

# THE COLLECTIVE

**THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116**

*Bargain for Fairness, Bargain for Respect, Bargain for Job Security, Bargain for Better Wages & Benefits, Bargain for a Better Workplace*

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**KEEP  
CALM  
AND  
BARGAIN**

*Bargain for Fairness, Bargain for Respect, Bargain for Job Security, Bargain for Better Wages & Benefits, Bargain for a Better Workplace*

# Did You Know?

## CUPE 116 Executive, Trustees, Executive Council

March 2014

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

• The Local's Bargaining Committee will be elected at an all-day vote on Wednesday March 19, 2014 - Room 214 SUB. There will be a bulletin sent out with information on all of the candidates in early March.

• The Employer now has to have a set of policies to govern the way they deal with bullying and harassment in the workplace. The three new Occupational Health and Safety policies that outline the duties of employers, workers, and supervisors can be found at [www.worksafebc.com/bullying](http://www.worksafebc.com/bullying)

### • **The Local's Delegates for 2014 are:**

Christopher Longford  
Lindsay Forsyth  
Chris Edwards  
Leah Murray  
Harry Easton  
Sean David

### • **Alternative Delegate:**

Lisa Mead

• Your next Union Meeting will be held on Wednesday March 19, 2014 at 4:00 pm sharp. The location of the meeting is at the Student Union Building Room 214/216.

## Mark your Calendars and Plan to Attend!



Hi Roger,

A note to thank you (and CUPE 116) for the amazing donation we received from you. We will designate your contribution to our Kid's Picks program. This program provides children between the age of 2 and 6 years with healthy, nutritious foods selected by the nutritionists of Vancouver Coastal Health.

At the same time I would like to invite you and your colleagues of CUPE 116 for a tour of our facility; it will also allow us to share our new

direction, one that is focused on empowerment, education and sustainability.

Please let me know if a tour would fit in your agenda.

Thank you again for your support.

Warm greetings, Aart Schuurman Hess  
Chief Executive Officer  
Greater Vancouver Food Bank Society  
[www.foodbank.bc.ca](http://www.foodbank.bc.ca)

Our Collective Agreement expires on March 31; it seems like we just concluded the last one, and it is time once again to commence with negotiations. On March 19th we will be electing a new Bargaining Committee. A separate bulletin naming our nominees and describing why they want to be on the committee will be sent out to the membership.

It is important that the membership elect a committee with full knowledge on what each member brings to the table. To be good at bargaining you require planning and organizing skills, be able to think clearly under stress, have initiative and problem solving skills. Bargaining takes a great deal of stamina, personal time, and courage.

Bargaining is not easy. Once we elect a committee it is crucial to support the members of the committee. Being united gives our Local the best chance to move forward with issues that matter to us.

Shortly after the committee is in place, the Local will be developing a bargaining survey. Members of the committee and your Shop Stewards will be giving out the surveys and collecting them back. Member engagement with a high return gives your committee a good insight into priorities for this round of bargaining.

Once the results of the surveys are complete the Union will be formulating proposals and bringing them back for a membership vote to endorse. As we know, each round of bargaining gets more difficult as a result of government interference and restrictions.

That is why we must have faith in our committee and solidarity within the membership to achieve a fair and equitable Collective Agreement.

The Union will keep you updated as we move through the bargaining process.

Yours in Solidarity,



Colleen

Since we last reported, the Local continues to be very active in working through our grievances.

Many of you will be aware of the large investigation that occurred last year in Building Operations which resulted in a number of our members being terminated and more facing significant suspensions. All told, there were more than twenty members disciplined as a result of the University's investigation. We have now heard all these cases at step 3 of the grievance procedure.

Because of the size and scope of this set of cases we sought legal advice at the outset of the grievance procedure, and as our grievances were being denied as we heard them, we invoked the arbitration process earlier than normal. As a result we already have an arbitrator appointed to hear all these cases and have some initial agreed upon dates. We are currently working through the pre-hearing disclosure and are seeking more dates to hear the cases.

We have also faced other termination cases in Building Operations, from the Trades areas and the Custodial Department. Again, all the grievances have been heard. We have resolved some of these cases, with one member returning to work and discussions ongoing regarding another. Other cases have been denied and so are being reviewed by our legal advisors.

We have recently dealt successfully with grievances concerning the overtime and scheduling provisions of our Collective Agreements. In addition we continue to deal with a number of grievances that concern discipline of our members, as well as violations of our main Collective Agreement that relate to safety, work of the bargaining unit and the promotion process, amongst others...

