

Pilot program offers practically affordable housing on campus – *if you win the lottery!*

Apply by March 22nd.

Applications are now open for the start of the 3 year pilot program that seeks to assist staff with the high cost of housing by offering lower cost housing on campus for full-time staff who qualify according to BC Housing criteria.

We applaud UBC for taking this step—most universities do not offer any kind of staff housing, but it's a little bit frustrating that the units won't *actually* be what is generally considered to be affordable. The housing charge will be based on 30% of gross household income, but any reduction from market charges will qualify as a taxable benefit, (curse you Federal Government!) so you could pay up to several hundred dollars in taxes each month on top of the housing charge, as well as \$65 per month for a parking spot if you need it.

50 households will be chosen by lottery this year, and 25 drawn from the waiting list on a first come first served basis in each of the two following years.

Currently there are approximately 500 discounted units for Faculty and Staff on campus – and 1500 people on the waiting list. Rents are set at 25% below market. Staff are the third priority behind tenured and tenure-track faculty - meaning no matter how long you've been on the list, you can always be bumped by someone higher on the priority scale.

This May and June approximately 180 new units will open up in two buildings in the lovely Wesbrook village. The Rent Geared to Income units will be spread among the new buildings as well as the existing units, and they will only be available to full-time staff.

Income limits are based on the size of household: you will qualify for a 3 bedroom unit if your total household income is under \$66,500, and you have at least 2 dependents.

For a two – bedroom unit, you need at least two people – couples can share a bedroom, so if you are a family with one child (or two under age 5) you qualify if you earn under \$55,000; and If your total household income is under \$45,000, you qualify for a one-bedroom unit. (If you are a single person earning over \$45,000, or if you have more than \$100,000 in assets, you do not qualify for the program.)

We certainly welcome this commitment from UBC, and we will continue to advocate that staff will be given opportunities to provide input that may positively impact this program. Let us know if you apply and how it goes! Here's the link: <http://www.hr.ubc.ca/housing-relocation/housing/rental/rgi/>

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image from UBC Faculty Staff Housing



Sasquatch, Singing and Activism at the Canadian Labour Congress Winter School

Hi, I'm Jed Cheng, the new Health and Safety Committee Chair for CUPE 2950. This January 2018, I attended the CLC (Canadian Labour Congress) Winter School to obtain Health and Safety (H&S) Level 1 which is required within 6 months upon election to this position as per WCB standards.

I'll tell you a bit about myself. This is my 2nd year working in UBC and I enjoy photography and playing badminton. In fact, I play badminton with my colleagues at the UBC Student Recreation Centre from time to time. To those that don't know, it is not only free for students, but also to staff and employees as well. Let me know if anyone is interested.

The winter school is located in Harrison Hot Springs and although the hot spring itself was enjoyable, not knowing people was a challenge for me. Unions across the Pacific Coast of Canada sent members to learn about union-related topics such as Collective Bargaining and Mental Health.

Occupational Health and Safety (OHS) is important in every workplace. As a joint committee, we would need to communicate and work together with the worker and employer about OHS concerns to promote safe work practices.

At issue are hazards that can be found in the workplace such as: chemical, biological, physical, ergonomic and psychosocial. You as an employee of UBC have a right to ask for any WCB inspection

report that has occurred in your workplace. The right to participate means that the employer must consult with the JOHSC (Joint Occupational Health & Safety Committee) regarding any safety issues that occur. As a union worker, you have the right to refuse any unsafe work.

In addition to learning about OHS and bathing in the hot spring, each class selected a Student Council representative who had to meet daily with other representatives at lunch to discuss any issues and agendas for the next day and relay them to the class. To my surprise, I was selected as the rep for my class and had to give a short speech about what each class (10 classes) learned during the week of school. There was also a choir night during which we had to sing an original song in front of everyone.

If you would like to know more, you can take a Health and Safety course or join your local Health and Safety committee.

Here at UBC, there are 32 JOHSCs related to different areas or departments—here's the link to find yours: [UBC Safety committees](#), - it would be great to have a 2950 member at each one.



