

THE COLLECTIVE

THE CANADIAN UNION OF PUBLIC EMPLOYEES LOCAL 116

WHY SHOULD YOU

VOTE?

Health safety Fairness Service vision pride
Worker Benefits champions Advocacy Public voice
Global Community Future Neighbours environment Solidarity Together Helping Diversity Strength
Quality Equality History Negotiate Steward Respect Local Security Power
rights Justice Strong Youth Equity Pensions BC



That's why.

Did You Know?

CUPE 116 Executive, Trustees, Executive Council

April 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

Executive Council:

Mechanical Trades	John Square-Briggs Ed Domenco
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	Nick Sagliocco Andrew Wong
Bookstore	Herme De Vera
Dentistry	Evangeline Jonassen
Landscape Technician/Other	Gregg Doughty

- **Article 17.03 Leave for Medical and Dental Appointments:**
Absence for medical and dental appointments totaling less than one-half (1/2) shift in any one (1) month shall not be deducted from sick leave.

When absence for medical and dental appointments **exceeds** one-half (1/2) shift in any one (1) month, a **deduction shall be made from accumulated sick leave.**

- **Article 17.04 Employee's Report of Illness:**

When an employee is absent through illness or injury, he/she must report by phone or otherwise to his/her **immediate supervisor.**

In case of absences **exceeding six (6) days**, report by phone or otherwise must be made to the employee's supervisor each week **whenever possible.** On return after absence, an **"Employee's Report of Illness" must be presented on a standard form provided.**

A certificate of fitness issued by a licensed medical practitioner may be requested from an employee returning to work **following prolonged illness or injury.**

- **Article 17.09 Use of Accumulated Sick Leave for Illness of a Dependent:**

Employees may use up to three (3) days of dependent leave in any calendar year to care for the illness or injury of a dependent. Any such use of dependent leave shall be deducted from an employee's personal sick leave credits, but shall be recorded as dependent leave. This provision is subject to the employee maintaining a personal annual accumulation of sick leave credits in excess of twelve (12) days to comply with the Employment Insurance Regulations. Employees may use up to **an additional two (2) days as dependent leave** in any calendar year for such illness provided they have sufficient accumulated sick leave credits carried over from a previous calendar year.

For the purposes of this Article, a child, foster child, spouse, common-law spouse, same sex partner, and/or parent is considered a dependent, if she or he is related to the employee by blood, marriage, or adoption or, as

common-law spouse or same sex partner is living in a marriage-like relationship with the employee.

If you are having any issues with these highlighted Articles please contact the Union office at (604) 827-1705 for assistance.

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 pm 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.

Mark your Calendars for the year and plan to attend!

We have a new Facebook site, go to www.cupe116.com and check it out!

President' Report April 2013

The countdown to the May 14th Provincial Election has now begun. CUPE members can make the difference in what could prove to be an historic campaign for working people in BC. Membership involvement will be critical to the election outcome.

Under the Liberal government we have seen massive cuts to services that specifically impact women, legal aid, seniors care, welfare, disability benefits, education and training, violence programs and human rights.

We have experienced first-hand our rights to free collective bargaining being interfered with. In order to restore free collective bargaining, and end the cuts to health care and education and the threat of privatizing public services and assets, the BC Liberals must be defeated in this upcoming Provincial Election.

Voting connects us, as neighbours, friends, coworkers and citizens. It reminds us that the government is us, and that elected officials are the people's parliament.

As a CUPE member, you understand the connection between voting and the services we provide and depend on in our communities. Voting is more than a right - it's a responsibility.

In recent years, election after election has seen fewer people vote; in the last provincial election, nearly 50% of eligible voters stayed home. If you are interested in helping get the vote out please contact Dennis Magee or Harry Easton through our office at (604) 827-1705. We can always use more volunteers to work on the phone lines or out in the community, knocking on doors.

Please ensure you are registered to vote. If not you can go to www.elections.bc.ca or by calling 1-800-661-8683.

It's time to make a difference!