Our grievance committee continues to meet every three weeks to process and administrate our grievance workload. In the coming weeks we have a number of cases scheduled, mostly relating to discipline imposed on our members.

We will continue to keep you updated.

In solidarity,



Dave

So the new amended ACT Bill-14 with regards to bullying and harassment is to be implemented into our workplace, so what does that look like?

As of November 1st employers were to have in place a policy and training in procedures for employees, should this occur in their workplace. Even though November 1st was the “start date” there was a three month grace period before WorkSafeBC headed out to work places to poke around.

On January 29th WorkSafeBC came to UBC to see where the University was with their programs. As far as policies go, yes the University has a number of them that satisfy WorkSafeBC, and all speak to a healthy harassment free environment: Policy #3 Discrimination and Harassment; #7 Safety; #95 Formal Investigations; and a Respectful Environment Statement created in 2008 which also includes students.

As well, our own Collective Agreement: Article 4.04 Human Rights; 4.07 Harassment in the Workplace; and our Letter of Understanding, Violence in the Workplace.

All of this information can be found on the UBC web site and through the Department of Risk Management Services.

But all of this doesn't amount to a hill of beans if we as workers either can't access it or are never told about it.

So the challenging part of this ACT amendment will be to get this information to all of us in a timely manner. It is not acceptable to just have it posted in your workplace and telling you to read it. It will have to be built into all new employee orientations, and those who aren't new will need a discussion with your supervisors and be identified with a check off process. Because I don't doubt that WorkSafeBC will come out and ask employees randomly if they are aware of the bullying policies and what to do should they want to report an incident.

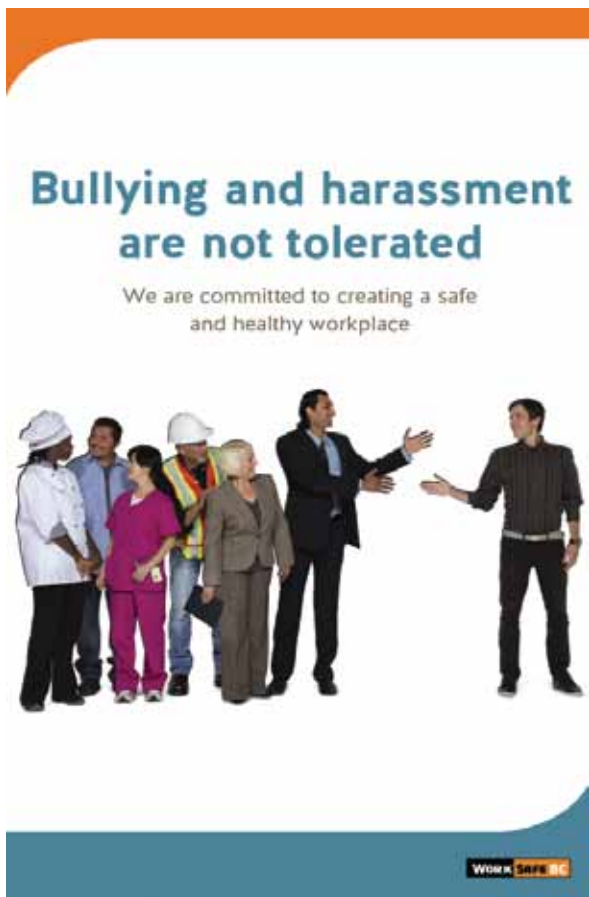
As your representative on the University Health and Safety Committee, I have seen that so far the University is delegating this workload to the Human Resources Department, and I don't believe that is the way to go. No doubt HR will be involved, but this is a health and safety issue and your Health and Safety Committee members would be necessary to help implement procedures.

There are safety committees in all workplaces and buildings; would it not make sense that they disseminate the information to the workers that they represent? Plus we meet once a month so this would be the best place to have this discussion and how the roll out will look. I will constantly advocate for our members and those in the community who have no representation, to ensure we are all informed of this process.

It will be a major task to complete, but you as an individual or with your immediate co-workers can help make this change by asking your supervisors what is going on. Don't wait for this information to come to you, go and get it yourself!



Barry Jones



# Union History

Currently, Canadians have labour laws that are in high standings compared to many nations of the world, and many seem to take that for granted. What you might not expect is the long, grueling, and sometimes bloody journey that it took Canadian citizens to get to where we are today. Many might argue that we still have a long way to go, and that is true, but a lot of those people might not be aware of where we came from, of just how far over the line Canadians have had to push themselves to get to where we are today. Over the course of our history, one instance stand out amongst the masses, not just because of its violent name, but because it hit's close to home as it happened right here in Vancouver, BC. That one event was later named "Bloody Sunday".

