
CUPE 2950
LOCAL NEWS

JUNE 2007

SHOW ME THE MONEY! – PRESIDENT’S REPORT

By Natalie Lisik

A COMMON QUESTION asked is, “How do I get paid more?” There are several avenues that you can take: apply for a new position, take a temporary promotion, upgrade your skills or have your current position re-evaluated. Below is some relevant information to assist you with determining your best option(s).

JOB POSTINGS

CUPE 2950 positions with a duration of three months or more are posted on the UBC Human Resources web site (www.hr.ubc.ca/postings) each week in accordance with our Collective Agreement language noted under Article 22.01. The exception is a leave replacement. That includes maternity leave, which may be filled by temporary promotion (Article 22.07).

APPLYING FOR JOBS WITHIN CUPE 2950

There are three pools of applicants for positions within CUPE 2950. Those members who have been laid off are the first to be considered if the position is within their classification (or one pay band lower). The second group consists of CUPE 2950 members who are internal candidates and the third group is external applicants who may be UBC employees or non-UBC employees.

If you are a Staff Finders member and have not completed 66 days of work, you are not eligible to apply for CUPE 2950 positions. Once you have completed three to six months of work time, you are then eligible to apply as an external applicant. This practice extends from an arbitration that was held a few years ago. Should you be the successful candidate as an external applicant, your seniority can be transferred into our bargaining unit.

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SPECIAL POINTS OF INTEREST:

- *The next General Membership Meeting is Thursday, June 28 12:30–2:30 pm in Scarfe #203.*
- *Featured photographs: UBC Botanical Garden by L. Koh.*

INSIDE THIS ISSUE:

COMMITTEE REPORTS	5-8
CONVENTION REPORT	9-11
MEMBERS' CONTRIBUTIONS	12-13
GMM HIGHLIGHTS	14
CALENDAR	15
AGENDA	16

APPLYING FOR JOBS OUTSIDE OF CUPE 2950

Positions outside of our Local are also posted on the UBC Human Resources web site. A member can choose to take a job outside of our unit and their seniority will be retained for six months.

ORIENTATION VS. PROBATION

When a new employee is hired, their probation period is three months. After three months, they attain job security rights, i.e., if they are laid off, they have placement rights. Their employment is not severed unless they choose to in this situation.

Once the probation period is complete and a member transfers to a new CUPE 2950 position, there is a three-month orientation period. If the employee finds the job unsatisfactory or is unable to meet the job requirements, then they can exercise their rights under Article 22.08 and have a choice to be placed into a vacant position. Should a position not be available, they can return to their former position.



UPGRADING YOUR CURRENT JOB TO A HIGHER PAY BAND

Under our current job evaluation (JE) system, a member or their department can initiate a re-evaluation of the position every six months. Our JE system is currently on hold pending the implementation of a revised process.

CAREER COUNSELLING

There are different resources available to assist you with determining a career path. A series of benchmarks is being developed by our Job Evaluation Committee and UBC for each CUPE 2950 job family and pay band. These are expected to be complete by this Fall.

UBC's Life and Career Centre at Robson Square (www.lifeandcareer.ubc.ca) offers free peer-counselling sessions *continued...*

to help you identify interests and strengths through personal and career assessments, as well as workshops.

Our Employee and Family Assistance Program provided by Interlock also offers some career counseling services that are free and confidential. Visit www.interlock-eap.com.

UPGRADING YOUR SKILLS OR LEARNING NEW ONES

Our Job Skills Training Program (JSTP) was developed to assist members with upgrading their skills when they have been laid off, as well as help other members with transfer and promotion within the University. JSTP (www.hr.ubc.ca/odl/funding/index.html) is available to all members. These funds are not available for undergraduate programs.

With the exception of Staff Finders members (Article 3.05), employees are eligible for a tuition fee benefit (waivers) under Article 21 of up to 12 credits per study year when they have completed their probation period and work a minimum of 17.5 hours per week. These credits are only available for undergraduate and some continuing studies programs. For further information, visit www.hr.ubc.ca/benefits/employment_group/2950/ppd/tuition.html.

