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CUPE 2950  
**LOCAL NEWS**

JANUARY 2009

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## Getting Ready for Vacation PRESIDENT REPORT

By Natalie Lisik

With a new year comes a schedule of planning. By the end of January, your department should provide you with a summary report of your vacation, sick, appointment and any other time, such as flex or overtime, to be carried over from 2008. In addition, you will receive your vacation entitlement for 2009, with a request to provide the department with at least your tentative vacation schedule. Below is some information from Article 27 of our Collective Agreement about vacations.



### VACATION ELIGIBILITY

Entitlement is calculated on the same year that you were hired, regardless of what month you were hired, e.g., if you were hired in July 2005, you would still receive credit for the entire calendar year and would be entitled to four weeks vacation this year effective January 1, 2009. There is no loss of entitlement if you were on sick, maternity, parental or adoption leave.

### Year started/Vacation Entitlement/# of Years

- ◆ 2009 -present/8.75 hrs per month/less than one year (can take as accumulated)
- ◆ 2004-present/3 weeks/4th calendar year
- ◆ 2005/4 weeks/5th calendar year
- ◆ 2002/5 weeks/8th calendar year
- ◆ 1996/5 weeks + 1 day/14th calendar year

*continued...*

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## **PRESIDENT'S REPORT (CONT.)**

- ◆ 1995/5 weeks + 2 days/15th calendar year
- ◆ 1994/5 weeks + 3 days/16th calendar year
- ◆ 1993/5 weeks + 4 days/17th calendar year
- ◆ 1992 (and prior)/6 weeks

### **CARRYING OVER VACATION FROM 2008**

If you were entitled to three weeks or more vacation time in 2008, you can carry over up to two weeks of unused vacation time. You will require your department's approval for any additional time you wish to carry over to 2009. Should you have less than three weeks' entitlement, you can carry over one week, or a two-week maximum with mutual consent between you and your department.

If you do not wish to carry over the unused vacation time to 2009, then your department can pay you out for the time.

### **POSTING THE VACATION SCHEDULE**

Departments are required to post their schedule by March 1, 2009.

### **SCHEDULE CONFLICTS**

Should a scheduling conflict arise, this is resolved by seniority (the total number of hours a member has worked since their start date).

For further information about vacation time, please see Article 27 of our Collective Agreement or contact our Union Office.

I wish everyone a happy, healthier and positive new year.

## **BUSINESS AGENT'S REPORT**

By Frans Van de Ven

We continue to have success with accommodating disabilities in the workplace; keeping people employed who might otherwise be excluded from the workplace.

Human Rights law requires employers and unions to accommodate persons with disabilities to the point of undue hardship. Whether this rule leads to protracted and expensive grievances or common sense work plans reflecting a worker's medical requirements depends entirely on the knowledge and mindset of the parties.

A successful accommodation begins with flexible, open minds. It requires those concerned to bend a little.

The employer must accept the burden of an accommodation as the cost of doing business and as the right thing to do. The Union often has to bend a little when it comes to strictly enforcing its collective agreement rights. Finally the disabled worker must be prepared to accept a reasonable arrangement that might fall short of ideal or preferred working arrangements.

These are the compromises that make for a more just and civil society. My recent experience tells me that both the Union and the employer are stepping up to the plate.

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### **Nominations are requested for the 2009 President's Service Award for Excellence (PSAE).**

These awards are open to all UBC **staff** employees (faculty are no longer eligible for this award). ***As well, there have been some other changes to eligibility and some new award categories available on both campuses.***

For the up-to-date information on eligibility, additional awards, etc., please review the information on the Ceremonies website:

[http://www.ceremonies.ubc.ca/ceremonies/honours/index.html#staff\\_service](http://www.ceremonies.ubc.ca/ceremonies/honours/index.html#staff_service)

(Nomination forms for the PSAE and other awards are available through this link)

The deadline for nominations for the PSAE is **February 28** and the deadline (May 2009) for the other awards is as noted on the website.

Staff nominations received last year are eligible for consideration again this year – nominators are invited to update files, if there is additional information pertinent to the nomination.

If you have questions, please contact Eilis Courtenay (822-6192) or Carolyn McLean (822-5414).

## **RENTAL ASSISTANCE—Did you know...**

### **More families now eligible - Effective April 2008**

The Government of British Columbia recently introduced the following enhancements to the Rental Assistance Program:

- The maximum income level has been increased to \$35,000
- The [maximum rent ceiling](#) has been increased
- The maximum benefit has been increased
- There is a minimum benefit amount of \$50/month or \$600/year
- Families whose youngest children are over 19 may now still qualify for the program, if the child is under 25 and enrolled in full-time attendance at school, university or vocational institution or if the child of any age is accepted as a dependent for income tax purposed to mental or physical infirmity.

