
CUPE 2950

LOCAL NEWS

JUNE 2008

We Are Half Way There PRESIDENT REPORT

By Natalie Lisik

Where has the year gone? It does not seem like it has been that long since we celebrated the birth of a new year. Our Local Executive will meet next month to do a mid-year review of our goals and budget. In the meantime, I wanted to take this opportunity to provide you with an update on some of our Local activities.



Lunch & Learn – Our latest series “What are my Rights” has been very popular with over 40 members signing up for a session. In the Fall, we will be offering a repeat of this Spring’s sessions along with two additional information sessions: Hiring Processes and Complaint Processes. Stay tuned for some dates.

“Know Your Rights” – This workshop was well attended in January. There will be two half day workshops which are a repeat from January’s session that will include information on health and safety; harassment and discrimination; and diversity issues.

Income Replacement Plan (IRP/Long Term Disability) – For the past year, we have had several meetings with the University as Trustee of our 100% employee paid plan. UBC’s consultant, Mercer, has recommended a premium increase to 2.0% from 1.6% and it will be effective July 1, 2008. This will amount to approximately \$5 to \$7 extra per pay cheque. Members should be receiving a letter from the University shortly.

In addition, a subcommittee of UBC employee group representatives have been meeting to draft a joint trust agreement. The University is not part of this process. At the end of this month, the employee groups will meet to discuss this agreement.

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PRESIDENT'S REPORT (CONT.)

UBC Staff Pension Plan – Members of this plan had the opportunity to vote on a proposed and improved rate formula for the plan. Results of this vote will be made available once the Pension Board has had an opportunity to review them.

Job Evaluation – A letter of agreement for placement of laid-off members into benchmark clusters has been agreed to pending membership approval. The new job evaluation maintenance agreement is being drafted. We expect that both of these letters will be available for approval by the membership at our June General Membership Meeting.

Staff Bargaining – Earlier this year, our Local's office staff certified under CEP Local 467. Negotiations will begin towards the end of this month.

Local Bargaining – While our Collective Agreement does not expire until March 31, 2010, nominations will open at the June General Membership Meeting for election to our new contract committee. Voting will close in the Fall. Preparation for bargaining will begin in January 2009. A bargaining survey will be sent to members early next year.

Member BBQ – We are planning this year's BBQ on Thursday, July 24. If you are interested in volunteering, please email us at office@cupe2950.ca. We will pay your department for your time.

Should you have questions about these or any issues, please do not hesitate to contact us at office@cupe2950.ca or 604-822-1494.

***Congratulations to
Pat Rose - Creative Writing
Winner of the 2008 President's
Service Award
For Excellence***



JOB EVALUATION REPORT

By Eleanore Wellwood

For those of you still unmatched – Central Human Resources now has four people spending time to match these jobs. These are now mainly the jobs that managers have been unable to match even with additional time and instruction so many take a little longer than jobs which clearly match one benchmark. Please be patient.

For those of you who were assigned a benchmark in March, the deadline for receiving appeals was Saturday May 31.

As of Thursday May 29, about 80 appeals had been received and more were arriving on Friday May 30. Only a few of those received earlier have been concluded. This is because the necessary information is either missing (an up-to-date job description) or insufficiently detailed for the Joint JE Appeal Committee to make an informed decision. In the former case, there is a delay while the job description is brought up to date and it takes time to keep pestering people to get it done. In the latter, Central HR has been contacting the employee and the manager with questions that will clarify the situation for the committee. We expect that the pattern for the new appeals will be the same. The Joint JE Committee will be meeting on June 12 and will try to develop a fair system that will allow it to get through so many appeals quickly and fairly..

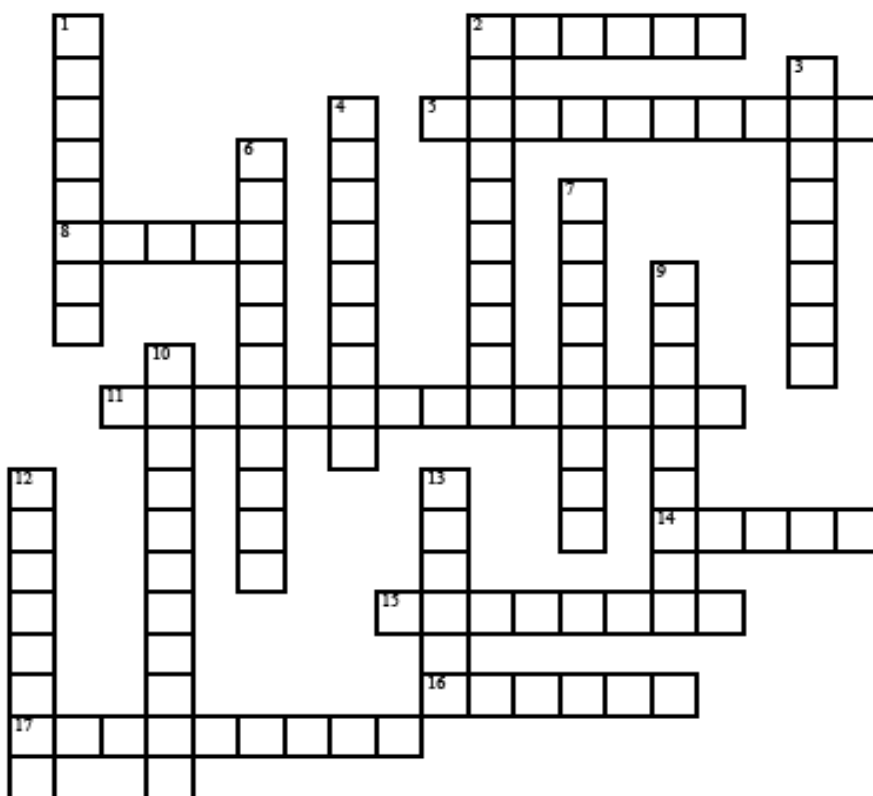
Until the appeals are under control, the Joint JE Committee cannot work on two remaining important issues – the 2009 pay grid and how the one-time money from 2005, 2006 and 2007 is going to be used.

