

March 2016

# THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116



# Did You Know?

## CUPE 116 Executive, Trustees, Society Executive, Stewards March 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 Michael Smith  
Treasurer Paul Tees  
Director Laura Lowry  
Anne Stanton  
Ian Maclean

### **Stewards:**

Eduardo Alfonso  
Peter Brien  
Gordon Chan  
Subrata Dasgupta  
Sean David  
Teresa Davies  
Roger De Pieri  
Miriam Dexter  
Brian Ditchburn  
Gregg Doughty  
Harry Easton  
Chris Edwards  
Oriente Eugenio  
Lindsay Forsyth  
Olivera Gavric  
Richard Gee  
Brent Hannah  
Barry Jones  
Les Kupillas  
Richard Lam  
Nick Lemmel  
Chris Longford  
Laura Lowry  
Ian MacLean  
Glen MacNeil  
Marlene Marshall  
Sylva Matiaskova  
Jim McKay  
Lisa Mead  
Leah Murray  
Betty Nielson  
Bill Provenzano  
Milan Rezler  
Anne Stanton  
Andrew Wong  
Tom Yang  
Cassie Tayler

Animal Care Services  
Food Services  
Animal Care Services  
Custodial Services  
Plant Ops Gardeners  
Dentistry  
Plant Ops Electricians  
Dentistry  
Chemistry  
Plant Ops Gardeners  
Plant Ops Electricians  
Plant Ops Mechanics  
Custodial Services  
Plant Ops Gardeners  
Botany  
Plant Ops Electricians  
Plant Ops Electricians  
Plant Ops Labourers  
SHHS Facilities Trades  
Physics & Astronomy  
Physics & Astronomy  
Plant Ops Gardeners  
Food Services  
Plant Ops Carpenters  
Campus Security  
Parking Access Control  
Animal Care Services  
Plant Ops Glaziers  
Plant Ops Sign Shop  
Plant Ops Carpenters  
Food Services  
Plant Ops Painters  
Custodial Services  
Custodial Services  
Campus Security  
Microbiology  
Aquatic Centre

### **Professional and Skills Development Fund – CUPE**

116 members are eligible to apply for the new funding program to support ongoing professional and skills development; defined as those learning activities that will enhance the knowledge, skills, performance, or career progression of your work at the university. For the funding guidelines, application forms, and reimbursement instructions, please visit:

[http://www.hr.ubc.ca/learning-development/  
funding/cupe-116](http://www.hr.ubc.ca/learning-development/funding/cupe-116)

If you have questions please contact a PD Funding Coordinator at [pd.funds@ubc.ca](mailto:pd.funds@ubc.ca), call 604-822-6314, or go to the Human Resources Service Centre, 6th floor TEF3.

**25.03 Allowance for Footwear** - When required by legislation or the University to wear safety footwear, a regular full-time or part-time employee will, on proof of purchase, receive a \$200.00 allowance every two calendar years

**Vacation Accrual on Unpaid Leave** - In the January 2006 Memorandum of Agreement between UBC and CUPE 116, it was understood and agreed that under the Collective Agreement all employees who are eligible for benefits accrue paid vacation for the first six months of any unpaid medical leave.

Employees on maternity leave or parental leave shall continue to accrue paid vacation for the duration of such leave.

Employees shall not accrue vacation while on a general or personal leave of absence unrelated to a medical issue.

**Good and Welfare, Retirements** - If you know of a member who is ill, has suffered a bereavement, or is retiring, please contact the Union Office at [cupe116@cupe116.com](mailto:cupe116@cupe116.com) or call 604-827-1705, with the person's name, address, and telephone number. If the member is hospitalized, we require the name of the hospital. Members who retire will receive a gift from the CUPE 116 Society of \$10 for each year of service, up to a maximum of \$250.00, and will be invited with a guest to the next Retirement Dinner.

# President's Report - Easter 2016

I write for the first time as the new President of your Local – a responsibility that I take very seriously. You have my unwavering commitment to fulfill my duties to the best of my ability, and to continually strive to improve the working conditions for our members. The CUPE 116 Executive now has some new faces, and some familiar faces in new roles, and I am confident that we can continue to represent you well and enhance the standing of our Local and of our membership.

I do want to recognize Colleen for her remarkable service to our Local. She worked as a Shop Steward for close to forty years, filled various roles on the Executive for over thirty years, and was a full time Officer of the Local for the last fifteen years. Her contributions are numerous and her legacy will be felt long after her departure. Our Local and membership are in a better place because of her work. We wish her a long, happy and healthy retirement.

In January, the new Executive met for two days to analyze, plan, and prioritize our work over the coming months. We began by revisiting some of our committees; both their structure and purpose, and also their composition. We look forward to the important contributions that our apprenticeship committees and working committees will provide. Additionally, the grievance committee has several new members to perpetuate our ability to administer and process grievances and mediations/arbitrations.

As well as our updated main Collective Agreement with UBC, we have now concluded bargaining for a new Collective Agreement with the University for the

Aquatic Centre employees. We are in the early stages of negotiations with the Graduate Students Society (GSS) for the staff of Koerner's Pub that CUPE 116 represents, to renew and revise their Collective Agreement. We will keep you apprised of the progress of those negotiations.

There are many other issues that we are dealing with on your behalf, including governance of the Disability Benefit Plan (formerly the IRP/LTD), engaging with the University on the future of the Return to Work program, assessing the introduction and usage of the new CUPE 116 Professional Development Fund, and implementing systemic changes flowing out of the new Collective Agreement.

