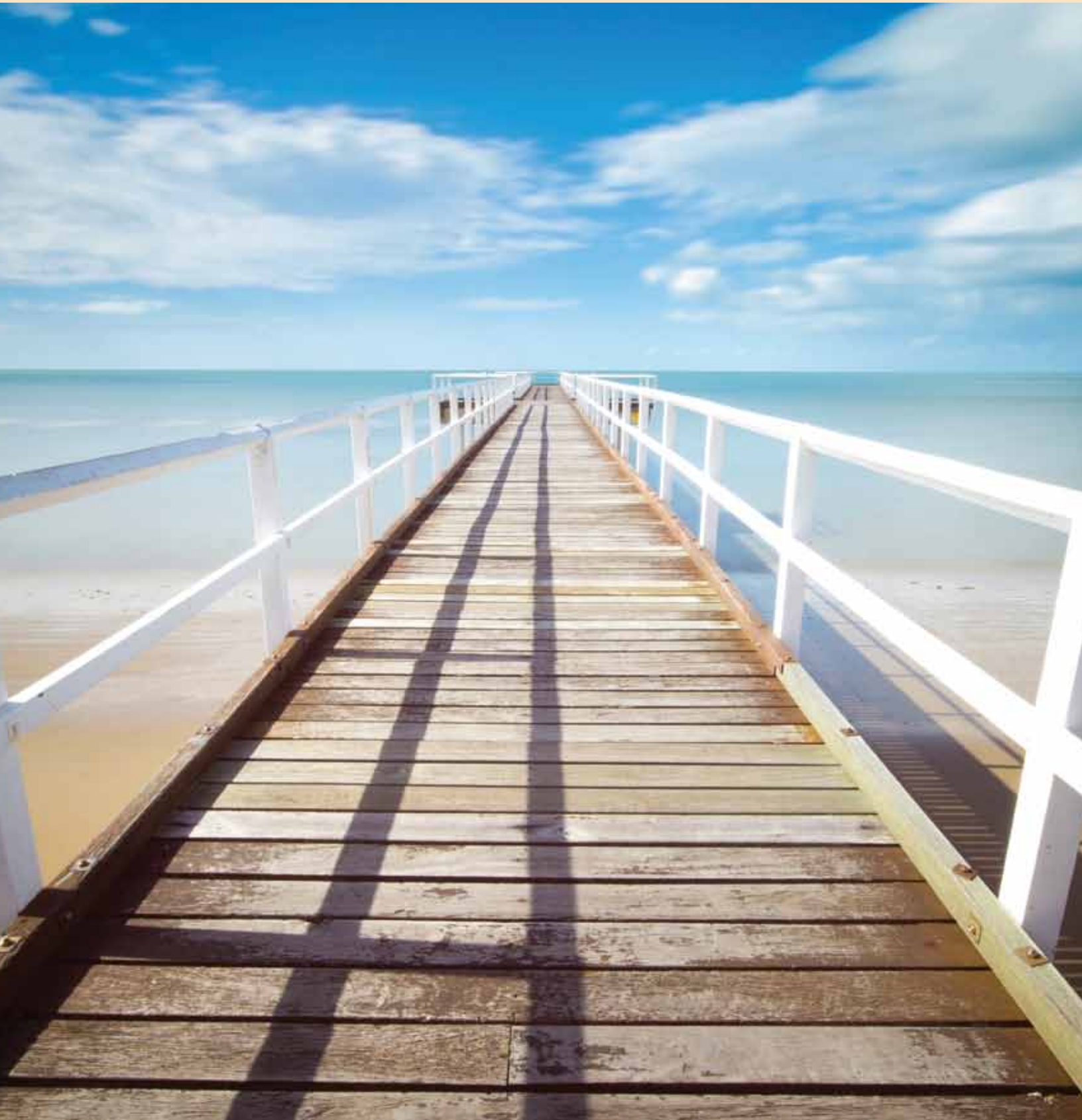


June 2017

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



Did You Know?