At the June 2008 General Membership Meeting, the membership will be asked to agree to the Letter of Agreement on Job Security. With a new system of job evaluation, there is a need to specify which groups of jobs are considered to be similar enough for people who are laid off either to place into or to bump someone out of their job. The need is to try to find clusters that are both large enough in terms of occupants to permit people to find new jobs but similar enough to presume that a member will have the qualifications to do the job. As jobs become more specialized, the clusters become smaller and, many specialized jobs have been and continue to be unique. The Job Evaluation Committee believes this Letter of Agreement improves the job security for many jobs and does not make it worse for anyone.

Test your knowledge of Health and Safety issues and union terminology. There will be a name drawn and a PRIZE offered for a correct completion of the puzzle below. Read your newsletter, especially the Health and Safety section, from September to June to complete competitions and WIN prizes. Fax or e-mail the completed form to the CUPE 2950 office (822-1481 or office@cupe2950.ca) Good luck! *By Felicity Dunfield*

Created with Puzzlemaker on DiscoverySchool.com

Health and Safety 101



ACROSS

- 2 A risk arising as a consequence of a particular occupation.
- 5 Keep from happening.
- 8 Poisonous substance.
- 11 Restoration of health.
- 14 Furry growth of minute fungi.
- 15 An asset to be drawn from.
- 16 Freedom from risk.
- 17 Minor improvement.

DOWN

- 1 Mineral based fibre formerly used in buildings.
- 2 Intimidation or interference which may be verbal or sexual.
- 3 Formerly WCB, B.C.'s organization for health and safety.
- 4 Collection of items to be used in the event of an evacuation.
- 6 Circulation of air.
- 7 Controlling a situation.
- 9 Designed to be conducive to efficient use.
- 10 Rules intended to result in safe work place.
- 12 Amount of work to be done.
- 13 Emotional, mental or physical strain.

You are invited to the

**CUPE 2950
Summer BBQ**

**Thursday, July 24, 2008
Noon—2:00 pm
Outside the Union Office**



2007 BBQ

Please RSVP by July 18 and be entered in the draw for a door prize. Email office@cupe2950.ca with your choice of hamburger, cheeseburger or veggie burger.

MAY MEMBERSHIP MEETING

HIGHLIGHTS

Income Replacement Plan (Long Term Disability) – Nancy reported on the subcommittee's draft proposal that will be presented on June 26th to the larger working group. UBC gave us notice that deductions will be increased by 0.4% to 2% (about \$5-\$7 extra per paycheque).

Campus Threats – Richard provided an update on UBC's emergency response program.

CUPE BC Delegates - Jaimie Miller, Shehnaz Motani and Ed-ita Michalek gave a report.

Job Evaluation – a Letter of Agreement will be brought forward at the September General Membership Meeting.

Health & Safety – Richard encouraged members to get involved in their local committees. Members raised issues about ergonomics in the workplace.

Door Prize winner of \$100 was Tip Placzek

Spend your mornings in July learning a new language.

UBC Continuing Studies offers three-week morning immersion programs starting July 7 at the UBC Point Grey campus. They are a great way to acquire or improve your language skills and are offered at all levels. Choose from French, Spanish, German, Japanese, Mandarin, Arabic or Russian. Eligible CUPE 2950 staff can use their [UBC Tuition Fee Benefit](#) towards the cost of the program. *Monday-Friday, July 7-24, 9am-12:30pm, Buchanan D Bldg.*

[More information.](#)

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CUPE 2950 GENERAL MEMBERSHIP MEETING AGENDA

June 26, 2008 12:30—2:30 pm
IRC #1 (2194 Health Sciences Mall)

12:30-12:45 p.m. Film viewing — “Invasion of the Space Lobsters” – a short animated parable pitting the virtues of clear language and good communication against bafflegab evil-doers

1. Roll Call of Officers
2. Adoption of Agenda
3. Adoption of Minutes of May 29, 2008
4. Business Arising from the Minutes
 - a. Nominations
 - Communications Committee Chair
 - Diversity Committee Chair
 - Education Committee Chair
 - Sergeant-at-Arms (2 positions)
 - Trustee
 - b. IRP—Long Term Disability
 - c. Bylaws
 - d. Job Evaluation—Letters of Agreement
5. Unfinished Business
6. Executive Report
 - a. BC Federation of Labour Convention nominations
 - b. Local 2950 Contract Committee Nominations
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 nine (9) two-hour lunch meetings (12:30 to 2:30) 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.

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.