' for everyone.

Over the coming year we would like to send you occasional updates and invitations to BC Solutions Fund briefings at our office, but to do so we need to ensure that we have your email address on file. If we don't have that information yet, or if your email address has changed recently, please contact Leo at 604-801-5121 ext 225, or send a message to leo@policyalternatives.ca.

Thank you again!

Very sincerely,



Seth Klein
BC Director



1400 - 207 West Hastings Street • Vancouver, BC V6B 1H7
tel: 604-801-5121 • fax: 604-801-5122
ccpabc@policyalternatives.ca • www.policyalternatives.ca

Act On It!

Effective November 1, 2013

All of you who are Safety Committee reps need to have this discussion at your meetings; those of you who are not committee reps need to ask your reps what is being done in your workplace about bullying and harassment.

WorkSafeBC's Board of Directors has approved three Occupational Health and Safety (OHS) policies under Sections 115, 116, 117 of the Workers Compensation Act, dealing with workplace bullying and harassment. The policies define bullying and harassment and explain the duties of employers, workers and supervisors to prevent and address workplace bullying and harassment.

Included under the duties of the employer are the following:

- Develop a policy statement in your workplace
- Take steps to prevent or minimize bullying and harassment
- Develop and implement procedures for workers to report incidents and complaints of bullying and harassment
- Develop and implement procedures for dealing with incidents and complaints
- Informing and training workers and supervisors
- Annually review the policy statement and procedures for reporting and dealing with incidents and complaints
- Not engaging in bullying and harassment of workers and supervisors

All of us at this University would be kidding ourselves if we thought this didn't happen here, and many of you unfortunately know that it certainly does happen here.

It is time to stamp out bullying and harassment and not just to recognize it happens for one day in February. We all need to be activists and do our part and the employer needs to provide the tools and the means to do so.

During a Health and Safety Forum that I recently attended, a brother from Ontario spoke to the legislation that was adopted in Ontario. The pitfall that they experienced is that they did not have strong language in their Collective Agreement, and the employer alone assessed the workplace regarding bullying and harassment. Needless to say they experienced a lot of problems over the implementation of this new legislation and a number of brothers and sisters continued to suffer. Fortunately we bargained strong language in our C/A to ensure our participation.

23.15 Risk Assessments

The Union and the University agree that risk assessments are an integral part of a good occupational health and safety program

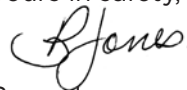
They help to:

- Create awareness of hazards and risks
- Identify who may be at risk and determine if existing control measures are adequate or if more should be done
- Help prevent injuries or illness
- Help to prioritize hazards and control measures

It is with this understanding that when the need for an assessment is recognized, the worker representative of the local joint committee is to participate in the assessment.

I hope that by reading this article, you all realize two things that are most important to us as a unionized workplace. Firstly, we as Health and Safety Committee members are on equal footing with the employer, it is the strongest position we have on any committee. Secondly, we need to realize the importance of strong health and safety language in our collective agreement because far too often the regulations change and mostly not in our favour as workers.

Yours in safety,



Barry Jones
Vice President at Large



Canadian Union of Public Employees
Local 389
#255 - 1000 Roosevelt Crescent
North Vancouver, BC V7P 3R4
Telephone: 604-987-1231
Fax: 604-987-1252

September 27, 2013

Dear Brothers & Sisters:

Re: \$3,500.00 Donation - Locked Out Employees at the North Shore Winter Club

On behalf of the Executive Board and members locked out at the North Shore Winter Club we wish to thank you for your support and solidarity during this very difficult time for our members.

The solidarity you have shown in this dispute along with your generous donation is very much appreciated.

In Solidarity,



Cindy McQueen
President
CUPE 389

Auditor's Report

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Surrey, BC V3S 0Z5

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INDEPENDENT AUDITOR'S REPORT

To the Members of:
Canadian Union of Public Employees, Local 116

Report on the Financial Statements

We have audited the accompanying financial statements of CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 116, which comprise the statement of financial position as at October 31, 2012 and the statements of changes in net assets, operations and cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with Canadian generally accepted accounting principles, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with Canadian generally accepted auditing standards. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatements of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Basis for Qualified Opinion

Union dues and initiation fees and defence fund dues have not been subjected to complete verification by audit procedures since it was not practical to extend our tests into the records of the University of British Columbia (the "University") to substantiate the number of employees belonging to the Union Local and the earnings of those employees. Accordingly, our verification of revenue from this source was limited to comparisons of recorded receipts with deposits and with the monthly summaries prepared by the University. We were not able to determine whether adjustments might be necessary to dues and initiation fees, revenue over expenditures for the year, assets and net assets.

