

CUPE 2950
LOCAL NEWS
 SUMMER 2011

PRESIDENT'S REPORT

By Nancy Forhan, President



Freedom 55...65...75?

Changes to CPP are being phased in gradually between 2011 and 2016. Regardless of your age, you need to be aware of how these changes will affect you.

After years of denial (that I was actually getting old) I recently decided to sit down and work out what my actual pension would be. In the interest of full disclosure I will admit I turn 60 this year. I started at UBC in 1974 but like a lot of women, I've taken two maternity leaves and worked part-time (50%) until my girls reached high-school.

For my CPP amounts, I called the toll-free number (1 800 O-Canada/ 1-800-622-6232). After taking out my 15% lowest years plus (max) ten child rearing years this is what she told me :



If I applied now to take my pension when I turn 60 in Nov. (I would still need to satisfy the cessation requirement of being off payroll of 2 months – or have reduced salary under \$950. for two months) I would get a whopping \$613.07 / mo. (before taxes). If I wait until Jan – when the cessation rules change – and the penalty increases – but I could collect while **STILL** working, I would collect \$608.80 / mo. If I continue to work to 63 (three more years) my CPP goes up to \$771.65 and at 65 (five more years) it'll be \$897.04.

For my UBC Pension — When I came to UBC in 1974 the Staff Pension was only mandatory after three years – or at age 30 (whichever came first), so like most staff, I deferred it as long as I could – finally being *forced* to join in 1977. If there's any new staff members out there – listen up: if you learn nothing else from my mistake – learn this: start your pension the *minute* you are eligible!)

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Back then (in the old days) we were not allowed to contribute to the UBC staff pension plan if we worked less than full-time. That means I only recently hit the 20 years in the plan, even though I'm in my 39th year of service at UBC. Thankfully that has now changed.

For 20 years of service my UBC Pension amounts to about \$1100.00 / mo.

Because I joined the plan prior to 1992 I'm considered "special early" which means I qualify for the "bridge" to age 65 (presuming I retire prior to 65). The bridge would amount to \$500. At 65, the bridge falls off and OAS (Old Age Security) kicks in – they are roughly the same amount.

So if I retire next year – my entire pension income would be \$2208./mo (before taxes). Could I live on that ? Not likely.

The only encouraging thing about CPP & our SPP (unlike our wages) is that it's indexed – yea !! NO MORE ZEROS !!

Regardless of your age – I would encourage you to call CPP and talk to the UBC Staff Pension Office. This is important information for us to have so we can plan ahead. Life happens. You need to be ready.

Mark your Calendars :

Jay Parker - Executive Director of the UBC Staff Pension Plan - will be attending our Oct.2011 GMM (Thurs. Oct.27.2011 12 noon – 2pm Ike Barber #182—video-conferenced to VGH) to give us an update on how the plan is doing and answer general questions. Please make an effort to attend.

CUPE is holding a three day Retirement Planning Workshop on campus (Tues – Thurs Nov. 1-3) watch our website or call the union office (2x1494)

CPP upcoming changes :
<http://www.servicecanada.gc.ca/eng/isp/cpp/posttrtrben/main.shtml>



It won't come as news to the "legendary" lovers amongst us ... but... the campus

White Spot has closed :(It will re-open in Sept. as a "Triple O" which is the smaller "express" version of the full service WhiteSpot. It will have a small eat-in bar area but will mainly be geared to take-out.

It also won't have the full menu but we will still be able to get White Spot's Legendary Burger to go! See you there !



As most of you will have heard already -- the UBC Bookstore has proposed a name changewait for it UBC Central !!! Yeah, I hear the groans from here. The good news is : it's apparently not a fait accompli. The university is encouraging feedback through to the end of Sept. So let them know what you think. feed-back@mail.bookstore.ubc.ca

We will be opening nominations for our Executive elections at the October general membership meeting. Please give some thought to standing for a position. If you'd like more information on the various positions and what each entails please don't hesitate to contact the union office or any of the standing executive members directly. A list of current executive can be found at:

<http://cupe2950.ca/about/representatives.htm>

Nominations will close and the vote will be held at the Nov. GMM.



BROTHER/SISTER...WHAT?

By Karen Ranalletta

At my first CUPE National Convention in 2009 I'll admit it, I thought it was weird and a little bit creepy that strangers would address me as "sister." I didn't know these people and they said it with such a familiar tone, it took me aback and made me feel uncomfortable. It wasn't until last year's CUPE BC Caucus at the "Un-Fed" Convention in November that I really felt and understood why we call each other "brother" and "sister."

Historically it was illegal to form and join trade unions. In order to take attendance they had people write down whether they were a man (brother) or a woman (sister). It was also code to address each other in public without getting arrested or worse, assaulted or killed. Last November the CUPE BC delegation spent an isolating three days together talking about the future of our union and the labour movement at large. It was difficult to be there when the rest of the BC Federation of Labour convention's delegations were debating issues on the floor.

