

The GLUE



THE NEWSLETTER FOR UVIC'S EDUCATIONAL WORKERS

January 2014

Happy New Year ~ Message from the Business Manager



CUPE 4163 represents Sessional Instructors, Music Performance Instructors, English Language Teachers, Teaching Assistants, Computing Services, Cultural Assistants, Lab Techs and Residence Life and Education.

Firstly, Happy New Year to all members of CUPE 4163! **A special welcome to over 90 employees at Residence Life, who as a result of a democratic vote conducted by the BC Labour Relations Board December 19, 2013, joined our union.**

I can't think of a better way for a union to approach 2014 than with the enthusiasm of new and long time

members strategizing about wages and working conditions and upcoming bargaining.

Members of CUPE 4163 have faced significant challenges in recent years with the lack of Government funding, the University of Victoria's decision to make budget cuts that directly affect the delivery of courses to the students, a reduction in course offerings, and increasing class sizes.

Active negotiations for CUPE 4163 are increasingly difficult, arguably impossible, since government started using the Public Sector Employer's Council as a weapon armed with the government's wage controls to whip UVic, among other Public

Sector Employers, into compliance.

CUPE 4163 collective agreements expire in 2014 and so back we go into bargaining.

Staff and members are gearing up for these challenges. There will be several venues aimed at improving communication with an aim to drafting proposals for bargaining that accurately reflect the members agenda.

Please take the opportunity to respond to emails, surveys, check out the website and facebook pages, call, visit or email our offices and attend meetings. It is with solidarity and purpose that unions make gains in bargaining.

Lets start the conversation.

CUPE 4163 welcomes Residence Life students

CUPE 4163 is thrilled that the students in Residence Life and education decided to join our union. The RLE team organizes special programs and events including social activities, adventure tours, wellness programs, and workshops in addition to upholding the Community

Standards and supporting students' overall well-being during their stay in UVic residence.

The workers in this department came to the union with concerns related to wages, workload, respect and security among others.

CUPE 4163 has served notice to the University to begin bargaining on behalf of these new members.

The first official meeting of this group was met with enthusiasm on Sunday Jan 19.

Once again, to all the workers in Residence Life and Education: WELCOME!

Watch for in 2014

- ANNUAL GENERAL MEETING: MARCH 20, 2014
- BARGAINING SURVEY FOR ALL COMPONENTS
- BARGAINING UPDATES FOR ALL COMPONENTS
- SOCIAL AND NETWORKING OPPORTUNITIES

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GREG MELNECHUK
PRESIDENT

JASON WALTERS—VP
COMP 1

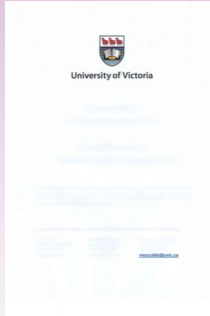
LINDA MARTINE—VP
COMP 2

MATTHEW KOCH—VP
COMP 3

INSIDE STORY: OUR
CHOICES; OUR FUTURE

The Glue

Long Term Disability (Continuing Sessional Lecturers)



Benefits Information for Continuing Sessional Lecturers.

Continuing Sessional Lecturers hired before May 1, 2013, when disabled, may be eligible for Long Term Disability benefits.

The plan provides 67% of pre disability gross monthly earnings to eligible applicants. These benefits are considered taxable income in the year in which they are received.

LTD benefits are payable after you have been continuously disabled for a period of six months.

During the waiting period, a Continuing Sessional Lecturer may be eligible for leave with pay for short-term illness in accordance with article 17.01 of the collective agreement.

The employee may be entitled to Employment Insurance sick leave benefit.

If a Continuing Sessional Lecturer believes it is unlikely, or are uncertain if they will be able to return to work within the first 6 months of being ill,

they should start the application process for Long Term Disability following an illness of approximately 3 months. This will allow enough time for the claim to be processed in time for the disability benefit to be paid.

If you have any questions or need any assistance with your application please don't hesitate to contact the CUPE 4163 office.

“DO WE
NEGOTIATE OR
SUPPLICATE? IT'S
THE STRENGTH
OF CUPE 4163
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BARGAINING”

Collective Agreements expire 2014!

Without being accused of pointing out the obvious I feel compelled to note that entering bargaining in 2014 is kind of like going to a movie that I have seen over and over again. Anticipating bargaining 2014, I suspect the only thing that has changed is the name of the mandate. In 2010 it was “net zero” in 2012 it was “cooperative gains” and now for those public sector employees who's agreement expires on or after Dec 31, 2013 its called the “Economic Stability” mandate.

With several unions having already been at the 2014 bargaining table it is clear that the “fixed fiscal envelope” includes 5.5% over not less than a five year term., with a phantom increase at the end of the agreement called an

“Economic Stability Dividend”. CUPE BC estimates that had the dividend been in place for this agreement an employee making \$50000. per year would see about \$2. per month.

With component 3 collective agreement expiring April 30, 2014 and Component 1/2 collective agreement expiring August 31, 2014 its time to get those proposals ready. Both collective agreements have many areas that could be improved in this round of bargaining, including respect for the work our members perform. Wages, Job Security, Sick Leave and Benefits are critical to a good workplace. Please let us know where you would like to see improvements. Watch for bargaining surveys in your email inbox. The strength of a union is directly determined by the strength of its members and their determination to stand up for fairness.