During the great depression the Canadian federal government established relief camps for single, unemployed men. These camps were in poor condition and paid only 20 cents for a day's work. These conditions today would be considered criminal, and at that time a lot of people in these camps felt the same way. What was worse, however, was when they closed down the camps in 1938, leaving hundreds homeless on the streets of Vancouver.

With so many men on the streets, civil unrest ran rampant. One man, named Steve Brodie, rallied together 1200 men on the 20th of May, 1938. They flooded into the streets of downtown Vancouver, splitting into three groups, some into Hotel Georgia, some into the Vancouver Art Gallery, and over 700 into new post office. The protesters in Hotel Georgia received a large sum of money from the manager in exchange for their dispersion, however the other two protests held strong. It was not until Sunday the 19th, June 1938, that the Police finally intervened. This day was also the day now called Bloody Sunday.

Police forces moved in using tear gas to try and flush out

the protesters from the buildings they occupied. This proved to be a grave mistake, the use of such force quickly turned the protest into a mob. Protesters smashed windows for ventilation and searched around for anything they could use as a weapon or throw. Police clashed with the mob violently, batons in hand, and were met with equal force. About 40 men were hospitalized, police and protester alike, including Steve Brodie who was targeted by police as an example and left with permanent injuries.

Today, some people actually try to convince others that unions are no longer necessary because employers are "Kind" and "Generous" and overall not what they used to be. It is easy to forget that many of the benefits we now enjoy were not given to us out of the concern or generosity of employers. Instead they are hard won concessions by unions in the past. Stat holidays, fair wages, vacations, maternity leave, pensions, health and safety, these are just a few of the benefits that we would not have if people before us did not join together in union to better the work environment for everyone.

Robert Easton,



# Big Brothers



Big Brothers of Greater Vancouver is a non-profit organization that matches at-risk children in the community with mentors who serve as role models and teach by example the importance of giving and giving back, staying in school, and having respect for family, peers, and community. Our main goal is to make a difference in the life of a child who lacks a strong positive role model. We have a variety of friendship based mentoring programs that we offer for volunteer opportunities, such as the Big Brothers program, the In-School Mentoring program and the Game On program.

The Big Brothers program matches adult male volunteers with young boys aged 7-14 who spend two to four hours a week doing a wide range of activities together that they both enjoy.

The In-School Mentoring program matches men and women volunteers with an elementary student, and they spend one hour a week on school grounds during school time, doing fun activities like playing sports and games or doing arts and crafts.

The Game On program is an eight week group based mentoring program that provides boys with information and support to make informed choices about healthy lifestyle practices.

Additionally, Big Brothers offers the Employee Volunteer Program which involves the organization partnering with local businesses whose employees take part in our In-School Mentoring program during working hours. It is ideal for those companies seeking to embrace volunteerism and making it a part of their corporate culture.

Moreover, if anyone has any referrals regarding volunteers or children in the community who would benefit from our programs, we look forward to hearing from you.

To apply, visit [bigbrothersvancouver.com](http://bigbrothersvancouver.com) or contact Rose Baraty at 604-876-2447 ext. 236 or [rose.baraty@bigbrothersbigsisters.ca](mailto:rose.baraty@bigbrothersbigsisters.ca).

We greatly appreciate this opportunity to inform Union members about Big Brothers, and suggestions for other ways to get involved will be welcomed.

Thanks so much,

Jessica Davies

Marketing Assistant  
604.876.2447 x303  
[bigbrothersvancouver.com](http://bigbrothersvancouver.com) | [@BigBrosOnline](https://www.facebook.com/bigbrothersvancouver) | [facebook.com/bigbrothersvancouver](https://www.facebook.com/bigbrothersvancouver)