You can also check with your department about the availability of professional development funds. If training is required for fulfilling the requirements of your job, your department should be paying for it.

There are many options and resources available to assist you with your career path. Take a moment to explore some of them. The time spent could buy you a few more dollars for your pocket.



HELP WANTED:

We are looking for members to assist our Local with the facilitation of some of our one-hour Union Orientation sessions held bi-weekly in our Union Office. This is paid time and training will be provided. If you are interested, please email us at office@cupe2950.ca or call 604-822-1494.

BUSINESS AGENT'S REPORT

By Frans Van de Ven

THIS IS REALLY an appeal on behalf of a dedicated and overworked crew: our stewards. Our Union has four active general stewards, two new general stewards in training, two health and safety representatives, one specialist in layoff/placement/recall issues, one retirement steward and seven departmental information representatives. Unions run on volunteer power and the people I've mentioned do much of the work. As you can tell from the list, the work to be done varies. Members who do have a little time to give can easily find a role that fits their interests and comfort level.

We especially need help in two areas: general stewards willing to represent other members in meetings with the employer and department representatives who are able to distribute union information to co-workers and keep our Union in the loop in regard to what's happening in their workplace.

We do provide training and support for stewards and potential stewards. The following training is being organized for stewards this year:

- Suicide Prevention / Intervention
- Grievance Process / Arbitration
- Conflict Resolution
- Boundaries
- Leaves and Benefits
- Assertiveness Training

The time commitment is largely up to you. As a (paid) volunteer you are not required to take any particular case. Time spent can range from a few moments on the phone to a two-hour meeting with management. However much time you spend doing union business, I know from experience you can't fail to meet interesting people and learn new skills.

If you do have some time to share please contact our Union Office for more information.

SUPREME COURT RULING ON COLLECTIVE BARGAINING

To read the Supreme Court of Canada decision on "Health Services and Support – Facilities Subsector Bargaining Association versus British Columbia", go to scc.lexum.umontreal.ca/en/2007/2007scc27/2007scc27.html. This is a precedent setting case reversing the BC government legislation (Bill 29) that stripped health care contracting out protection and job security clauses.

HEALTH & SAFETY COMMITTEE REPORT

By Richard Hare, Chair

OUR JOBS AS clerical and library workers have often been described as “low risk” in discussions about workplace health and safety. There is some truth to this assessment if the risks we face at work are compared to those in sectors such as forestry and construction, but office workers are exposed to hazards that can seriously affect their health and well-being. For example, musculoskeletal injuries (injuries of the soft tissues and nervous system) can be painful and crippling and the damage can be permanent. Ergonomics is the science of adapting work processes to prevent this type of injury and, although the University provides expertise in this area, many UBC departments don't take advantage of the available resources. Safety committees, even when they function reasonably well and conduct the required workplace inspections, often overlook ergonomic problems and CUPE 2950 members must work together to address such deficiencies in our safety programs.

Air quality is another factor that is generally overlooked in workplace inspections, but mould problems in buildings and offices at UBC are an air quality issue that we do hear about from time to time. According to a CUPE Health and Safety fact sheet:

- Moulds are hazards that affect the health and safety of CUPE members. Moulds are biological matter that produces tiny particles called spores that can become airborne. When workers breathe in spores, their health can be affected.
- Mould can grow on wood, drywall, upholstery, fabric, ceiling tiles, carpeting, in ventilation systems and on other surfaces. Moulds exist indoors and outdoors but are most harmful when they are inside poorly ventilated, airtight buildings with high humidity and low levels of fresh air.

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The fact sheet also explains the causes of mould hazards and includes information on health problems linked to moulds. The online version of the fact sheet can be found at: www.cupe.ca/healthandsafety/a44db39b1774a4. Links to CUPE and other health and safety sites can be found on our committee web page and we invite you to share any information that you believe other members should know about.

