



CUPE·951

COMMUNITY NEWS

Working together to build strong communities since 1965

Issue #3 April 2007

Accommodation and Disability: words from an accommodated employee

My name is Cheryl Vermaning and I am being accommodated for my disability. I have been through the accommodation process and can speak about the difficulties that I went through and how the process has improved.

At the time I was first accommodated in 2005, some of the staff in Human Resources (HR) were new to the process and I felt that there were some holes in the system. We had regular meetings with my supervisor, HR and the Union about how to accommodate my disability. These meetings were very difficult for me; I felt like I was the problem, not my disability. After the meetings I received a letter from HR advising me that the University couldn't accommodate me in my existing position and another position needed to be found for me.

Although I was worried about the future I was very glad that the Union had negotiated 60 days paid time for employees awaiting placement. I waited at home for a phone call. I did my part by actively checking the postings every week, but by the time the jobs were in the postings it was almost too late to be considered for an accommodation request; this was an obvious flaw in the process.

In addition to feeling passed over, I was worried about being placed in a new position. How are you going to feel in a new office with everyone knowing you are an accommodated employee? What kind of treatment can you hope to expect from your new colleagues? These were questions that I wrestled with.

They finally made changes to the process and focused on my needs for accommodation. I had a medical assessment form completed and then we began looking at future job postings that fit my criteria. I was interviewed for jobs that were within my means. It took the full 60 days to find me a position and I was very concerned that I would be without pay.

The position I was interviewed for and have been accommodated in is in Research Services. I have been very lucky; I work with a wonderful group of people who know of my disabilities and treat me with respect.

The accommodation process has been smoothed out since I was first accommodated, and although each person with a disability requires a unique accommodation, the Union and HR now have a more clearly defined process that seems to work for most employees.

Much has been learned from those of us who were part of the early implementation of the process, and I hope to see continued changes and improvements. The Union has been working very hard to keep the legal obligations of the employer on track to "accommodate up to the point of undue hardship", to uphold the collective agreement obligations and to meet the needs of every accommodated employee in our Local.

After a while I started to feel like I could make a difference assisting other employees with their accommodation requests. The Union sponsored me to attend the Canadian Labour Congress Harrison Winter School - Duty to Accommodate in January 2007 with my Union sister Marisa Lousier and I learned so much that I can share with others.

I want to send my warmest thanks and sincere appreciation to my local CUPE 951 for sending me to the training at Harrison Hot Springs. The Union was there for me when I needed support and now it is my turn to give back.

I am now the Chair of the CUPE 951 Return to Work and Accommodation (RTWA) Committee. We meet monthly. If you need assistance please feel free to email me at recept@uvic.ca and I can connect with you with one of our RTWA Officers to meet with you and help you with the accommodation process.

Return to Work & Accommodation Officers

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Reflections on learning at the CLC Harrison Winter School, Duty to Accommodate

Marisa Lousier

Accommodation of an employee can cause feelings of unease (or disappointment, or hostility, or resentment, etc.) in the other workers in a department. The delicate balance between one employee's right to be accommodated and the legitimate rights and needs of other employees is where accommodations walk a fine line in the workplace. The balancing of rights and needs for all employees are central to a successful accommodation. All employees have the right to be accommodated.

According to Susan O'Donnell, instructor, and Executive Director of the BC Human Rights Coalition, the goal of an accommodation is to "make a person whole" again, to make adjustments that allow that person to retain their dignity; the goal is not to make them "more than whole". If an accommodation is causing morale problems in the workplace, then it is an indication there needs to be education around the accommodation. There can be discussions about the functional impacts of a disability or even the real-life experience of a disability, pending decision to disclose, that can help enlighten employees about what it means for their co-worker to be accommodated. Understanding that eliminates resentment or judgment of one another is helpful for all involved.



Jill Tate, Kathy Yardley, Cathrine Jansen, Cheryl Vermaning, Marisa Lousier on the ferry back to Victoria from the 2007 CLC Harrison Winter School.

This notion of working toward "making a person whole again" is a useful way to frame the discussion of accommodation. It allows for creative solutions to be found and dignity to remain intact.

It also gives others a "yardstick" by which they can appreciate the integrity of the process; everyone would want the same consideration be given to them in the event they needed to be accommodated. In my experience, most workers who are accommodated still want to be at work, still want the respect of their co-workers, and are not out to take advantage of their situation.

Many are trying to adjust their own expectations of themselves and may not be able to integrate the disappointment or hostility they perceive in others.