## United Way Lower Mainland

### 2013 CAMPAIGN CABINET

#### CABINET CO-CHAIRS

**Rudy Kerklaan**  
*Connor, Clark & Lunn Private Capital Ltd.*  
**Scott Wilson**  
*Teck Resources Limited*

#### CABINET MEMBERS

**Warren Beach**  
*TimberWest Forest Corp.*  
**Kris Bulcroft**  
*Capilano University*  
**Michael Burtch**  
*Taluswood Capital*  
**Steve Butz**  
*YMCA Greater Vancouver*  
**Ian Cameron**  
*Methanex Corporation*  
**Sarah Clark**  
*Partnerships BC*  
**Frank Crema**  
*Goldcorp Inc.*  
**Alan Dabb**  
*TELUS*  
**George Davison**  
*Federation of Post-Secondary Educators of B.C.*  
**Henry Donkers**  
*BMO Financial Group*  
**Craig Dudra**  
*RBC Capital Markets, Global Investment Banking*  
**Rod Fossen**  
*CIBC*  
**Mark Goldberg**  
*Teck Resources Limited*  
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**Jill Leversage**  
*Highland West Capital Ltd.*  
**Eric Magnuson**  
*Aboriginal Affairs and Northern Development Canada*  
**Sarah McCullough**  
*Spectra Energy*  
**Paul McDonell**  
*City of Burnaby*  
**Jim McLagan**  
*Canron Western Constructors LP*  
**Cathy McLay**  
*Translink*  
**Dallas McMurtrie**  
*Deloitte*  
**Grant McTaggart**  
*Best Buy Canada Ltd.*  
**Tom Merinsky**  
*Finning International Inc.*  
**Matthew Peters**  
*McCarthy Tetrault LLP*  
**Loring Phinney**  
*Bell Canada*  
**Jamie Pitblado**  
*Vancouver Sun & The Province*  
**Matthew Quinlan**  
*CIBC World Markets*  
**Drew Railton**  
*Caldwell Partners*  
**Dave Richardson**  
*Octaform Systems Inc.*  
**Joe Ryan**  
*IBM Canada Ltd.*  
**Jill Schnarr**  
*TELUS*  
**Michael Scott**  
*Nexterra Systems Corp.*  
**Philip Steenkamp**  
*Simon Fraser University*  
**Sandra Stuart**  
*HSBC*  
**Peter Swinton**  
*PricewaterhouseCoopers*  
**Patrick Tobin**  
*Canadian Heritage*  
**Carolyn Tuckwell**  
*Boys and Girls Clubs of South Coast BC*  
**Ross Turnbull**  
*Odlum Brown*  
**Catherine Van Alstine**  
*Odgers Berndtson*  
**Tom Whelan**  
*Ernst & Young LLP*  
**Kathryn Young**  
*Odgers Berndtson*

### Campaign 2013

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

Dear Ms Garbe,

CUPE Local 116 is helping make our community stronger!

Thanks to your generosity, young children in families struggling with poverty will receive the nutrition and nurturing they need to succeed at school.

Older children will be able to stand up to bullying – and reach out to others – discovering where they belong, so they can grow up happy, healthy, and resilient.

Seniors will live active and independent lives – no longer fearful of loneliness and isolation – but surrounded by caring friends, family and neighbours.

Your Union gift to United Way achieves all this and more. By working together to change our community for the better, we change the future for hundreds of thousands who live in the Lower Mainland ☐ one child, one family, one senior at a time.

Thank you for making a difference. It truly matters for each and every person that you have helped.

Sincerely,

*Katharine Harrold*

*Thank you!*

Katharine Harrold  
Vice President, Resource Development  
United Way of the Lower Mainland



## “On the front line”

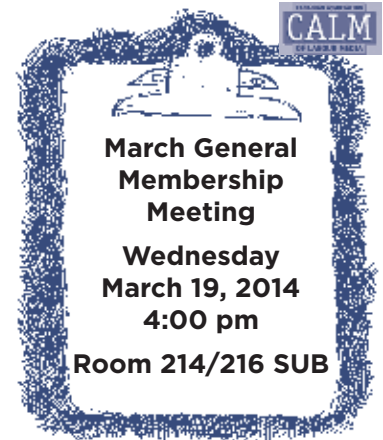
Donald Rix Building  
Suite 206 - 2389 Health Sciences Mall  
Vancouver, BC V6T 1Z3

Phone: 604-827-1705  
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Email: [cupe116@cupe116.com](mailto:cupe116@cupe116.com)  
Website [www.cupe116.com](http://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

#### November 2013 Membership Meeting:

1. To pay all bills and salaries
2. To approve the proposed Budget of the local for 2013-2014
3. To donate \$3,000 to Doctors Without Borders

#### December 2013 Membership Meeting:

1. To pay all bills and salaries
2. To donate \$1,000 to the SPCA

#### January 2014 Membership Meeting:

1. To pay all bills and salaries

#### February 2014 Membership Meeting:

1. To pay all bills and salaries
2. To donate \$500 to Peter Lincoln's Ride to Conquer Cancer, and match other members' individual donations up to another \$1,000, for a total of \$1,500
3. To send two Delegates to the CLC convention being held from May 5 to 9, 2014 in Montreal, Quebec, and pay all associated costs
4. To send six Delegates to the CUPE BC Convention being held in Vancouver from April 10 to 11, 2014 and pay all associated costs

*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](mailto:cupe116@cupe116.com).*

