

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	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
Harry Easton	Plant Ops Electricians
Chris Edwards	Plant Ops Mechanics
Oriente Eugenio	Custodial Services
Lindsay Forsyth	Plant Ops Gardeners
Olivera Gavric	Botany
Richard Gee	Plant Ops Electricians
Brent Hannah	Plant Ops Electricians
Barry Jones	Plant Ops Labourers
Les Kupillas	SHHS Facilities Trades
Richard Lam	Physics & Astronomy
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
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
Cassie Tayler	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>

If you have questions please contact a PD Funding Coordinator at 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 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

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Vancouver, BC
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e bcfed@bcfed.ca
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!



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.



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 • 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.

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