This is why successful accommodation is so important – everyone needs to understand the goal.

In my experience as an accommodated employee, my first fear was that I would have to disclose, and therefore admit, that I could no longer do my own job. My second fear was that I would be "put in a box" labeled disabled and not get back out again. My third fear was that my employer would make it a much more complicated accommodation than what I intuitively knew was relatively-speaking a simple one; I was afraid of the impacts on others in my workplace and how they would feel about it.

I have been successfully accommodated in my current position in the Curriculum Library for 3 years. Because I am accommodated and my workplace has been flexible in making necessary changes, I have been able to retain my dignity and, indeed, do feel whole. I am sometimes surprised to realize that I am technically considered an employee with a disability. It is not a label that stops me. I can say that attending the Harrison Winter School and becoming a union activist for the Return to Work/Accommodation Committee has really helped me to understand the legal obligations of our employer, and the integral role our union plays in seeing accommodations are successful.

With my warmest thanks and sincere appreciation to my local for sending me to the training.

Harrison: Support & Learning

Kathryn Yardley

Going to Harrison Winter School was excellent from start to finish. The five of us started our week at Town and Country where Jill Tate picked us up in the van we were to travel to Harrison in. After a foggy drive through the Lower Mainland our expert driver took us out into the sunny Fraser Valley and on to Harrison Hot springs. Jill made sure us newbies were well aware of the mandatory festivities, good thing we were already on the Mainland, singing is not my thing, although "walley ball" was fun.

The Winter School is extremely well run. I participated in the Intermediate Pension training offered by Shareholder Association for Research & Education (SHARE) and was impressed with the expert facilitators and the sessions they offered. My morning walks with Jill, the meals, the hot pools, meeting wonderful people, Harrison was great. But the best part was meeting four wonderful women who work here at UVic.

Introducing the Return to Work Program

Jill M. Tate

Did you know about Article 23 Sick Benefits Provisions, Section D - Return To Work Program? This article applies to our members who have been off work on sick leave for periods longer than two weeks. This program will assist, if required, our members return to work (RTW) after a lengthy absence for medical reasons. Every instance is treated individually and confidentially based on the specific needs and requirements of the individual and, therefore, each RTW plan may be unique. Please take a moment to read Article 23.15 in your new hot pink contract.

So what does all this mean to you? What it doesn't mean is that you will have to return to work sooner than you need to for full recovery. But, it could mean that sometime during your extended sick leave (longer than two weeks) you may receive a call at home from the University's Return to Work Adviser or Work Life Consultant. I am writing about this so you won't be surprised if you receive a call at home and to offer a few tips to make the sick leave/return-to-work transition go smoothly.

Whether you know in advance or it happens unexpectedly, please, please, keep your supervisor informed. What your supervisor needs to know is that your absence is due to an illness or injury and when you expect to return to work. Sometimes it is not possible to give an exact date for your return and that is where your physician can help. Our contract says a "physician's certificate or note may be required by the University at any time in case of illness or injury" (Article 23.07).

It has been my experience, that for those folks who have *voluntarily* provided a doctor's note to their supervisors, the sick leave and return to work proceed without undue stress for either the person or the department. The doctor's note (on a prescription pad) should confirm your absence due to illness or injury, the functional impact of the illness or injury where applicable, and a prognosis for return to work. Here is a very simple example of a doctor's note: Jill will be away from work for 4 weeks because of an injury at the end of which time she should be fully recovered and may return to full-time work on (give specific date) with no functional limitations - signed by the doctor and dated.

Article 23.07 (c) "Managers and/or supervisors will not request from an employee information regarding the nature of the illness or injury." That is, the diagnosis. Some people are comfortable telling their work colleagues, union reps and supervisors their diagnosis (cancer, Parkinson's, etc.), but you should know that the employer is not entitled to know the diagnosis and your physician should not mention it in any report to the employer without your permission.

Sometimes the recovery process may be lengthy and the physician will recommend a gradual return to work (work hardening) and/or put limits on the work performed in your job. In these instances the Return to Work Adviser or Work Life Consultant will contact you to arrange a meeting to prepare the return to work plan. The meetings usually take place the day before the return date and in addition to yourself, include your union RTW advocate, your supervisor, and either the RTW Adviser or Work Life Consultant.

An example of a plan that might be discussed based on the physician's recommendation is: "Jill will be able to return to work on (give specific date) on a gradual basis: week 1, half days, Mon/Wed/Fri; week 2, full days Mon/Wed/Fri and half days Tue/Thu; week 3, full days Mon-Fri. During the period of the gradual return, Jill may not lift or reach items above her head."