CUPE 116 Executive, Trustees, Society Executive, Stewards June 2017

Executive:

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

Trustees:

Chris Edwards
Georgina Stark
Nenette Eugenio

Society Executive:

President	Ian MacLean
Treasurer	Paul Tees
Directors	Laura Lowry
	Anne Stanton
	Brian Ditchburn

Stewards:

Rigel Abanes	Bookstore
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
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
Dimitrius Kavouras	Plant Ops Electricians
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
Elinor Morris	Bookstore
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

Safety Boot Reimbursement

The Government of British Columbia Bulletin PST 100, revised December 2016, states that the purchase of, "Footwear with built-in safety features, such as safety toes, loggers' caulks or acid resistant qualities - not including footwear designed solely for weather protection" should be exempted from PST.

The \$200 allowance per every two years for CSA approved safety footwear will only be reimbursed for the cost plus GST. When purchasing steel toed work boots you will need to inform the vendor that you are purchasing the boots for work purposes, and ensure that you are not charged for PST. If PST is charged you will not be reimbursed for that amount.

Health and Safety

Bill Provenzano has recently assumed the position of CUPE 116 Health and Safety Committee member. We would like to thank Barry Jones for his years of dedicated representation on behalf of our Local on the 116/UBC joint committee and on departmental safety committees.

CUPE BC Provincial Scholarship

CUPE BC has just sent notice that they are offering the 2017 Aubrey Burton/Reg Ford Memorial Scholarship to CUPE members, their spouses, or their children, at a level of four scholarships of \$500 each. Forms and information are available at the CUPE 116 Union Office, located on the second floor, Donald Rix Building on the corner of Health Sciences Mall and Agronomy Road between 7:30 am - 3:30 pm. These provincial scholarships are separate from those offered by the CUPE 116 Society, and must be submitted to CUPE BC by August 15, 2017.

President's Report - June 2017

Although it has been some time since we have written to you, 2017 has been busy and productive so far. We will identify a number of the things that we have been working on and/or that our members should know about...

Articles 3.06 (Employee Status) and 22.04 (Benefits Eligibility) reviews - we have spent considerable time working with the University on a proper, transparent method to conduct these annual reviews. We have essentially ironed out a process that ensures our members will receive due consideration each year, by assessing all the applicable contributing hours. This means that all eligible members will receive benefits and status changes as appropriate.

Website - we now have a new and improved website that we will maintain and update with more relevant and timely information. Please check it out at www.cupe116.com.

Personal Development Fund - the annual allowance for members has increased from \$500 per year to \$1000 per year, effective April 1, 2017. More information and application forms are available on our website and on the UBC Human Resources website.

Reclassifications - we have worked on a number of reclassification issues so far this year in a variety of areas of our membership. Of particular note is the achievement of a meaningful reclassification and wage increase for the Dental Assistant 2s, 3s and 4s in Dentistry.

Schedule 'C' review - reclassification applications and appeals, as well as chronic recruitment and retention, and demographic issues have led to the Local working with the University on revising the classification hierarchy in Schedule 'C' of the Collective Agreement. This has led to a number of new classifications and to meaningful wages increases in a number of Trades areas.

President Ono - the Executive met with President Ono on April 12th. He was very welcoming and inquisitive. He expressed the desire to meet with more of our members, and in perhaps attending a Union meeting in the future.

75th Anniversary - the Local and Society will be hosting the Local's 75th Anniversary celebration at the biennial Society picnic on July 16th at Central Park in Burnaby. There is a poster later in the newsletter with more information!

We will keep you updated and informed on more of our work and activities in the late summer or early fall. In the meantime, we hope that everyone has an enjoyable summer and is able to take some well-earned vacation time!

All the best,



Dave



Vice President's Report – June 2017

Since our last edition, the Local has continued to be kept busy dealing with investigations in a number of departments across campus, while still working to resolve previous years' grievances. The issues vary greatly, including scheduling, interactions between employees and the public, unauthorized absences, and workplace concerns, among others.

The majority of grievances pertain to suspensions, job postings and promotions, incorrect rates of pay, first aid and other premiums, and conduct in the workplace, as well as other issues within a wide range of departments.

We've heard a number of grievances over the past couple of months, and are working through others in earlier stages of the process, or waiting for a response from the employer.

We are awaiting the decision from the Umpire for the outcome of our first job selection grievance, and hope to have that soon.

Also, we have a termination case in Building Operations which we moved to

arbitration, that has now been set for a September hearing.

The SHHS Food Services food cart grievance has been resolved between the parties; however, we have been hearing from our affected members that the agreed upon remedy still hasn't taken place. The Local is following up on that and will hopefully have an answer soon.