The Health and Safety Committee is endeavoring to recruit new health and safety stewards and the summer months are an ideal time for interested CUPE 2950 members to attend a committee meeting. The Union will provide a bookoff from work if you wish attend a meeting (held every second Wednesday at 2:30 pm) to find out more about our activities. The committee currently fulfills its duty to represent our Union on the University Health and Safety Committee and at other meetings with the University and WorkSafeBC, but we need help to accomplish the goal of communicating with members on local safety committees and assisting them to improve their departmental safety programs. Please contact me directly or leave a message at our Union Office if you are interested in becoming a health and safety steward.



ACRONYMS AND ABBREVIATIONS

AUCE—Association of University and College Employees
EFAP—Employee and Family Assistance Program
GMM—General Membership Meeting
IRP—Income Replacement Plan
JE—Job Evaluation
JSTP—Job Skills Training Program
LTD—long term disability
UBCO—UBC Okanagan
VGH—Vancouver General Hospital

JOB EVALUATION COMMITTEE REPORT

By Eleanore Wellwood, Chair

A REMINDER – THE moratorium is now in place on new requests for re-evaluation. This is to give the Joint JE Committee time to get our new JE system completed as quickly as possible.

At the CUPE BC Convention, we had the opportunity to meet the new CUPE JE Representative, Audrey Barr. She is a very dynamic person who has been active in CUPE at the local and provincial level for some time. She knows she has a lot to learn, but she seems to be a person with a great potential to be of help to us if we need it.

The other connected event was the retirement party for Carole Cameron. Carole started her union career at UBC as a library assistant with AUCE. From all the wonderful things that were being said about her, it is a great shame that she couldn't stay a union activist at UBC, rather than go on to fight for pay equity for CUPE members throughout BC and Alberta. But, as the CUPE JE Representative, she has been a continuing great help to us and I remember well that she was instrumental in gaining acceptance for the pay structure that benefited so many of our lower paid employees in the late 1990s. Her acquaintance with UBC gave her a particularly wry acceptance of the problems we would put before her, and a support and understanding of our situation that buoyed us up many times when things seemed grim.

*Link to updates from the
Joint Job Evaluation
Committee at
[www.cupe2950.ca/
whats_new.htm](http://www.cupe2950.ca/whats_new.htm).*



COMMUNICATIONS COMMITTEE REPORT

By Bernice Koh, Chair

IF YOU PREFER to read a hard copy of our newsletter, please note that there is now a link to a printable version of the current newsletter on our web site under *Newsletter*. This version uses a typeface that is a little more readable in print. We have produced an information sheet, which provides some simple hints for those who are not familiar with reading or printing PDFs (www.cupe2950.ca/newsletter/documents/SimpleHints.pdf).

We have been developing a new style guide for our Local. It is available online for everyone, particularly anyone who will be writing for the newsletter (www.cupe2950.ca/newsletter/documents/CUPE2950StyleGuide.pdf). The style guide provides basic guidelines for consistency of formatting, punctuation and abbreviations throughout our publications.



Our committee is organizing a barbeque lunch for all members, scheduled for Thursday, July 26. Let us know if you would like to volunteer to help out with planning or on the day of the event. We are also interested in any members who can provide entertainment for the event. Your department can be compensated for your time off. We welcome any enquiries about participating on the Communications Committee or simply contributing to the newsletter, web site, various events or projects. Contact us at communications@cupe2950.ca.

In May, I attended a conference for the Canadian Association of Labour Media (CALM) and participated in some excellent workshops. CUPE National and CUPE BC won communications awards from CALM. To watch an excerpt of the award-winning audio-visual production by CUPE BC, visit www.calm.ca/Awards06folder/AVIs/CUPE%20BC.avi. (Warning: this is a large file.) General interest stories from CALM are posted regularly on our web site under *Community* (www.cupe2950.ca/whatsnew/community.htm).

Nancy Forhan, our Local Recording Secretary, recently attended a CUPE Retirement Seminar. She has written an information sheet for members planning their retirement, which is available on our web site under *Personal Development* (www.cupe2950.ca/resources/documents/Retirement.pdf).