Although this piece is long, it is hoped that it sheds a little light on the Return to Work process. Please do not hesitate to ask questions or contact your RTWA officers listed on page 1 of this newsletter.

Donna Trenholm Staff Scholarship in the Humanities

In honour of long-time employee Donna Trenholm who retired in 2005, the Faculty of Humanities has established a scholarship fund to assist members CUPE 951 support staff to pursue a degree in the Faculty of Humanities.

Donna Trenholm worked tirelessly for over 20 years at the University of Victoria. The experience she gained while working for a variety of companies in Calgary, Santa Barbara, San Jose and Vancouver allowed her to try something totally different in coming here. Donna worked in the Dean's office of Science, Social Science and most recently Humanities over her years of employment. She described her career as one that was both challenging and interesting as a result of working with a long series of Deans, each of whom brought a different style and expertise.

The Donna Trenholm Staff Scholarship in the Humanities (approx. value \$400, determined by the funds generated annually by the endowment) is given once annually to:

- a member of CUPE 951 at the University of Victoria (who is appointed to a CUPE 951 position at the time of application)
- who is registered as a student in the Faculty of Humanities (including the Humanities Diploma Program)
- who will be taking one or more courses during the coming year September through August

The award will be given to the person meeting the above criteria with the highest cumulative grade point average based on all the courses taken at the University of Victoria. The award may not be held by the same individual two years in a row.

Applications are due in the Office of the Dean of the Faculty of Humanities annually by June 30 with the announcement of the winner of the scholarship made by July 15. For more information please see the Humanities website: <http://humanities.uvic.ca/documents/CUPEaward.htm>

Welcome Everyone Interested in Stewarding for CUPE 951!

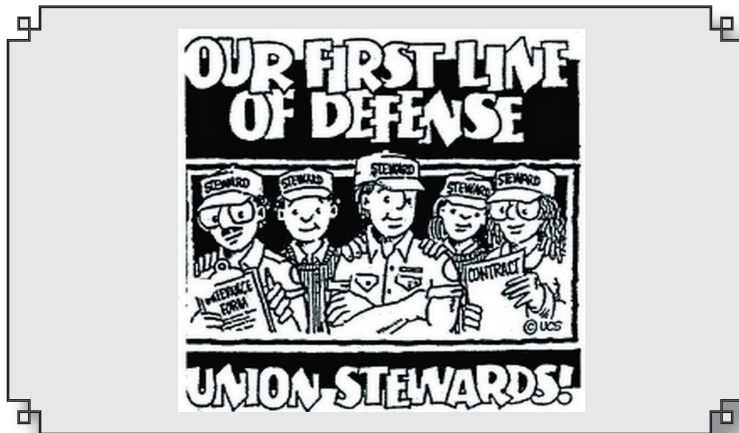
Kirk Mercer & Laurie Whyte

"I was in a job that wasn't providing me with much satisfaction or personal growth, so I volunteered to become a Steward."
– Laurie Whyte, Chief Steward.

"I really enjoy the interpersonal aspects of representing members and that's why I'm a Steward."
– Jane Stewart, Deputy Chief Steward

"Stewarding gives me the opportunity to be active in a way that fits with my sense of justice and equality"
– Dale Whitford, Steward

"After spending years watching unjust things going on around my previous work place, I finally found a way I could make a positive change."
– Kirk Mercer, Steward



"When I was in a tough spot at work, the Stewards were there for me, and now I want to be there for them."
– Paul Totzke, Deputy Chief Steward

"I wanted to really understand how our collective agreement works, so I became a Steward."
– Rory Beise, Steward

"When I am uncertain about whether or not I am making a difference, I remember the kind words of some of the members I have met with in the past, or I think of the smile of a member I have worked with on an issue, and I know stewarding gave me the opportunity to make a difference."
– Sheilaigh Allan, former Steward

Do you want to become one of the 'Keepers of the Collective Agreement'? Don't just bargain it, protect it and keep it safe from erosion or corruption!

Becoming a Steward will open up more opportunities for you to participate in advanced CUPE Education. It will give you the opportunity to challenge yourself and grow as an individual, in the spirit of solidarity.

You can choose your level of participation. Being a Steward doesn't mean you have to be adversarial or even meet with Human Resources. It will mean that you become one of our first line of defence. Stewards are: communicators, organizers, educators, leaders, keepers of the collective agreement and yes, grievance handlers.

