



CUPE 2950 Bulletin Board Newsletter

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CUPE 2950 members out on strike in 1992

Heads Up: A Union for What Happens Next

By: William Kenneth

Every workday, members of CUPE 2950 face similar challenges. We squeeze on to overcrowded buses and trains to get to campus; at work we are expected to do more with less in stressful working conditions along with wages that don't increase with the cost of living. When we make it home at the end of the day, it's to a home harder to afford because of the "privilege" of living in the lower mainland.

We face these daily challenges for different reasons. Some look to build a career out of our work at UBC. Some see it as the paycheque that supports our families, with enough left over to pay for the things we truly enjoy. Some will work here for a short time while others will remain until retirement or our health tells us it's time to go.

All of us CUPE 2950 members are, in some capacity, helping the University in its mission to prepare students for a future that none of us can predict. No one knows if your job is going to be at risk because of a change in funding or budget priorities; no one can tell you that a conflict will never emerge in your workplace; Health and Safety incidents aren't planned in advance. You may not think your Union matters in your daily work life, but remember, you work for an Employer that's in the business of granting degrees, not guarantees.

We may not have met each other, but we are all in this together, and as Union members we are the legacy of people who were just like us; who fought for and won things the employer would otherwise never have conceded: a minimum wage, health, safety and environmental standards, pensions, pay equity, vacations, sick days and family leave, not to mention health insurance.

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These things didn't just happen, those who came before us made them happen and we and our allies must remain vigilant so they keep happening.

There are a lot of ways to keep it happening: paying our dues, knowing our Collective Agreement, going to a meeting, joining a union committee or volunteering as a steward, writing a newsletter article, or even reading one. Each of us doing one small thing beats a few of us trying to do everything, and builds a Union that's ready to help you when the unpredictable future becomes the undeniable problem.

Neither you, me, nor UBC can honestly say what's going to happen tomorrow, but we do know how we got to where we are now. On behalf of CUPE 2950, I invite you to continue the journey with us.



Contract Language Explained

Article 28: Flex Time: You Choose Your Preferred Work Week

Earlier this year we put out a survey to CUPE 2950 members about flex time – Article 28.02 in your collective agreement. A few members had told us that they had difficulty obtaining flex time in their departments, and we wondered how widespread this was, and then we started to wonder lots of stuff about flex time so we created a survey:

An amazing 501 people responded! Flex time is a big issue! Some statistics:

Almost 60% of respondents do have flex time and love it because

“It actually causes me to be more organized in my work. I feel less stressed when I get to my flex days and they really do feel like a reward for working smarter and more efficiently.”

“It is a well-deserved break to get “other” personal work done which can only be achieved during weekdays”

Maria Ho, Education Committee Chair, reports from the recent Lunch & Learn “Getting Restful Sleep”:

A good night's sleep can affect how well you think, react, work, learn and get along with others.

Sleep can strengthen memories and promote creative thinking.

Why is getting enough sleep important?

Get sick less often; lower the risk of diabetes or heart disease

Think more clearly, make good decisions and avoid injuries, such as car accidents

People who don't get enough sleep are more likely to have bigger appetites as their leptin levels fall, promoting appetite increase and weight gain.

Most of us work either 7 or 7.75 hours per day, (a few work 8.75 hours or 7.5 hours). 17% of us have requested Flex time and been denied, some have been told it's “not available” in their departments, and 80% of those who haven't got flex-time would like to have it.

28.02 b states that (i) The employees in each department or library division, under guidelines of this Article, shall decide which form of week they will work, subject to approval of the Department Head.

(ii) Departmental approval shall not be unreasonably withheld. Departmental response to employee flex-time requests shall be in writing and copied to the Union.

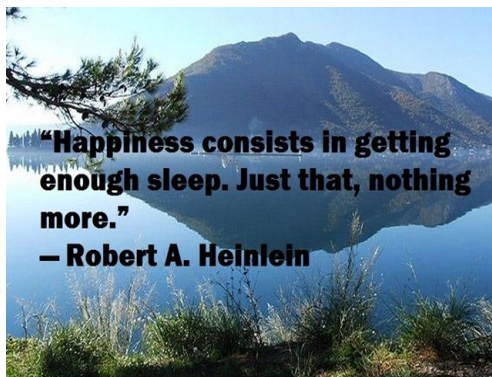
Need help with getting flex-time?