REPORT ON THE CUPE BC CONVENTION MAY 9-12, 2007

By Susan Claybo, Natalie Lisik, Jaimie Miller, Eleanore Wellwood

TRITE BUT TRUE – a union convention is invigorating. It is also important as a means for keeping the union accountable to its members. In many ways, it is a local membership meeting for CUPE BC. Every committee presents a report of its activities in writing; selected ones are presented to the Convention for discussion, but the delegates are expected to read them all and to be prepared to understand the issues raised and the resolutions accompanying the reports.

Natalie Lisik was appointed as the Chair of this year's Resolutions Committee at the Convention. The committee spent many hours reviewing and prioritizing 130 resolutions, five late resolutions and four emergency resolutions. On the convention floor, 23 resolutions (including one for organizing a western university conference in 2008), a composite resolution and four emergency resolutions were passed and three resolutions were defeated. A total of 80 resolutions have been referred to the CUPE BC Executive Board. All "passed" resolutions are included in the CUPE BC Policy Book.

The President's Report is a combination of reporting the past year's activities of CUPE BC as a whole and summarizing the issues that are having an impact on the membership throughout the province.

The Secretary-Treasurer presents both a report of the financial activity in the past year and a budget for the next year. When there is good financial leadership and a set of delegates who understand their responsibility to their members, these two can be pleasantly dry and swiftly debated and adopted, as they were this year. The same was true for the Trustees' Report.

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On the Convention floor.
Front row (L to R): Natalie Lisik,
Susan Claybo, Jaimie Miller.
Back row (L to R): Eleanore
Wellwood, Shehnaz Motani.



There are always invited speakers and there is always a rally.

This was an election year, not just for the President and Secretary-Treasurer (who were both acclaimed), but for the General Vice-Presidents, Trustee, and Committee Against Racism and Discrimination (CARD). There was mainly continuity, but some change. Cindy McQueen replaced long-timer, Ken Davidson as General Vice-President. The incumbent Metro Area Regional Vice-President, Susan Zander, is now joined by newly-elected Paul Faoro and Laurie Larsen. Laurie Whyte was re-elected as Trustee and Shehnaz Motani, of CUPE 2950, was re-elected to her position on CARD.

One contentious issue that needed more time than was available and which kept the convention in session with quorum until we had to leave was the discussion of the preliminary findings and recommendations of the National Women's Task Force, whose mandate is to find ways to ensure a greater participation of women in the CUPE National Executive

(www.cupe.bc.ca/files/march_30_nwtf_-_action_plan-spring2007.pdf). The final report will be presented to the CUPE National Convention in October and it will unquestionably be a lively debate.

For a delegate, one important part of any convention is the opportunity to meet others and to learn what issues we have in common. But, even more important than that is the opportunity to spend long periods of time with the other delegates from our own Local, in an atmosphere focused on union strength potential, talking about what we could do to make our Local better.

Important political issues that CUPE BC has been lobbying against are:

- the failure to increase the minimum wage (100,000 people in BC make minimum wage, 250,000 make less than minimum wage due to industry exemptions), while MLAs have voted to give themselves a 29% wage increase;
- the provincial government systematically undermining the authority of elected school boards, municipal governments and TransLink (it is a regressive change to TransLink to have the provincial government run the regional transportation systems);
- Public-Private Partnerships (P3s) that have been shown

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“...the opportunity to spend long periods of time with the other delegates from our own Local, in an atmosphere focused on union strength potential, talking about what we could do to make our Local better.”

to degrade public services in all regions where they have been adopted;

- “The campaign to privatize absolutely everything” (tm) brought to you by the BC Liberals.

CUPE BC has also been lobbying for the national pharmacare program initiative of the Federal NDP.

There were many engaging conversations on and off the convention floor. If you would like to gain more insight to CUPE and its lobbying efforts for you and other workers, think about being elected as a delegate at the next convention.

APPLY NOW FOR CUPE BC SCHOLARSHIPS

EACH YEAR, CUPE BC awards scholarships to first year university or college students who are members, or children of members, who demonstrate academic excellence. Visit www.cupe.bc.ca/files/aubrey_burton-reg_ford.pdf, for more information.