Stewards help members deal with workplace problems; they help our Executive communicate with and respond to the concerns and priorities of the members they represent. Stewards represent the rights of our membership as detailed in our collective agreement.

Some of the issues Stewards deal with are: abusive supervisors or co-workers, sexual or personal harassment, non-payment of overtime or shift differential, discrimination or favouritism in overtime assignments, vacation and holiday scheduling, being passed over for training and promotions, discipline or dismissal, issues of communication and working relationships between co-workers and supervisors, extension of trial or probationary periods, lay-offs, dysfunctional departments, involuntary transfers, alleged performance issues, personal appearance issues, letters of expectation, advice and guidance, leave denials, and dissatisfaction with something the union did or did not do,

CUPE will give you the tools to be an Effective Steward through education and mentoring.

What's the time commitment you ask? Did we mention getting out of the office for one lunchtime meeting a week? You can lunch with your fellow Stewards and exchange information about ongoing issues. That's the minimum. Usually Stewards meet with members on a break, as it's easier for the members to get away without disclosing that they are meeting with a Steward.

As a Steward, you have the right to request time from work to investigate and process grievances or potential grievances. Since almost every complaint is a potential grievance most meetings with a member can occur on work time. If you can work it into your own time that is fine too.

If you're attending a meeting with management, it's considered time worked. You still have to request permission from your supervisor to attend, but it won't be 'unreasonably' denied.

So, if you want to make a difference in your life and the lives of others by becoming a Steward for **CUPE 951**, contact your **Chief Steward** -- Laurie Whyte, 721-7087, 812-8485 or lwhyte@uvic.ca

CUPE BC's First Province-Wide Pink Triangle Conference

Vancouver BC February 16-17, 2007

Kate Donovan, Elizabeth Bailey, Lynne Super, Rhiannon Bray

The first CUPE BC Pink Triangle conference brought together an incredibly talented, diverse and proud group of individuals to discuss lesbian, gay, bisexual, questioning, transgender, two-spirited, and intersex (LGBTQTTI) issues in an open and progressive environment. The conference was exciting and inspiring from start to finish with accomplished speakers and engaging workshops. Delegates gathered from CUPE and HEU (Hospital Employee Union) locals around the province in order to talk, listen and share ideas about a broad range of LGBTQTTI topics.



Upon entering the main conference room, our eyes were drawn to a large inverted pink triangle banner featuring the slogan, "Building Strong Communities with Pride". The inverted pink triangle which has now become an icon of the modern gay rights movement, hung prominently through the duration of the conference. Historically, pink triangles were used by the Nazis to identify homosexual prisoners in concentration camps. In recent years, the formerly oppressive symbol has been inverted and reclaimed by the modern LGBTQTTI community. The banner's slogan "Building Strong Communities with Pride" was certainly the theme for this conference as speaker after speaker conveyed their pride for being "out" as well as their pride in belonging to such a strong organization that defends each and every one of its members.

The workshops gave delegates a unique opportunity to openly discuss personal experiences as well as to suggest ways to improve the current state of LGBTQTTI discrimination in society and the workplace. Topics included: "Eliminating Homophobia", "Alliances and Allies", and "Out in the Local Union". These smaller sessions allowed participants to speak in groups and discuss directions that could be taken in order to maintain the battle against LGBTQTTI discrimination.

In "Alliances and Allies" new connections were made between CUPE and HEU locals. With these opportunities brought the possibility of creating new alliances with the various community groups to which delegates had current connections with. These connections created the opportunity to share experiences as well as to provide an environment in which individuals could share ideas with regard to increasing visibility and strength of LGBTQTTI individuals and their allies.

One of the major reoccurring topics at the conference was transphobia and trans rights. It is important to note, while many battles have been won for lesbian and gay workers, there are still many trans workers who are facing open discrimination by employers and colleagues.

Highlights from the conference included speakers such as Libby Davies (MP), Anita Braha (Human Rights Lawyer), Erica Williams (Activist), and Tim Stevenson (City Councillor). All of the speakers touched on their own personal experiences giving the large conference room an intimate and inspiring touch. As CUPE 951 delegates we are excited to see some, if not all of our concerns and suggestions brought forth to CUPE BC and CUPE National.

We hope to see this conference benefit LGBTQTTI members throughout the province and hope that CUPE BC will follow through with many of the delegates' recommendations for positive change. It was encouraging to see so many LGBTQTTI members in attendance and we hope that this will mean a greater involvement from LGBTQTTI members and their allies in all CUPE related functions.