More information on our website: <http://www.cupe2950.ca/benefits/flex-time/flex-time-faqs/>

People who sleep enough have better moods, and are less anxious and/or depressed.

People who get enough sleep have healthier skin and are less likely to catch the cold virus.

So, if you want to focus, either at work or at a meeting, make sure to get enough sleep!



“Happiness consists in getting enough sleep. Just that, nothing more.”

– Robert A. Heinlein

QuotesBlog.net

President's Message



Welcome to the first issue of our new newsletter, which we are hoping to produce three times a year.

We want to take this opportunity to highlight the work, benefits, contract language, working conditions at UBC and for the members of CUPE 2950. We know that our members play an integral role in a student's academic success, from when they first apply to when they graduate.

This is YOUR newsletter. Do you have a story to tell? Are you a photographer? Is there something unique or different about your job? Are there challenges you face in the workplace that you have questions about? Are you a community activist? Is there a particular cause you care about? We want to hear from you!

There is lots of room on the communications and member engagement committee and the newsletter will only get better when more members participate.

Enjoy reading the new newsletter! I am always inspired by the pride and passion our members have for the work they do at UBC and I can't wait to read your stories.

In solidarity, Karen Ranalletta
President - CUPE 2950



What we learned last summer.

At our barbeque last summer we asked members three questions: **What do you value about working at UBC?** **What are the challenges in working at UBC?** And **What would you like to tell (then incoming) President Ono?**

We received hundreds of responses and found some surprising (and some not so surprising) common themes.

We love our benefits, and the great people we work with. We love being part of an excellent teaching and research institution, the working environment, our beautiful campus, holidays, flextime, and of course, our local.

On the challenges side, there were a few themes we found: bureaucracy, i.e. – red tape; lack of communication or teamwork is bugging a bunch of us; lots of us seem to have a tough time getting here; lack of opportunities for promotion, and of course the big one, *pay not increasing with the cost of living.*

We had mainly nice things to say to Dr. Ono, lots of welcome and advice, requests for more or better benefits, and a raise, please.

The executive committee was able to share some of these comments and concerns when they attended a meeting with Dr. Ono back in September.

We've posted all of the responses here: <http://www.cupe2950.ca/committees/communications/> – feel free to check them out, and we'd love to hear any feedback.

Tell us what you think at communications@cupes2950.ca



BC Library Association Conference:

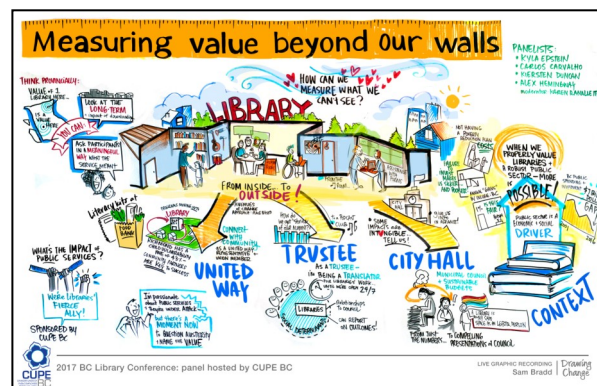
By : Megan Campbell

I attended a full day of the BCLA Conference in Vancouver thanks to the generous sponsorship of CUPE 2950. It was really wonderful to have an energetic space to talk with colleagues from UBC, and other libraries, as well as with vendor reps I've worked with for years. I grabbed a cup of coffee and dove into the sessions, ready to take-away a nugget from each one. Highlights included:

1) "Calling Bullsh*t in the Age of Big Data." How to identify BS and how to respond to it in academic setting and on social media, e.g. "fake news".

Learned: Challenge myself to drill down to the initial story by following the links within links as I may find untruths larger than 140 characters; be curious and determined!