Qualified Opinion

In our opinion, except for the matter described in the Basis for Qualified Opinion paragraph, these statements present fairly, in all material respects, the financial position of the Union Local as at October 31, 2012 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted accounting principles.

October 7, 2013

A handwritten signature in dark ink, appearing to read 'KNE&V', is written over a light background.

Chartered Accountants LLP



Independent Member Firm of DFK International
A worldwide association of independent accounting firms

Christmas Dinner

*Happy
Holidays!*



19th ANNUAL LABOUR COMMUNITY CHRISTMAS DINNER



WE NEED YOUR HELP!

Our annual Labour Christmas Dinner is for those in the community who are less fortunate. They are served a full turkey dinner with all the trimmings, music, carol sing-a-longs, gifts from Santa for every child and teenager, a visit to the boutique, and a food hamper.

Union members volunteer to perform all aspects of the preparation, service, entertainment and clean-up.... *but none of this would happen were it not for you!*

The dinner is in need of the following:

- **Cash or cheque donations:**

Labour Community Christmas Dinner
c/o B.C. Federation of Labour
200-5118 Joyce Street, Vancouver, BC V5R 4H1

- **Unwrapped toys**
- **Non-perishable foods**
- **Gift cards, gifts for teenagers too!**
- **New and gently used, washed clothing for men, women, children**
- **Blankets, toiletries, boots**
- **Jackets, hats, socks, gloves**



If your workplace would please collect any of the above noted items that would be greatly appreciated.

Contact Marisha Zuckerman at labourxmasdinner@hotmail.ca for pick up of items or call 604-908-3045 (B.C. Federation of Labour).

If you are interested in volunteering our dinners are held on
December 24, 2013 from 5:00 pm – 8:00 pm at either:

Maritime Labour Centre
1880 Triumph Street
(At Victoria Drive)
Vancouver, BC

Whalley Legion
13525-106th Avenue
Surrey, BC

2013 Labour Community Christmas Dinner-Donation It'r poster



“On the front line”

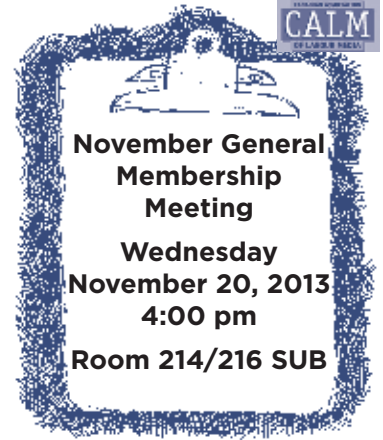
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

Phone: 604-827-1705
Fax: 604-822-5519
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.



Bulletin Board

The Members Decided

September Membership Meeting:

1. To send up to \$3,500 donation to the members of the North Shore Winter Club, CUPE Local 389, who have been locked out for over 150 days
2. To pay all bills and salaries

October Membership Meeting:

1. To pay all bills and salaries
2. To donate \$1,500 to Basics for Babies Christmas Fund

Thirsty? See Below!

On Oct 15th, Koerner's Pub opened their doors once again to thirsty patrons from across the UBC campus. It has been a long time coming. Koerner's Pub closed its doors in May 2011 as a result of a decision made by the Graduate Student Society Council, citing mounting financial losses. Our Local spent a significant amount of time at the Labour Board arguing on behalf of members who were negatively impacted by the Pub's closure and we were eventually able to achieve a settlement. Soon after, the Parties entered into Collective Bargaining to secure a renewed Collective Agreement to prepare for a reopening. The Union was able to successfully negotiate an Agreement that focused on providing employment opportunities for graduate students on campus, as well as including health and safety language and a cost of living adjustment.

Led by a third party operator, the Pub now features a remodeled interior, a new menu, and an array of thirst-quenching brews on tap. Koerner's is open from 11:00 am to 1:00 am, Monday to Friday, and is still located in the basement of Thea Koerner House, 6371 Crescent Rd.

Please join us in welcoming over twenty new CUPE 116 members to our Local, and make sure to pop in and say hi!

Sean David
Steward



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.