"Events such as this are vitally important to the continued movement toward equality for LGBTQTTI individuals. It was my first union event, and I was surprised at the completely welcoming environment into which I entered on the first evening of the conference. A diverse range of speakers on the Friday evening and Saturday morning inspired thought-provoking discussions in the Saturday workshops."

"As a young, relatively inexperienced union member I appreciated the opportunity to listen to the wisdom of the narratives that were being shared. I was pleasantly surprised to realize that I was a part of an organization that was so committed to being at the forefront of many important issues."

"From this conference, I was able to bring back to my local a greater understanding of the workings of the union, as well as a greater appreciation for the various places CUPE puts its efforts and works as a positive voice for its members. The conference was, most certainly, a positive and pride-full experience. I look forward to whatever movements are set forth within this local and others as a result of the Pink Triangle Conference of 2007."

This first Pink Triangle Conference was an integral step in maintaining CUPE's proud tradition of defending its LGBTQTTI members and ensuring that we will continue to move forward on these and other human rights and equity issues. It is important for CUPE to continue sending its representatives to conferences that address issues that marginalized groups face within its membership. Without these meetings, opportunity to gain and further understanding on interests that reflect even a minority of members would be lost. Eliminating these opportunities would omit the creation of safe places within CUPE 951, contradicting the values put forth and upheld in CUPE 951's equality statement.

What a Long Strange Trip it's Been

Doug Sprenger

**Sometimes the light's all shinin' on me;
Other times, I can barely see.
Lately it occurs to me ...
What a long, strange trip it's been.**

Robert Hunter

After many hours standing on line to get my passport renewed, I was told that the passport office would accept my certificate of birth abroad "this time" but "pretty soon you'll need proper proof of citizenship." I looked down at my creased and tanned certificate of birth abroad and was grateful that I hadn't been turned away, yet even then I knew that this was one day in a lifetime of change that I would never forget.

Place of birth: Copenhagen, Denmark, October 25, 1953. Born Scorpio in the year of the snake. Could have been a Libra if I'd arrived a couple of days earlier. Some would say that explains a lot about the path I've followed. Libra's scales of justice fused with Scorpio's analytical and determined character, tempered by a lifetime of movement betwixt water and air signs, ever changing, ever constant.

My parents grew up on the prairies during the depression, met in Winnipeg when Muriel was training to be a nurse and Robert was an intern in medical college. After graduation my father found himself in London for post-doctoral study. When he ran out of money and took a job with the immigration branch of the Canadian government, my mother left behind her nursing career and joined him in Scotland to make their first home together.

We moved a lot during my early years. My mother's memories are still vivid and have shaped my own. One does not need to look different to be different. Post-war Europe was struggling to rebuild itself and Canadians abroad were both beloved and a reminder that less than a decade had passed since liberation. Every day brought change for my family, learning new languages, adapting to different cultures, embraced by strangers, yet far from family back home.

Many stops on the road: easily mistaken for a little German boy in lederhausen in Hamburg; heading off in uniform to preparatory school in Leeds; the thrill of moving to Ottawa and then Toronto and experiencing Canadian winters, the anguish at leaving friends behind; summers running wild in Lower Economy Nova Scotia collecting driftwood and reading everything within reach.

Missed seeing the Beatles first concert in Toronto in '63, their music was top of the CHUM chart and every new release was eagerly anticipated and debated.

Experienced an epiphany when a friend's birthday party took us to see Kubrick's satirical political comedy "Dr. Strangelove" in '64 when the lineup was too long for the Disney film we were supposed to see. Music and film were my saviours as a teenager, on that long drive to the Yukon in '65 my sister Karen and I sang all the way, and when we took up residence in Whitehorse I was a regular at the movie houses and department store record sections.

My father's new job in northern health administration took him all over the territory, some of my strongest memories come from our travel together: the flotilla down the Yukon River to Dawson City for Canada's centennial and the bush-flight to Old Crow north of the Arctic Circle. Society was changing rapidly mid-sixties and the influence of the "outside" world brought a culture shift in the north as teenagers in wolverine parkas eagerly sought out new recordings by the Jefferson Airplane and Mothers of Invention, and their older siblings drifted away to San Francisco.