2) "Maximizing Library Vendor Relationships: The Inside Scoop." Presenters used to have library-vendor relationship (FVRL & 3M Canada). **Learned:** Being an active participant/partner to my vendor rep can result in a win for both. Hugely important that Libraries take the necessary time to write a good/clear contracts; idea can also be applied to writing clear procedures and/or project plans; time up front can save me much great pains later on.



3) "Measuring Value Beyond Our Walls."

We collect and review our stats, of all kinds. The pressure to quantify our value keeps growing in an era of economic austerity where everything is monetized.

Learned: I got really excited about the idea of learning how a user's library experience could affect them in their work/personal lives once they have left the building; do these affects have themes that we could steer our service towards and/or a pilot a program? Is this our "new work"? Also, excitingly, during this session, notes were taken by live graphic recorder, Sam Bradd, who drew on a huge piece of paper and colourfully filled it with pictures/quotes he saw/heard from speakers + attendees. It was an inspiring idea and something I'd never seen before!

All in all, time well spent and I'm glad I attended!

CUPE 2950 Member Profiles



Name: Siobhan Ryan Department: Dentistry

CUPE 2950 Communication Chair

Hi, everyone, I'm so thrilled that we've finally been able to send out our inaugural newsletter! It's been a challenge, and a lot of work by a bunch of people volunteering their time and I am very proud of everyone!

Thank you especially to our members who have submitted writing. The way I got involved with the union is that a few years ago, I came to realize that many of us have very similar issues that we are facing, in our lives and in our careers. We take pride in our work, and we want to grow as professionals, make a contribution, we want to live good lives and we want to participate in decisions that affect us, and this is the same across campus.

We're fairly complacent here at UBC I think, and it's easy to believe that there are no huge issues that we need to take care of right now, unlike in the past where our first union members had to march for the right to wear pants at work.

But there are huge issues facing workers, that affect all of us, such as increasing inequality and privatization, the erosion of our healthcare system, childcare that costs ½ your monthly salary; and the union is the place where hopefully we can join to work together to advocate for our common concerns: there is something so wholesome and powerful about people connecting to help each other out, and when we do, we create a much more powerful voice than just individual people.

I wanted to join the Communications committee because I think it's an important part of building our community together. Karen is doing a great job of representing us and letting us know what is going on here on campus and through our outside networks, and I want to build on that to create a larger two-way conversation. I hope that this newsletter can be part of building that conversation, and that we can create something that is meaningful and useful for our members, and a forum where we can hear the good stuff that people are doing, and what ways we can work together that we might not have thought of yet.

We really want to hear from you. I hope you'll email us at communications@CUPE2950.com

AFFORDABLE HOUSING ON CAMPUS?

A sustainable plan for the UBC community needs to include housing that is geared to be affordable for the CUPE staff, on or near to campus. Affordable housing is normally considered to be approximately 30% of your income, so if for instance you were making \$43,000 per year, (an average CUPE 2950 income), your housing including heat and electricity, should cost you no more than \$1,075 per month. The "affordable" housing on campus is not really affordable for our members. Local President Karen Ranalletta met recently with Lisa Colby at Faculty Staff Housing & Relocation Services and we are delighted to report that there will be some housing coming within the next few years that is going to be targeted toward staff who make less than \$65,000 per year. Want to get together to talk about housing? Email us at communications@cupe2950.com to join the poll

Upcoming... What's your committee?

The 2017 CUPE National Convention will take place in Toronto October 2-6th

Delegates attending will be Karen Ranalletta, Harry Young, Susanne Lester, Siobhan Ryan and Maria Ho .

Lunch and Learn: Getting Restful Sleep—our last offering was so successful we are offering it again.

3:16 PMhursday, Jan. 26, 1:00 p.m: Legislative building

NEXT GMMDate: September 28, 2017**

- **Time: 12:00-2:00pm**
- **Vancouver Pride Parade August 6, 2017, 11:00 AM PDT**

Annual Local BBQ Thursday, July 20 , Student Union Building 11:30-2pmThis year we will be collecting donations of socks, underwear, bras (new or gently used) for the Downtown Eastside Women's Centre.**

Want to talk about Housing?
Email us at Com-