On the second day, the brothers from the United Steelworkers left the convention floor to come and show solidarity with us. The feeling of support was overwhelming and it felt like they had our back. Next came the Canadian Union of Postal Workers (CUPW), and then the International Brotherhood of Electrical Workers (IBEW) and then a few of the other smaller private sector unions. It was an emotional moment because standing up for what you believe in is never easy. It's never easy to be on the "other side" and the support from the other unions was inspiring. It was the first time the word solidarity turned into something tangible – a feeling that I will never forget and one that I will carry with me for the rest of my life.

Last week I went to Simon Fraser University to stand in solidarity with my brothers and sisters who are locked out by the Simon Fraser Student Society. It was the end of the third week and the atmosphere felt morose and dejected. Me, my placard and my flag made my way down to their office and just by showing up the faces on those workers changed. I saw the same feelings of support that I felt last November. It doesn't make their situation any easier but seeing that people from outside their employer cared, seemed to make their day a little brighter, a little easier to keep fighting.

I am a proud member of CUPE 2950 – I'm proud of the work we do on behalf of our awesome membership which is chock full of compassionate, intelligent and dedicated people and I know I for one, am proud to call each and every one of you my brother or sister.

*When the union's inspiration
through the workers' blood shall run,
There can be no power greater
anywhere beneath the sun;
Yet what force on earth is weaker
than the feeble strength of one,
But the union makes us strong."
Solidarity Forever – Ralph
Chaplin*

BUSINESS AGENT'S REPORT

By Frans Van de Ven, Business Agent

It's a luxury to be able to attend to day to day matters and leave the "big picture" to others. It's a luxury we as trade unionists can't afford.

There is a reason we have averaged less than one percent in wage increases over the last ten years. There is a reason why UBC is telling your contract committee that there is no give where management's rights are concerned.

That reason is the fruit of a 40 year campaign by the global corporate elite to undercut our ability as citizens and trade unionists to act collectively for a common cause.

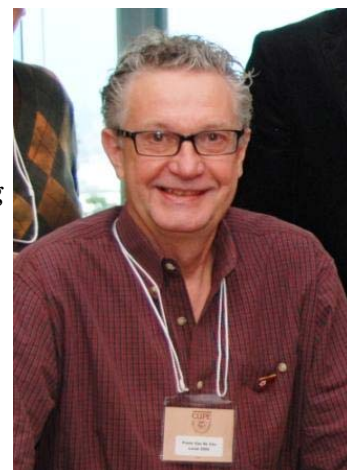
As Ed Finn points out in the March 2011 edition of the Canadian Centre for Policy Alternatives Monitor "the governments of most countries have become political arms of big corporations."

Ever wonder how political democracy, national sovereignty and economic globalization can co-exist? Well, they don't! In a corporate driven global economy deregulation, free trade, tax cuts, lax labour, environmental and human rights laws take precedence over the common good.

Union bashing is part of the picture. Free trade agreements in their various guises extend investor right internationally while trade unions are caught in a race to the bottom.

The Liberals in Victoria are telling you that in these "tough economic times" there is no money for the public sector. UBC is telling your contract committee two more years of zeros.

I think we've all forgotten they still count our votes. Those votes could and should go to candidates who believe and are prepared to work for an equitable distribution of our considerable wealth and the preservation of this beautiful planet for future generations.



We'll open, close and vote on **nominations** for the six National Convention delegates at our Sept. GMM. If you are interested in standing as a delegate please make sure you are in attendance or have your nomination acceptance in writing to the Union Office beforehand.

CUPE BC YOUNG WORKERS CONFERENCE NARAMATA, BC, JULY 6-8 2011

By Megan Coyle

After the great time I had at BC Fed Young Workers Camp, when someone I met there told me about another Young Workers Conference coming up for CUPE BC, I was immediately interested and desperate to go. Happily, thankfully, the union agreed to send me and I got to experience another of the most fun and inspiring conferences I've attended. My biggest regret is that I didn't begin to get involved in the Young Workers movement until now, when my eligibility to participate is just about over. A piece of advice for all you young workers out there—find a way to get involved now, as soon as you can, or you might regret missing out when it's too late! Having said that, I am now looking forward to getting involved with other union activities for workers of all ages.

Back to the conference—it began with a speech from Spencer Chandra Herbert, M.L.A. from Vancouver-West End, who had kindly taken the time to come speak to us. He was a very appropriate speaker to open a Young Workers Conference considering all that he has accomplished being the same age as many of the conference participants! He also took the time to stay after the opening plenary and was very approachable, conversing with many of us individually and in groups about things that were important to us, issues of concern, and even how to go about getting involved in politics.