HELP NEIL PARKER RAISE MONEY TO FIGHT CANCER

THE WEEKEND TO End Breast Cancer is a two-day, 60-kilometre walk through the neighbourhoods of Vancouver. Proceeds benefit the BC Cancer Foundation, funding important breast cancer research, education, services and care.

Neil, a CUPE 2950 member, has set his personal goal at \$3,500 and has raised \$568 as of May 17, 2007. You are invited to help support him, whether as a direct donor, by helping to fund essential purchases (such as walking shoes), as a homemade oatbread purchaser, or by joining him as a team member! This will be Neil's first year walking 60K and raising \$3,500 to end breast cancer. Thank you very much for your help.

For more information on the Weekend to End Breast Cancer, visit va07.endcancer.ca. To view Neil's personal page, go to www.endcancer.ca/site/TR?px=1714416&pg=personal&fr_id=1203.

Tamara and Neil at the 2006 Weekend to End Breast Cancer.



LOSE WEIGHT AND GET FIT IN JUST A FEW HOURS A WEEK!

Janice Doyle, CUPE 2950 Member

DOES THAT HEADLINE sound like yet another commercial that makes big promises, takes your money, and delivers little?

Well, I guess this is a kind of advertisement, but I have no profit motive at all in making the pitch. And I can attest from personal experience that the payoff is real.

As clerical staff, we can't do much to change the sedentary nature of our jobs. What we can do, to offset the damaging physical effects of our long hours of inertia, is take advantage of some marvelous programs run by UBC's School of Human Kinetics (www.hkin.ubc.ca).

I joined the wonderful *Changing Aging* program for "older adults" (50+) about six years ago when it was part of another department, and have watched it evolve under the stewardship of Human Kinetics to become part of their outreach program, Physical Activity for Life (www.hkin.educ.ubc.ca/fitness/index.html). Their BodyWorks, Community Fit, Changing Aging and other initiatives are run out of the Osborne Centre on campus with features such as spin classes, yoga, Tai Chi, individual training sessions, and departmental and spousal discounts.

I want to share with other CUPE 2950 members some details of my



experience at *Changing Aging*, not to be boastful but because I want to inspire others to give it a try. I urge you to check out the web sites above, or phone the always-helpful staff at BodyWorks (604-822-0207), or drop in to the gym to find out more about how these great programs can help you reach your own fitness and health goals. The fees are not bad, though they've gradually increased over the years. I really believe CUPE 2950 should push to have fees eligible for partial subsidy through *continued...*

something like the MOST or Job Skills Training Program (JSTP), because a physically healthy employee is likely to be a happier and more productive employee.



Here is my testimonial. When I joined the *Changing Aging* program, I was past 50, 30 pounds overweight, inactive and very out of shape. Today, approaching 60, I really feel that I'm physically younger than I used to be (and, no, it's not the "second childhood" phenomenon).

With the help of twice-weekly, fun (really!) spin-bicycle sessions and a series of personalized strength and flexibility programs developed by the competent, helpful, kind trainers (mostly Human Kinetics current students or recent grads, or students of the UBC Physiotherapy or Occupational Therapy programs), I have gradually reached a level of fitness and health that I never expected to enjoy at this age.

There is some recent scientific evidence¹ about the ability of weight training to actually *reverse* some of the effects of aging in muscle tissue. And lots of research shows that being active and maintaining a normal weight can increase your lifespan, your health and your enjoyment of life. But I don't need scientific research to convince me that the *Changing Aging* program has been good for me. I have my proof in a couple of recent experiences. This past long weekend I biked 175 km, without difficulty or muscle soreness, on a road trip that included a number of killer hills, and just before that trip I got most of the way through the fourth level of a treadmill exercise stress test at UBC hospital, a level the technician told me isn't reached by some people much younger than I. I'm convinced neither of those things would have been possible for me without the *Changing Aging* program.

I urge any CUPE 2950 members who are looking for a "fountain of youth" to check out the *Changing Aging* and other Human Kinetics programs.