GRIEVANCE COMMITTEE CHAIR, HARRY YOUNG



The Grievance Committee is comprised of the Chair (the 1st Vice-President of the Local), the Chief Steward, and other members, who must be active Stewards. The President can also be a member of the committee but, if not, acts as an advisor, along with the Local's Business Agent, Frans Van de Ven, who, as a paid employee of the union, cannot be a member of the committee, but acts in an advisory role.

Harry Young is currently in his second full term on the committee and was a Steward before that. Our present committee is made up of the Chair, the Chief Steward, Jamie Miller, and our President, Karen Ranalletta. There is room for more members on the committee and general members are encouraged to speak with Harry about joining. Steward Training is offered a couple of

times a year for anyone interested.

The committee meets bi-weekly for 1.5 hours and the bulk of their regular work involves dealing with extension requests from departments. All departmental requests for extensions of temporary contracts must be reviewed by the committee.

The committee is charged with the processing of all grievances in order to protect the Collective Agreement and the rights of individual members. A grievance can be raised by a member, or can be initiated by the committee on behalf of the general membership, in which case it is known as a "policy grievance". In either case, the grievance is owned by the union, not by the member.

\$\$\$ Good News! \$\$\$

A feel-good reminder for the day Did you know that as of February 1st, 2018, CUPE 2950 members receive a 1.4% wage increase. This pay increase consists of a 0.4% Economic Stability Dividend and a 1% General Wage Increase. You should have seen the 1.4% increase on your Feb 15 pay. Contact HR if you don't see your increase.

In addition to this increase we get an additional 0.5% as of April 1, 2018. On February 1, 2019 we receive the final 1% increase for this contract period.

Spend it wisely!



Did you know?

Your local union, CUPE 2950, can provide you with personal and professional development opportunities to match your interests!

Build on your strengths, follow your interests, and develop new skills. Everything from leadership, community engagement... even photography is something you can contribute.

I attended my first membership meeting last June and volunteered to take pictures at our yearly BBQ, and now I'm on the Communications Committee writing this - sharing with you what's possible.

Come to our next monthly membership meeting and talk to us about what interests you! Our next meeting is Thursday, March 29nd 12-2pm. Learn about our Education Committee, becoming a Shop Steward, or put your name forward to become our Recording Secretary. The choice is yours!

Remember: we're heading back to the bargaining table soon and know you can join us to make a difference!

What can we do about AFFORDABLE HOUSING?

There is a lot going on about affordable housing at the moment

In addition to UBC's new pilot program, the upcoming Musqueam development on campus reportedly will include up to 70 units of subsidized housing for those who work on campus.

The Federal and now the Provincial governments have created plans and funding for housing—and with the Vancouver civic election coming in October, it seems possible that there may be some ways we can work together for our common good.

Let us know if you'd like to take part in the conversation, - we want

Many thanks to all who worked to get the newsletter out this month!

Nova Leaf; Joanne Savory;

Jed Cheng; Yvette Kharoubah;

Dionne Halyk; Siobhan Ryan

NEXT GMM Date:
March 29 12-2
BUDGET TIME!

UPCOMING EDUCATION

-SAVE THE DATE!

➔Effective Communication at Work

Monday, March 12, 12:30-1:30pm

Learn to master the techniques of effective listening and self-expression, involving verbal and non-verbal behaviours as well as the ability to speak with persuasion and confidence.

We'll look at both of these essential sides of the communication equation and address key communication elements such as active listening and show participants how to present messages in a way that is more compatible with the receiver's style.

Facilitated by Alyson Quinn - provided by UBC's Employee and Family Assistance Program provider, Shepell. **This workshop is FULL.**

➔Know your rights:—FLEX TIME—

Thursday March 22, 12:30—1:30—Location TBD

Everything you wanted to know about flex time!
Come and join us to discuss your questions about flex time and your right to it!

What's your committee?

If you are interested in joining one of our committees, feel free to email the chair through the office to find out about any upcoming activities: office@cupe2950.ca

Member Education

Stewards

Contract: (next bargaining: MARCH 2019)

Grievance:

Health & Safety

Job Evaluation

Communication