Click here to read the [news release](#) . Click here for more information on [eligibility criteria](#) or [how the rental assistance is calculated](#) .

The Rental Assistance Program was launched in October 2006 as part of [Housing Matters BC](#), an innovative housing strategy providing an expanded range of housing options to British Columbians who need it most.

[http://www.bchousing.org/resources/Programs/RAP/RAP\\_brochure\\_final.pdf](http://www.bchousing.org/resources/Programs/RAP/RAP_brochure_final.pdf)[Rental Assistance Program brochure](#)

Click the link below to download a copy of the Rental Assistance Program brochure as a PDF document: [Rental Assistance Program brochure](#) (April 2008)

### **Information available in other languages**

Information on the Rental Assistance Program enhancement is currently being translated into a number of different languages. We will post the information online as soon as it is available.

### **Download the application form**

The complete step-by-step instructions on how to apply to the Rental Assistance Program can be found by [clicking here](#) . To download the Rental Assistance Program application form, [click here](#).

### **Who to contact**

For more information on the Rental Assistance Program, call BC Housing at 604-433-2218, or 1-800-257-7756 outside the Lower Mainland. Email inquiries can be sent to [Applicantinquiries@bchousing.org](mailto:Applicantinquiries@bchousing.org)

**NOTE:** Due to lack of quorum, no business was conducted at the November General Membership meeting.

## **OCTOBER MEMBERSHIP MEETING**

### **HIGHLIGHTS**

Natalie Lisik, Joan Treleven, and Wendy Hillman will be attending as delegates to the annual B.C. Federation of Labour Convention in Vancouver from November 24-29, 2008:. The remaining seats were deferred to the Executive Committee who have since appointed Kerry Hall and Shehnaz Motani.

The following motions were approved:

**M/S/C Zahra Karim / Roseann Kinsey**

That the President's term shall be limited to two consecutive two-year terms in office.

**M/S/C Executive / Susanne Lester**

That the local commit to spending \$1000. (before taxes and delivery) to purchase furniture for our Local Union Office meeting room.

**M/S/C Executive / Clarice McCord**

That the Terms of Reference (with the deletion of the word "conduct") for the 2010 University Coordinated sector Bargaining Committee be approved.

**M/S/C Executive / Susanne Lester**

That \$4000.00 be committed for a 35 Year Anniversary celebration in 2009 & that \$2000.00 be committed for the printing of a Local calendar or similar promotional item for 2009.

A suggestion was presented by a member for us to consider bringing in a special guest speaker for a public forum.

Congratulations to our Door Prize Winners:

1<sup>st</sup> prize \$100 cash – Richard Hare

Handmade tote bag – Linda Abbott

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## CUPE 2950 GENERAL MEMBERSHIP MEETING AGENDA

**January 29, 2009 12:30—2:30 pm**  
**Geography Rm. 101 (1984 West Mall)**

### 12:30-12:45 p.m. Open Forum Discussion

1. Roll Call of Officers
2. Adoption of Agenda
3. Adoption of Minutes of October 30, 2008 (November mtg canceled)
4. Business Arising from the Minutes
  - a. Nominations—**Local Officers:** Communications Committee Chair, Diversity Committee Chair, Education Committee Chair, Job Evaluation Committee Chair, Sergeant-at-Arms (2 positions), Treasurer, Trustee (3 positions)
  - b. Nominations—**Local 2950 Contract Committee:** (Four seats including one seat designated to a Chan Centre member) Susan Claybo, Nancy Forhan, Jaimie Miller, Eleanore Wellwood, Roweena Bacchus, Andrew Riter—for Chan Centre position
5. Unfinished Business
6. Executive Report
  - a. 35<sup>th</sup> Anniversary Celebration
  - b. Office Staff Bargaining Update
  - c. 2009 CUPE BC Convention Nominations
  - d. Notice of Motion: That Section 2 g) of the CUPE 2950 Local By-Laws be amended as follows: Except where otherwise defined, quorum is fifty percent (50%) plus one (1) **of committee members.**
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

*In consideration of others who suffer from allergies and/or respiratory problems, please refrain from wearing perfumes or any scented items.*

**Article 10.01**—The University agrees to allow the Union to hold nine (9) two-hour lunch meetings (12:30 to 2:30) on employer time. Members are expected to use their lunch as part of the two hours.

**LEGAL DISCLAIMER:** The opinions expressed or the articles published in *Local News* are not necessarily those of the Editor or Executive. If you have any questions, comments, letters, articles, please contact our Communications Committee at our Union Office or email us at [office@cupe2950.ca](mailto:office@cupe2950.ca).