We will continue to keep you updated regarding these and other important issues and cases that affect our membership.

In Solidarity,



Dave

# Vice-President's Report - March 2016

I would like to begin my first article as your new General Vice-President for the Local by saying thank you to the members for electing me, and I hope to serve you well over the course of my term.

2016 started off by dealing with several investigations, two which were serious enough that our members were nearly terminated for their actions. However, through negotiations with the employer, we were able to come to a positive resolution in both of these cases.

One of my new responsibilities is to work with the grievance committee, which is integral to moving grievances forward. The Local has dealt with a number of grievances and brought them to resolution, and there is a backlog which we continue to work through and hope to resolve.

We have been dealing with a large number of promotion grievances recently, as well as some serious disciplinary cases, accommodation issues, and Collective Agreement interpretation cases.

In our first promotion grievance under the changes in our new Collective Agreement, we came to an issue with how the new language is interpreted. This has resulted in us having to go back to our bargaining notes for understanding the intent of this language.

We also have had a few successes and were able to reach an agreement, such as having a member who was on layoff in Campus Security being given an opportunity to work in a Patrol Officer position. In SHHS we had a termination case whereby the parties reached a satisfactory outcome.

Overall, the last number of months has been very busy for the Local in terms of grievances; however, in spite of the volume

of cases that we have at present, we continue to make progress with them.

We will keep you updated on these issues and more...

All the best,

Roger De Pieri



## Retirement Celebration for Colleen Garbe

After more than 40 years as a UBC employee and member of CUPE 116, and over 30 years on the Local's Executive, a celebration to acknowledge her contributions and to wish her a happy and healthy retirement was held on Friday, March 4, 2016 at Sage Bistro. In recognition of her service on behalf of CUPE 116, she was presented with a gift by Beau Dick, Canadian Northwest Coast Native artist of Kwakwaka'wakw descent, and UBC Artist in Residence.

# Safety Report - March 2016

Mark your calendar!

April 11th and 12th marks another year of the Western Safety Conference at the Hyatt Regency Hotel in Vancouver. I have been to many conferences and safety seminars over the years but I have always rated this annual conference as one of the best. Go to the Pacific Safety Center website or google Western Safety Conference to get registration information.

I hope that many of our members will be attending, as it offers a tremendous amount of information, and as safety representatives you are entitled to be sent for training. There are many workshops to choose from, and all of them will have some pertinence to being a Health and Safety Representative for your department. I have always tried to select workshops that have the most relevance to our membership and what has happened to regulation changes, or even to brush up on investigations and inspections.

It is a good opportunity to meet people in other industries to see how they function or deal with issues. There are also plenty of unionized workers that attend and it's great to discuss issues with them and share ideas.

The Safety Trade show has 80 Booths to visit, where you can talk with

representatives about their products and gather useful material and information that you can bring back to your own Safety Committee.

Hope to see you there; your participation can make a difference in your workplace!

As you are most likely aware, the University has moved to an online reporting system, and over the past two years the statistics have been staggering to say the least. Just looking at the incidents from November 2014 to November 2015, here is what has been reported to the online system.

We had 151 time loss injuries, and there were 234 incidents reported where medical treatment was provided, but no time lost from days off. Then there were 583 incidents reported which didn't require any medical attention and where there was no time loss. In total, there were 968 reports on the system, but I can only imagine how many incidents weren't reported.

When you are at your next Safety Committee meeting, remind the department of the cost of incident accidents on campus and request that you may participate in the upcoming conference in Vancouver.

Yours in Safety

Barry





**BC Federation of Labour**  
200 - 5118 Joyce Street  
Vancouver, BC  
V5R 4H1  
**t** 604.430.1421  
**e** bcfed@bcfed.ca  
**b** bcfed.ca



January 14, 2016

**Harry Easton**  
**CUPE Local 116**  
**206-2389 Health Sciences Mall**  
**Vancouver BC V6T 1Z3**

Dear Sisters and Brothers,

We are writing to express our most sincere appreciation for your contribution to the 2015 Labour Community Christmas Dinner. This 21st annual event was another outstanding success, with dinners served to the homeless and low-income families in Vancouver and Surrey. Thanks to you, we were able to provide more than 800 food hampers, feed more than 2,500 people, hand out hundreds of toys, and supply clothing to our guests. They all left with their arms full and wonderful smiles on their faces.

This Christmas event would not be possible without the contributions of many unions, their members, their employers, friends of the labour movement and several hundred volunteers. It is our sincere hope that someday all British Columbians can look forward to a Christmas without hunger or homelessness, and we appreciate all that you do throughout the year to work towards this goal.

On behalf of the Labour Community Christmas Dinner Committee, thank you!

In solidarity,

Irene Lanzinger  
President

# Find Your Inner Child!



# 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](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.



CALM  
COUNSEL & MEDIATION

April General Membership Meeting

Wednesday  
April 20, 2016  
4:00 pm

New Location!  
SUB Cafeteria Seating Area  
(Longhouse) Main Floor  
North side of Old SUB

## The Members Decided

### January GMM 2016:

1. To pay all bills and salaries
2. To donate \$200 to the Vancouver Humane Society to assist low income families with spaying/neutering their pets
3. To donate \$1,000.00 to the Happy Liver Society to assist those needing treatment in Vancouver to stay at a home during that treatment

### February GMM 2016:

1. To pay all bills and salaries
2. To send up to six delegates to the CUPE BC Convention in Victoria from April 27-30, 2016 and pay all associated costs

## 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](mailto:info@weconsultants.ca) • [www.weconsultants.ca](http://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.

*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).*