¹ Weight training 'fountain of youth' for aging muscles, study finds; Energy-producing mitochondria in skeletal muscle cells can be revitalized, *The Edmonton Journal*, Wednesday, May 23, 2007, page A19, Sheryl Ubelacker (www.canada.com/edmontonjournal/news/bodyandhealth/story.html?id=ead838ba-4a65-45ea-91c5-6a33ff70df8a).

MAY GENERAL MEMBERSHIP MEETING

HIGHLIGHTS OF THE MEETING

Neil Parker and Maria Ho were acclaimed and sworn in as Trustees.

Jaimie Miller has agreed to be the Acting Chair of the Grievance Committee.

Members discussed how to allocate the budget surplus.

A motion was made and carried that we spend \$2500 on obtaining a legal opinion for the Income Replacement Plan (long-term disability).

A motion was made and carried that we send two people to the Summer Institute for Union Women.

A motion was made and carried that we send up to six delegates to the CUPE National Convention.

A motion was made and carried that two of the 2007 CUPE National Convention delegate positions be designated as diversity seats.

- **UNION MEETINGS (ARTICLE 10.01)**
“The University agrees to allow nine (9) two-hour lunch meetings (12:30 to 2:30[pm]) in each twelve (12) month period of the Collective Agreement. The Union may arrange when meetings are to be held provided at least ten (10) days advance notice is given.”
- Members use their lunch breaks as part of the time. All members are encouraged to attend. Refreshments will be served.
- Printed copies of Financial Reports are available to members at regular General Membership Meetings and from our Union Office.
- Full General Membership Meeting minutes are available for approval at the following GMM and online at www.cupe2950.ca/minutes/gmm_minutes.htm or from our Union Office.

The next General Membership Meeting will be held on Thursday, June 28, 12:30–2:30 pm in Scarfe #203. Refreshments will be served.



CUPE 2950 LOCAL NEWS

JUNE

SUN	MON	TUE	WED	THU	FRI	SAT
17 Father's Day	18	19	20	21 Start of Summer / National Aboriginal Day	22	23
24	25	26	27	28 GMM 12:30-2:30pm Scarfe #203	29	30

JULY 1 Canada Day	2 Statutory holiday (University closed)	3	4	5	6	7
8	9	10	11 Newsletter submission deadline	12	13	14

15	16	17	18	19	20	21
22	23	24	25	26 CUPE 2950 BBQ 12-2:30pm	27	28

JULY

29	30	31	AUGUST 1	2	3	4
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CUPE 2950 GENERAL MEMBERSHIP MEETING AGENDA

**June 28, 2007, 12:30 – 2:30 pm
Scarfe #203 (2125 Main Mall)**

12:30—12:45 pm Open Forum Discussion.

1. Roll Call of Officers

2. Adoption of Agenda

3. Adoption of Minutes of May 31, 2007

4. Business Arising from the Minutes

a. Nominations:

- i. 1st Vice-President/Grievance Chair
- ii. Chief Steward
- iii. Diversity Committee Chair
- iv. Sergeant-At-Arms
- v. 2007 CUPE National Convention (Toronto) – Nominate and elect six delegates with two seats allocated for diversity.

b. Approval of allocation of Local budget surplus (suggestions)

Notice of Motion (for discussion and vote)

The Executive Committee moves to amend the 2007 CUPE Local 2950 budget expenditures by allocating surplus funds from previous years as follows:

- \$3,200 Salary for part-time support staff to cull Union Office files
- \$3,000 Conferences
- \$4,050 CUPE Parksville Winterschool (2 participants)
- \$1,800 Union Office photocopier upgrade to include scanner
- \$2,800 Member mini-meeting bookoffs
- \$400 GMM door prizes

The remaining surplus will be transferred to the Defence Fund and Strike Fund.

5. Unfinished Business

6. Executive Report

7. Business Agent's Report

8. Treasurer's Report

9. Committee Reports

- a. Chief Shop Steward
- b. Communications Committee
- c. Contract Committee
- d. Diversity Committee
- e. Education Committee
- f. Grievance Committee
- g. Health and Safety Committee
- h. Job Evaluation Committee

10. New Business

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