
CUPE 2950
LOCAL NEWS

OCTOBER 2008

Fall Ahead PRESIDENT REPORT

By Natalie Lisik

Members of our Executive have been working on a number of projects over the last few months. Here is a snapshot:

Income Replacement Plan (IRP/Long Term Disability) – The UBC employee group representatives have met to review a draft of a joint trust agreement for the governance plan. UBC is currently not part of this process. The following motion was passed at our last General Membership Meeting:

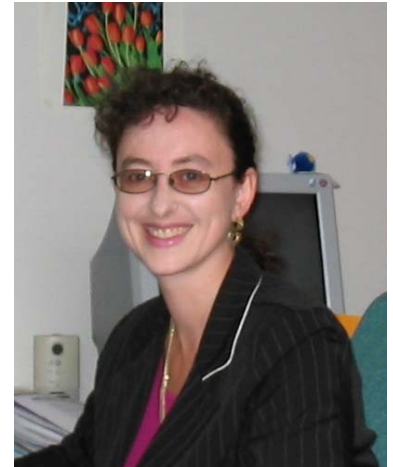
“That we continue the process of investigating a joint trust long term disability plan and commit to any relevant cost sharing.”

Employee Family Assistance Program – A draft of the committee’s revised terms of reference has been completed. A policy is to be developed to ensure financial well-being that will include surplus spending and deficit management. A half-time CUPE 2950 position has been approved to provide support to the committee and coordinate the lunch & learn sessions that will be provided to units by our provider, Human Solutions. Next quarterly meeting is scheduled for October 20.

Staff Bargaining – Our Local’s office staff certified earlier this year under CEP (Canadian Energy and Paper Workers) Local 467. Bargaining proposals have been exchanged and negotiation meetings have been scheduled.

Paperless Payroll – A computer will be set up in the Chan Centre staff room for those members who need to access their payroll information online.

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PRESIDENT'S REPORT (CONT.)

Job Skills Training Program (JSTP) – Our Executive Committee met with UBC's Organizational Development and Learning department to discuss a revision of the criteria for the program as well as the spending of surplus funds for a special project(s). More details to follow.

Social Planning Committee – A new Local committee has held their first meeting to plan social events for our members throughout the year as well as make some recommendations for member recognition. If you have any suggestions, please forward them to our Union Office (office@cupe2950.ca).

Teleconferencing with Off-site Members – We are investigating the possibility of connecting members who work off the Point Grey campus to the General Membership Meeting or Lunch & Learn sessions via teleconferencing or video-conferencing. Stay tuned for more details.

Special Projects – Our Local Executive is compiling a list of proposals with costs to bring back to a membership meeting for discussion and vote. We welcome any ideas that you may have (email: office@cupe2950.ca).

2010 Olympics – Our Local met with Vanoc and UBC to discuss the Olympic staffing requirements and the impact on our members. We are waiting for further information as to which members will be affected. Some members may receive a letter inviting them to participate. Watch for an Olympic update page on our Web site (www.cupe2950.ca).

Information Table – several members stopped by our table at both UBC's Staff BBQ last month and this month at UBC's Celebrate Learning Open House. We will be participating in some other events in the coming year to continue to provide one-on-one information to members.

Site Visits - We continue to schedule site visits with members. Check the calendar on our Web site for a place near you to meet with me and discuss updates on various issues. The next site visit is scheduled on October 22 from 12noon to 1:30pm at St. Paul's Hospital New Lecture Theatre.

Lunch & Learn Sessions – Our series on understanding our Collective Agreement language continues to be popular. Members who are supervisors are especially encouraged to attend to obtain further information about common practices and procedures. The next session is October 23 on UBC's Hiring Process. This is an opportunity to learn more about navigating the system and receive some interview tips.

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PRESIDENT'S REPORT (CONT.)

Open House – Join us at our Local's Open House on November 20 in our Union Office. Refreshments will be provided and members can enter to win one of our prize draws.

Feel free to contact us at the Union Office (office@cupe2950.ca) if you have any questions or suggestions.

BUSINESS AGENT'S REPORT

By Frans Van de Ven

From time to time, the Union office receives inquiries from members regarding the use and sharing of computer ID's, accounts and purchase cards. The most usual concerns are privacy and liability.

The general principle is that employees get access to do the employer's business. The employer has the right to manage that business as it sees fit subject to the collective agreement and general law.

The UBC purchase card, for example, is a corporate credit card that a department can use to make UBC related purchases from any supplier. The department decides who can use it and when.

UBC policy 104 governs the use of information technology. You can find it online at:
<http://www.universitycounsel.ubc.ca/policies/policy104.pdf>

Important principles are found in Section 1.4 and 1.5 of the policy:

- 1.4. Users are prohibited from accessing other users' computer IDs or accounts and communications, without specific prior authorization from the appropriate administrative head of unit.
- 1.5. Users are responsible for the uses to which their computing accounts are put. Users must not share the passwords to any accounts to which they have access.