My first workshop was entitled “Young Leaders” and it provided some much appreciated skills and useful information to argue for the validity of unions today (and you know it needs to be argued when a mere comment about attending a union conference can elicit responses such as “you guys're ruining the economy” and “have fun at cult camp”, among others). However, I think the best part of this workshop was the history of the labour movement, which I found so interesting that I'm now searching for a class along those lines here at UBC. So far the closest one I've found is HIST 329 (Canadian Social History - A survey of Canadian society from colonial times to post-industrialization through the lenses of race, class, and gender. Topics include colonialism, slavery, immigration, religion, industrialization, citizenship, sexuality, social movements, and moral regulation. Not totally focussed on the labour movement but interesting nevertheless.)

continued...



CUPE 2950 does the Great Canadian Shoreline Cleanup

Where: Deering Island Gazebo in the Southlands

When: Thursday September 22nd from 5:30pm (probably for about 1 hour)

For More Information: <http://shorelinecleanup.ca/en>

My next workshop was “Health and Safety”, which I only chose to take since I sit on my building H&S Committee. But this workshop actually turned out to be so interesting that after it ended, the entire group stayed back to continue discussing the issues with the facilitators and then had to hustle to make it to dinner on time. I’ve now signed up for some UBC Health & Safety training in September.



After dinner I went with a small group on a hike through Rock Ovens Park along the old Kettle Valley Railway bed. We tried to make it to the tunnel (which someone had heard was only 45 minutes in) but after about an hour and a half of walking, we turned around and headed back without having reached it. Still a beautiful walk though, and the tunnel will still be there to check out next time. Mind you, so will the wine tasting, which is what another group did and which also sounded pretty good!

On the final day I took the “Globalization” workshop. The facilitators for this workshop were from a group called Check Your Head, a youth-driven organization that provides education for young people on issues such as democracy, corporate power, globalization, climate change and many more. (See their website at <http://www.checkyourhead.org/>). There we were confronted with the mind-boggling task of considering all the people who were involved in preparing the last thing we ate. Most of our group had granola that morning, so we had to consider all the workers across the world who planted the oats/raisins/nuts/coconut/etc., who tended the crops, who picked them, who processed them, who packed them up for shipping, who came and picked them up, transported them somewhere to be combined and packaged, who made the packaging and who packaged the final product, who picked them up and transported them again, who unloaded them and stocked them in the store, who went and bought them, who made the bag in which they were carried, who took them back to the kitchen at Naramata Centre and opened them up, who set them out for the conference participants, etc. etc. And that was just one bowl of granola, never mind the eggs, toast, coffee, juice, etc. Then we got into discussion about all the people involved in making a t-shirt—it is really too much to even attempt to reproduce here.

So in just those few days I learned so much, had a lot of fun, and met some very interesting people—what more could you wish from a conference?

CUPE 2950 LOCAL NEWS

Your CUPE 2950 Education Committee is pleased to announce that we are hosting the following CUPE workshops in the fall:

Date	Course	Location
September 27	Workplace Stress	Irving K Barber Learning Centre
November 1-3	Retirement Planning	SUB – Room 206
November 28-29	Facing Management	SUB - Room 206

All workshops include registration, lunch and refreshments but on your own time.

If you are interested in registering for any courses please contact Leslie at the Union Office at office@cupe2950.ca or 604-822-1494.

What: CUPE 2950 does the Great Canadian Shoreline Cleanup (<http://shorelinecleanup.ca/en>)

Where: Deering Island Gazebo in the Southlands

When: Thursday September 22nd from 5:30pm (probably for about 1 hour)

CUPE 2950 Education & Environment Committees invite you to join us at the Great Canadian Shoreline Cleanup event! Come have fun at the shore with your fellow CUPE 2950 members while working to make our city a cleaner healthier place. Our group will be cleaning the shoreline around Deering Island Gazebo down in the Southlands on Thursday, September 22nd, from 5:30pm. You can get there by transit if you enjoy a nice walk (about 1.8km) by taking the # 49 to the corner of Blenheim and Southwest Marine, then walking down through the Southlands. Alternatively, we can arrange rides for those who don't have their own car and prefer not to walk. We will provide the garbage bags, gloves, and snacks—you just need to bring your enthusiasm and maybe some rubber boots (it can get a little muddy).

Please e-mail Megan Coyle at coyle@law.ubc.ca if you are interested in coming out. We hope to see you there!

On Sunday July 11th CUPE Local 3338 members were given notice that after two years of contract negotiations they would be locked out of their offices. The move by the Simon Fraser Student Society (SFSS) impacts 15 permanent staff and five student employees who work for the Society. The lockout took effect Sunday and picket lines went up in front of the SFU Women's Centre and Out on Campus (OoC) spaces Monday morning.



2011 CUPE 2950 BARBEQUE

Thank you to all the members who attended the annual barbeque...this year we had a 365 members in attendance!



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