Yours in Solidarity,



Colleen



**Strollers
for
Childcare**

Vice President's Report

Now that bargaining is behind us and we have settled into our new office, the Union has reinstituted our Grievance Committee. The committee works with the Executive to develop a terms of reference, to update the inventory of grievances, and to begin scheduling grievance meetings again. As you may know, during bargaining only urgent or time sensitive cases were heard, so we now have a backlog to work through over the course of the next few months.

The committee's role is to administer, process, and prioritize our grievances. We meet every two to three weeks to ensure that we work through the grievances in an orderly fashion. We have already begun grievance meetings and have 10 – 12 more cases scheduled to be heard over the next couple of months. We are confident that with our new committee structure and with administrative support from Joee, our new office assistant, that we will get our grievances caught up.

Two cases that had proceeded to arbitration recently ended up being settled and resolved without the need for arbitrators to render a decision.

The first, a contracting-out and work of the bargaining unit case from the Department of Physics and Astronomy, was resolved with the CUPE 116 work being returned to the bargaining unit and with other conditions and commitments for the future.

The second grievance was a termination case in SHHS. This was a tricky case that was concluded with a settlement that the grievor was happy with and that all parties supported.

We will keep you updated over the next few months as we work through our grievances.

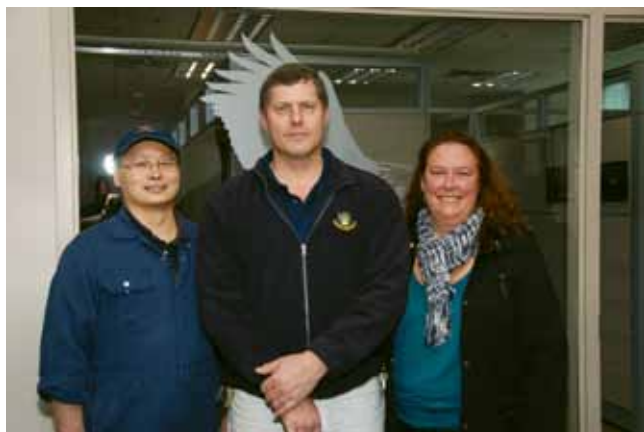
The wind-up of the Hourly Pension Plan is nearing conclusion. We have been keeping the plan members up to date on the progress of the wind-up with written communication. Shortly after the plan termination date of March 31st and after we have received approval from the pension regulator, we will be mailing out to each member a statement with a final account balance and an options form for how to proceed with the funds in their accounts.

Those members who will become eligible for the Staff Pension Plan effective April 1st will have received an enrolment form from the Staff Pension Office. We strongly encourage all eligible members to enrol in the plan as soon as they are able.

In solidarity,



Dave



Do You Give a Shift

Recently Roger De Pieri, CUPE 116 Treasurer, and myself attended the “Local Economy Summit 2013”. The event was held at the Westin Bayshore Inn and hosted by Vaughn Palmer (political columnist). The keynote speakers were Michael Shuman, author of *Local Dollars, Local Sense: How to shift your money from Wall Street to Main Street*, and Linda McQuaig, author of nine political best sellers, including *The Trouble with Billionaires*.

The summit focused on how we spend our money, the investment into building a strong local economy through procurement and personal choices. This is an idea that has already captured the attention of CUPE BC’s President, Barry O’Neill, and several leading locals including our own CUPE 116. The 10% Shift is born out of the idea of why we are supporting big box stores like “WalMart” whose sole purpose is drive out and shut down local businesses. Why are we not supporting Mom and Pop operations that are in our communities?

An example that was used throughout the summit was City Books. Amazon Books had a net zero return to the local economy, Chapters 13%, and the local City Books was 47% return for every \$100 spent, back into the local economy. To break this down, by going to our local book store to buy a book, that store owner employs

staff who live in the community. They in turn spend their money in the community. That owner hires a local accountant, a local lawyer, and so on. Amazon Books, while easy and convenient, does not spend one cent in the community.