Conference Award Fund

Through collective bargaining, CUPE 4163 and the University of Victoria have created a conference fund to support CUPE 4163 Component 1 members in their professional and/or academic pursuits.

The fund provides grants to a maximum of \$250 on a first come first serve basis, to a maximum amount available for the month of the confer-

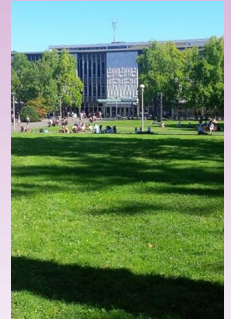
ence attendance. The fund is to assist with the cost of attending Academic or Research conferences and workshops.

Funding from other sources will not affect Conference Award Fund eligibility as long as the total funding received from all sources does not exceed expenses.

Fill out the application form and send/email/hand deliver to CUPE 4163 office (Technology Enterprise Facility room # 217/219 or office@cupe4163.ca). NOTE: A letter of acceptance or conference registration must be provided with the application.

Details of the fund and how to apply:

<http://4163.cupe.ca/>



Apply early as the Conference Award Fund is approved on a first come first serve basis.

CUPE 4163 participates in Union Education

CUPE 4163 encourages members to attend Union Education. CUPE has a union education program envied by many unions.

CUPE's education opportunities can be found at: <http://www.cupe.bc.ca/sites/default/files/Dec%2017.pdf>

If you are interested in attending a union workshop please contact:

office@cupe4163.ca

Department Reps (Stewards) are instrumental to building our union community. As we build capacity for bargaining it will be even more im-

portant to have contact(s) in all components for each department. If you are interested in becoming a point person for your department please contact the office.

EDUCATION IS THE MOST POWERFUL WEAPON WHICH YOU CAN USE TO CHANGE THE WORLD.
NELSON MANDELA

“What we desire for ourselves, we wish for all.”

The British Columbia Federation of Labour speaks for the over 500,000 members of affiliated unions, from more than 1,100 locals, working in every aspect of the BC economy.

The BCFED, as it is most com-

monly known, has a long and proud history of fighting for the rights of all working people. The Federation celebrated its 50th Anniversary in 2006, but in fact there was also a B.C. Federation of Labour in the early part of the 20th century when unions were first created.

The B.C. Federation of Labour's primary goal is to speak on behalf of, and provide resources to, its affiliated unions. In doing so, the Federation puts forward the interests of union members across the province to government, employers and the general public.



“What we desire for ourselves, we wish for all” BC Federation of Labour slogan.



UVic Educational Employee's union

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CUPE 4163 was formed in 1998 with the certification of the TAs, Computing Services and English Language Teachers at the University of Victoria. Sessional Lecturers joined the local within a year with an organizing drive to form component 3 in January 1999. The Union continues to advocate for quality public education and strive for better working conditions and wages for its members.

December 2013 ~~ Welcome to the new members from the Residence Life and Education department. The Union has served "notice to bargain" on behalf of our newest members. We expect to be scheduling dates to bargain an addendum to the Comp 1 / 2 agreement to include these newest member's working conditions and wages.

Cupe4163.ca

Facebook too!

Post Secondary Education: Our Choices / Our Future cupe.ca



CUPE 4163 Bargaining supports Quality Public Post Secondary Education. Together we can make a difference!

Post-secondary education is an invaluable public good—important to everyone. The post-secondary sector makes a significant contribution to advancing Canada's social, cultural and economic wellbeing, as well as its ability to innovate, respond to change, and maintain a vibrant and stable democracy. Accessible higher education, provided by public institutions and supported by public funds, has great potential to lessen social and economic disparities, thus promoting social cohesion.

Post-secondary institutions also provide stable public sector jobs for many people, with economic spin-offs that benefit entire communities.

Like other Canadians, many CUPE members have a direct interest in post-secondary education. Some have children who attend a university or community

college (or will someday) or have partners, friends, or other family members who study at a post-secondary institution. Some of our members are themselves enrolled in post-secondary programs and courses. And close to 63,000 CUPE members work in community colleges and universities across Canada in all aspects of the post-secondary education sector, providing services to students, staff and their communities. They are proud to be a part of this vital sector, but concerned that access and quality are eroding due to the high and ever-increasing cost of tuition, increased commercialization of everything from food services to research, and cutbacks to programs and other core services.

As a nation striving to develop an educated population and to stay globally competitive we can and must do better.

We're falling behind

Canada currently ranks at the top of the Organization for Economic Cooperation and Development for how many of our citizens have post-secondary education, but the OCED has warned that this reputation is at risk. Compared to other member countries, Canada's post-secondary enrollment growth has been at the bottom of the barrel since 1996. Canada's financial commitment to all levels of education has also been on the downslide. The danger signals have been flashing for decades:

Tuition fees have risen dramatically and continue to rise at a rate way above inflation.

Provincial/territorial funding of the sector has declined, with the sector increasingly seen as an expendable luxury or frill.