So how would you reconcile 1.5 which specifically states you must not share passwords to any accounts to which you have access with your manager's direction that you do so with Mary while she covers your leave?

Section 1.4 creates an exception by allowing a manager to direct that this be done. The manager who exercises that discretion is responsible, not the employee who follows his/her direction. This also fits with the theory of managerial rights to which I alluded earlier in the article.

The key is to get clear and specific direction from the manager. You may want to confirm it via e-mail.

ELECTION INFORMATION

Election day: Tuesday, October 14, 2008

Website:

<http://www.elections.ca/content.asp?section=ele&dir=40ge&document=index&lang=e&textonly=false>

NOTE : Poll hours for next Tuesday's Federal Election are 7am to 7pm (in BC). Do employers have to provide employees time off to vote in a Federal election? All employees who are qualified electors, that is, those who are 18 years of age or older and Canadian citizens on polling day, are entitled to three consecutive hours on polling day for the purpose of casting their ballots.



If an employee's hours of work do not allow him or her three consecutive hours to vote, the employer must allow him or her sufficient time off to allow three consecutive hours for that purpose.

Time chosen is at the sole discretion of the employer - they may choose to allow the employee to arrive late or to leave early.



Appreciation Dinner for Eleanore Wellwood—LtoR Susanne Lester, Susan Claybo, Richard Hare, Frans Van de Ven, Eleanore Wellwood, Natalie Lisik, Jaimie Miller, Nancy Forhan, Edita Michalek

SEPTEMBER MEMBERSHIP MEETING

HIGHLIGHTS

Amendments to Sections 4c), 7l) and 10 a & b) in our Local By-laws were approved.

The governance of our long term disability plan (Income Replacement Plan) were discussed, and it was agreed that we continue the process of investigating a joint trust long term disability plan and commit to any relevant cost sharing.

The following “Notices of Motion” were made to amend our Local bylaws to be voted on at the October membership meeting:

Moved/Seconded by Susan Claybo/Roseann Kinsey

That we reinstate the President’s cap as four consecutive two-year terms.

Moved/Seconded by Zahra Karim/Joan Treleven

The President’s term shall be limited to two consecutive two-year terms in office.

The Job Evaluation Letter of Agreement on job security provisions was approved by the members.

Natalie Lisik gave a verbal report on some of her experience at the Governor General of Canada’s Leadership Conference with the theme of “Leadership in the Community”. Watch for more details in an upcoming newsletter.

Nominations opened for five delegates to attend the B.C. Federation of Labour Convention. The following members were nominated: Jaimie Miller, Nancy Forhan, Susanne Lester, Edita Michalek, Kerry Hall, Joel Kobylka, Joan Treleven, Wendy Hillman. Nominations will close and a vote held at our October General Membership Meeting.

Nominations opened for four (4) positions on our Local 2950 Contract Committee. Nominees are: Susan Claybo and Nancy Forhan. Nominations will close at the October General Membership Meeting and a vote held. It would be beneficial to have a Chan Centre employee on this committee.

Eleanore Wellwood resigned as Chair of our Job Evaluation Committee but will remain on the committee as Acting Chair. Susan Claybo also resigned as Treasurer effective October 31.

Our Local financial statements to July 31, 2008 were reviewed.

Congratulations to our door prize winners: Clarice McCord \$100 and Wendy Hillman (CUPE mug).

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Local 2950

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CUPE 2950 GENERAL MEMBERSHIP MEETING AGENDA

October 30, 2008 12:30—2:30 pm
FNH Rm. 40 (2205 East Mall)

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

1. Roll Call of Officers
2. Adoption of Agenda
3. Adoption of Minutes of September 25, 2008
4. Business Arising from the Minutes
 - a. Nominations—**Local Officers:** Treasurer, Communications Committee Chair, Diversity Committee Chair, Education Committee Chair, Job Evaluation Committee Chair, Sergeant-at-Arms (2 positions), Trustee (2 positions)
 - b. Nominations—**BC Federation of Labour Convention Delegates:** Jaimie Miller, Nancy Forhan, Susanne Lester, Edita Michalek, Kerry Hall, Joel Kobylka, Joan Treleaven, Wendy Hillman
 - c. Nominations—**Local 2950 Contract Committee:** Susan Claybo, Nancy Forhan
 - d. IRP—Long Term Disability
 - e. **Notice of Motion:** M/S Susan Claybo/Joan Treleaven
That we reinstate the President's cap as four consecutive two-year terms
 - f. **Notice of Motion:** M/S Zahra Karim/Roseann Kinsey
That the President's term shall be limited to two consecutive two-year terms in office.
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

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.