Whether we are talking books or groceries or household goods, the process is not difficult, we just need to start somewhere, and the impact of a 10% shift

of our spending habits to local companies can be significant. We can do this ourselves with our own households; we can also pressure our governments to do the same. A strong local economy is what we need to build a strong national economy. So that only leaves one question, “Do you give a Shift?”

For more information, check out the website www.tenpercentshift.ca, also on Facebook and Twitter:



[Facebook.com/TenPercentShift](https://www.facebook.com/TenPercentShift)



[@tenpercentshift.ca](https://twitter.com/tenpercentshift) or [@localeconsummit](https://twitter.com/localeconsummit)

Lindsay Forsyth

Vice President at Large

CUPE 116



CUPE 116 Open House March 15, 2013



CUPE 116 Open House March 15, 2013

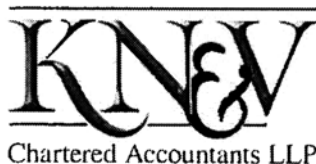


Auditor's Report

200 - 15300 Croydon Drive
Surrey, BC V3S 0Z5

Phone: 604-536-7614
Toll Free: 1-800-761 7772
Fax: 604-538-5356

www.knv.com



800 - 1285 West Broadway
Vancouver, BC V6H 3X8

Phone: 604-736-2571
Toll Free: 1-800-761-7772
Fax: 604-736-4280

www.knv.com

INDEPENDENT AUDITOR'S REPORT

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

We have audited the accompanying financial statements of CANADIAN UNION OF PUBLIC EMPLOYEES, LOCAL 116 (the "Union Local"), which comprise the statement of financial position as at October 31, 2011 and the statements of operations and changes in net assets 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 qualified 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 possible effects of 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, 2011 and the results of its operations and its cash flows for the year then ended in accordance with Canadian generally accepted principles.

September 14, 2012

A handwritten signature in dark ink, appearing to read 'KN&V', is positioned above the firm's name.

Chartered Accountants LLP

STATEMENT OF FINANCIAL POSITION OCTOBER 31, 2011 AND 2010

	GENERAL FUND	DEFENCE FUND	2011	2010
ASSETS				
CURRENT ASSETS:				
Cash	\$ 229,374	\$ 224,445	\$ 453,819	\$ 320,876
Term deposits (Note 3)	250,000	850,921	1,100,921	1,100,921
Union dues receivable	148,748	12,618	161,366	152,231
Interest and other receivables	2,001	-	2,001	8,209
Prepaid expenses	6,822	-	6,822	10,075
Total current assets	636,945	1,087,984	1,724,929	1,592,312
DUE FROM DEFENCE FUND	100,968	-	100,968	91,821
PROPERTY, PLANT AND EQUIPMENT (Note 5)	33,051	-	33,051	34,855
	\$ 770,964	\$ 1,087,984	\$ 1,858,948	\$ 1,718,988

LIABILITIES AND NET ASSETS

CURRENT LIABILITIES:				
Accounts payable and accrued liabilities	\$ 203,413	\$ -	\$ 203,413	\$ 190,986
DUE TO GENERAL FUND	-	100,968	100,968	91,821
Total liabilities	203,413	100,968	304,381	282,807
LEASE COMMITMENTS (Note 6)				
CONTINGENT LIABILITIES (Note 8)				
NET ASSETS:				
Invested in equipment	33,051	-	33,051	34,855
General Fund	534,500	-	534,500	468,368
Defence Fund	-	987,016	987,016	932,958
	567,551	987,016	1,554,567	1,436,181
	\$ 770,964	\$ 1,087,984	\$ 1,858,948	\$ 1,718,988

APPROVED BY:

The accompanying Notes are an integral part of this statement.