We have also sent a number of files for legal advice and review, to determine the likelihood of a positive outcome if we advance them to arbitration, and should have answers on those over the coming month.

On other topics, I have now had SHHS Food Services and Dentistry Local Working Committees added to my portfolio and look forward to working with the committee members and departments.

I hope you all have a wonderful summer, and we will see you in the fall.....

Cheers,
Roger De Pieri

UBC Staff Pension Fair

June 21 at the Robert H. Lee Alumni Centre Jack Poole Hall, Second Level

The Staff Pension Fair (SPP) Pension Fair will take place on Wednesday, June 21 from 11:30 am to 1:15 pm at 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. Similar to past years, we will have information tables hosted by UBC Retirement and Survivor Benefits, UBC Investment Management

Trust, UBC Employee and Family Assistance Program, and more.

Registration is not required and you are encouraged to drop in at any time that is convenient for you. For more information, please visit:
staff.pensions.ubc.ca/pensionfair.

The Pension Board, management and staff look forward to meeting you and answering your questions.

2017 Staff Pension Fair



Let's talk about your pension plan.

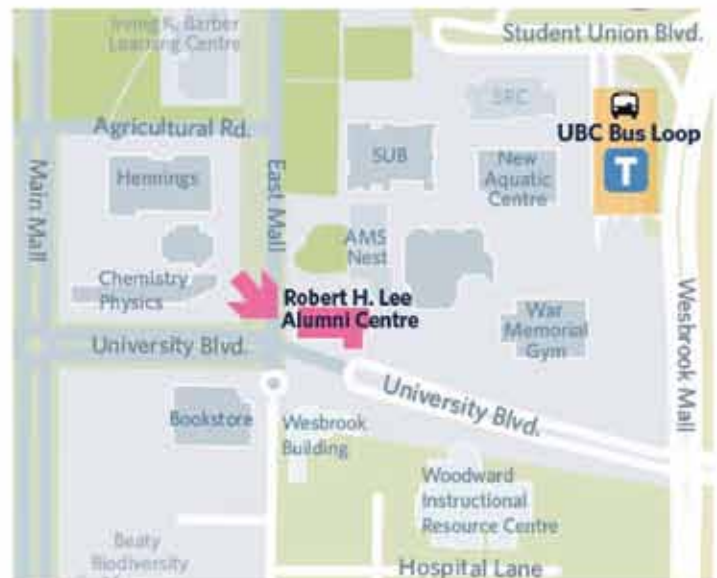
The Staff Pension Plan (SPP) Fair is a great opportunity for you to learn more about your pension plan and gain some pension knowledge. The SPP Board, Management and Staff look forward to meeting you and answering your questions.

RSVP is not required and you are encouraged to **drop in at any time that is convenient for you**. Light refreshments will be served.

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

**Wednesday, June 21, 2017
11:30 a.m. to 1:15 p.m.**

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



THE UNIVERSITY OF BRITISH COLUMBIA

staff.pensions.ubc.ca

2017 CUPE BC Convention Report - Victoria

On April 26, I attended the annual CUPE BC Convention along with the other Local 116 delegates: David Lance, Roger De Pieri, Bill Provenzano, Sean David, Richard Gee, and Georgina Stark. We arrived in Victoria on Wednesday afternoon, registered at the Empress Hotel convention hall, and returned at 6.30 that evening. The convention began with opening speeches and greetings from CUPE BC President Paul Faoro, followed by a speech from Treasurer Trevor Davies and a rundown of the next three days of the convention schedule. The evening finished off with a reception for all delegates, with whom we mingled, shared stories, and got to know some of the issues other locals face.

Our convention's keynote speaker on Thursday was Lee Saunders from Washington DC, who represents over 1.6 million members of AFSCME (American Federation of State, County, and Municipal Employees). He shared the issues that his members face over the next four years under a Trump administration, with right to work legislation topping the list, court battles for the right to collective bargain, and the effects on working families.

Lee and his members are prepared to take on the fight against the sustained attacks on organized labour happening from state to state, now with the additional support of the White House and US Supreme Court. Lee is a tremendous speaker, and by the time he reached the end of his powerful speech, everyone was on their feet loudly applauding.

During the convention, one of the discussions on Friday that particularly interested me, as Co-Chair of the CUPE 116/UBC Contracting Out Committee, was the issue of contracting out work of the bargaining unit. I was not surprised to hear that all of the universities, municipalities, and college sectors were fighting this. CUPE BC supplied us with a guide to standing up for public services, which

our committee members, Roger De Pieri, Ian MacLean, Richard Gee, and myself will be reviewing and hope it helps us.