APRIL 28th Day of Mourning

The **Day of Mourning** offers us an opportunity to stand together with the world's workers to remember those who have died on the job, and to reflect on what needs to be done to prevent more deaths and injuries. On April 28th:

-
- ◆ We remember all workers stricken with workplace illness, suffering injuries or killed on the job.
 - ◆ We remember children left without a parent and families facing hardship and deprivation.
 - ◆ We remember young workers who are injured and killed at a much higher rate than mature workers.
 - ◆ We remember women workers whose hazards are often unrecognized or ignored by health studies.
 - ◆ We remember the working wounded who are forced to continue to work because they are denied fair compensation.
 - ◆ We remember families and friends who have to nurse or care for ill or injured workers.
-

The **Day of Mourning** was born of the values of the union movement. It was created by working people in their constant fight for decent, safe working conditions. Remembering that union struggles help us obtain laws and protections to make workplaces safe:

-
- ◆ We vow that "an injury to one is an injury to all."
 - ◆ We demand the enforcement of health and safety laws.
 - ◆ We denounce those who place profits before workers' health.
 - ◆ We proclaim our right to safe workplaces and respect on the job.
-

On April 28th, we reaffirm our solidarity and commitment to workplace health and safety and clearly state to all that we mourn the dead and fight for the living.

"If you know someone who's depressed please resolve never to ask them why. Depression isn't a straightforward response to a bad situation, depression just is, like the weather.

Try to understand the blackness, lethargy, hopelessness and loneliness they're going through. Be there for them when they come through the other side. It's hard to be a friend to someone who's depressed but it is one of the kindest, noblest and best things you will ever do!"

-Stephen Fry-

BOTTLE DRIVE



Save up your returnable cans and bottles and contact the VDLC Young Workers' Committee to arrange for drop-off or pick-up.

Co-Chairs:

Erin - 778-808-4804

George - 778-228-8829



The VDLC's Young Workers' Committee is raising funds to send a delegation to the World Festival of Youth and Students taking place this year in Ecuador, December 2013.



"On the front line"

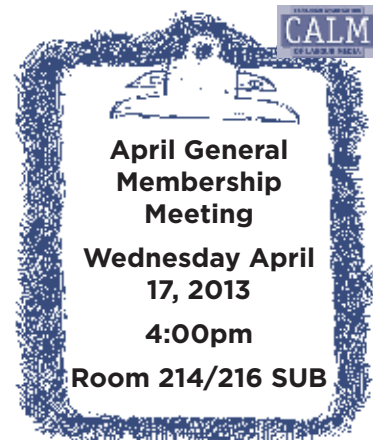
Donald Rix Building
Suite 206 - 2389 Health Sciences Mall
Vancouver, BC V6T 1Z3

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

February Membership Meeting:

1. To send a full delegation to the CUPE BC Convention April 8-13, 2013 and pay all associated costs.
2. To donate \$500 to Co-Development of Canada in memory of our Brother Ken Davidson, long time Union activist and CUPE member, who made a huge contribution to our Union and the Labour movement as a whole.
3. To pay all bills and salaries.

March Membership Meeting:

1. To send up to 10 members to the Western Municipal and Skilled Trades Conference in Victoria BC from June 18-21, 2013 and pay all associated costs.
2. To send the 4 Table Officers to the "Preventing Workplace Bullying and Intervening in Conflict" advanced skills training in Victoria BC June 17-19, 2013 and pay all associated costs.
3. To donate \$500 to Queen Alexander Elementary School's 20th Annual fundraiser because it is one of the poorest schools in Canada.
4. To pay all bills and salaries.

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.
- We offer a conversion plan – for people who had previous group coverage within the last 90 days, with coverage of pre-existing conditions – and a standard plan.
- Estate planning.
- Registered Education Savings Plans for grandchildren (RESP).
- Guaranteed issue life insurance.
- Tax Free Savings Accounts (TFSA).
- A Union operated company.

Union products and services are just a phone call away:

• 1 855 863-9991 (toll free) • dave@weconsultants.ca • www.weconsultants.ca

WE Consulting & Benefits
Working Enterprises Consulting & Benefits Services Ltd.

Furniture Auction

The Union is auctioning off two dark brown fold down couches and one 32" Toshiba television. We will be taking bids at the Union Office from Monday, April 15 until Monday, May 6, 2013. If you want one of these items, please ensure you put in your bid by Monday, May 6, and the highest bidders will be notified on Tuesday, May 7th.



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.