Friday at 11:00 am we broke from the regular convention schedule to participate in a somber event to commemorate April 28, the Day of Mourning. Our delegates took part with the other 200 delegates in carrying 100 coffins to the BC Legislature lawn where they were laid out by each year, to remember lost and injured workers over the last 100 years since the inception of the Workers Compensation Board of BC. We heard speeches from Irene Lanzinger, BC Federation of Labour President, as well as some who had lost family members in a workplace tragedy.

It was a very moving ceremony; seeing the 100 coffins laid out in front of you made quite a statement that these coffins represented over 20,000 workers over the past 100 years who have been killed on the job in British Columbia, with countless others being maimed or injured. It was certainly a wake-up call to all of us to ensure that Health and Safety needs to be a top priority for everyone.

In the afternoon on Friday our other keynote speaker was leader John Horgan of the BC NDP. I thought he came across really well in laying out all of the challenges British Columbians have faced for the last 15 years under a BC Liberal regime. Unfortunately, PSEC is now a big part of bargaining, and has affected our ability to bargain fairly and many other aspects in the workplace. John outlined the proposed improvements under the NDP if his party is successful on May 9.

The convention finished on Saturday at 4:30 pm after covering many resolutions from the floor. This was a convention which all of our delegates enjoyed and participated in, with a few of us getting up to speak on important issues. We look forward to attending the CUPE National Convention in October.

Jim McKay

CUPE 116 Birthday Celebration



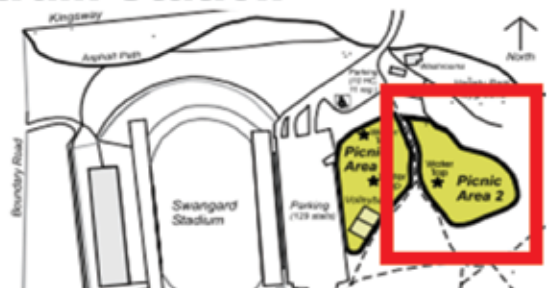
**Join us for a BBQ to celebrate the Local's Birthday!
Bring your friends and family!**

**Sunday, July 16, 2017
11 a.m. - 4 p.m.**

**Central Park - Picnic Area 2 - (Boundary Rd and Kingsway)
Burnaby, BC
Accessible via Patterson Skytrain Station**

**Face Painting
Balloon Animals
Craft Station
Games
Bouncy Castle**

**Hot Dogs
Burgers
Salads
Ice Cream and More**



Canadian Union of Public Employees - Local 116

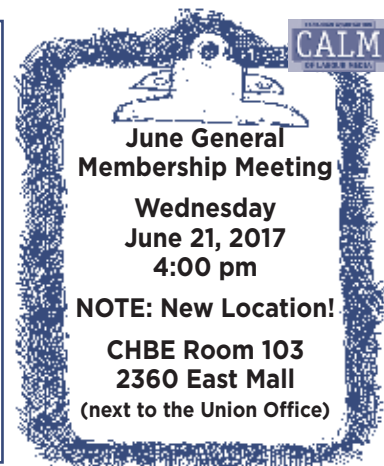
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

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 - 10:30 am. Please contact the Union Office to make an appointment.



The Members Decided

January GMM 2017:

1. To send up to seven delegates to the CUPE BC Convention in Victoria from April 26-29, 2017 and pay all associated costs

February GMM 2017:

1. To destroy ballots from the delegate election

April GMM 2017:

1. To spend up to \$4,000 on materials to be able to distribute to our members to commemorate our 75th anniversary
2. To send up to six delegates to the CUPE National Convention in Toronto from October 2-6, 2017 and pay all associated costs

May GMM 2017:

1. To donate \$300 to the Vancouver Humane Society of BC

Society News

Nominations were accepted at the May 17, 2017 General Membership Meeting for the following positions:

- One Secretary-Treasurer Two year term
- Two Directors One year term

Elections will be held in June (if required).

The Society Annual General Meeting will be held at the conclusion of the CUPE Local 116 General Membership Meeting on June 21, 2017.

The purpose of the meeting is to conduct the business of the Society, and to present their annual budget for approval and adoption.

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.