Our family expanded with brother Ralph's arrival and I remember his wide eyes and chatter enlivening the trip out to Skagway on the White Pass & Yukon Railroad and the ferry south to another new home in '68. I also remember regret at leaving behind winter camping with the Scouts, the feeling of exhilaration racing alone down a mountain trail on my bicycle, the encouragement of my junior high music teacher who turned me loose with the school's drum kit.

These were heady times for a teenager in Prince Rupert. Many of the high school teachers had moved to Canada in protest against the US involvement in the Vietnam War. On the first day of class, my math teacher said "If they give you lined paper, write the other way." My English teacher introduced us to Leonard Cohen and Cervantes.

Idealism flourished, poetry and humour ruled, rules were broken and remade.

Controversy reigned when our high school film club screened "foreign" films and negotiations with the school led to a resolution that permitted underage students to attend "restricted" movies with parental approval.

By the time I graduated from high school and moved to Victoria in '70 I eagerly looked forward to the opportunities that a larger centre presented. When confronted with the lack of a film club at UVic, it didn't seem like a big deal to pitch the idea to the Student Society of regular film showings at night in classrooms. Cinecenta was born and within a few years programming movies became my full-time job and negotiating with movie studios and undertaking campaigns to promote our screenings became the training ground for a future Union activist.

As a teenager I vowed that once established in Victoria it would be a very long time before I would move again.

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As an adult I am acutely aware that adapting to change is a skill I learned early in life that has enabled me to keep working at UVic and never cease growing. From Cinecenta to Music & Audio in the McPherson Library to my involvement with CUPE 951, I've had unparalleled exposure to a world that has never ceased to fuel my enthusiasm for making a difference.

I'm often asked where I learned the skills that I use every day as a Union leader and this article has been my attempt to make sense of the journey from then until now. Robert Hunter's lyrics for the Grateful Dead's "Truckin'" uses misfortune on the road as a metaphor for getting through the constant changes in life. There are certainly times when I've felt that I didn't know which road to choose or thought that there must be an easier road to take, yet for every grey day there have been many points of light in the darkness and I've never regretted getting involved.

With all the changes at UVic, we hear that some members are disheartened with their day-to-day work lives. Being involved in the Union can provide an outlet for you to have more control. During the next three years we will see some activists retire and we need to build capacity to continue to protect our contract and our members. Our Union is made up of many individuals and many perspectives. It doesn't matter whether you're relatively new to the campus or been here for decades, now is the time to get involved, to draw on your own personal stories and strengths to contribute and be part of our future.

Childcare Rally at the Legislature

Dale Whitford

It was heartening to see over a thousand enthusiastic people rallying on the steps of the Victoria legislature on February 13. We let the government know that this opening session would promise a debate on quality affordable childcare. We were reminded that when the Campbell Liberals were first elected there were salary rollbacks for many Childcare Workers, and since 2002 the provincial cuts have averaged \$50 million per year within the ministry. Carol James promised that question period would focus prominently on childcare issues, and this was followed by the entire NDP caucus forming a semi circle of banners showing their support.

I saw many different people, from all parts of the province, come together to show support - parents who brought their children, Native people drumming on the steps of the legislature, Childcare Workers singing and waving banners (CUPE included), and Childcare advocates who wondered if the money taken from the recently cut National Childcare Program was going to fight a war half a world away.

As the time went on, everyone gathered by the front steps and greeted Premier Campbell with our message. About halfway up he turned around and acknowledged the crowd with a nod and a smile, and I hope he remembers that his own 'Progress Board' has highlighted the need for the government to invest in child care. More info on the CUPE BC web, <http://www.cupe.bc.ca/2556>

Happy trails everyone,
Dale Whitford

Supported Needs Childcare Educator,
Co-chair of CUPE 951 Human Rights and Equity Committee

April 28th and May 1st:

"Mourn for the dead
and fight like hell for the living!"

~ Mary Harris "Mother" Jones~

April 28th is observed across Canada as the **Day of Mourning**, a day to honour those who have died, suffered injury or experienced illness due to work-related causes. It's also a reminder of the need for greater workplace safety.

The Day of Mourning was introduced by the Canadian Labour Congress in 1983, and officially recognized by the Canadian government in 1991. The Day of Mourning has since spread to about 80 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade.

On April 28th, employers and employees have an opportunity to renew their commitment to improve health and safety in the workplace. The need is clear: In 2005, 1100 Canadians died of work-related illnesses and injuries; that's an average of 3 each day. Many more workers were injured. Better workplace safety means more prevention - and protection.

"Fight like hell for the living": In most of the industrialised world, **May 1st** is celebrated



as a day to honour those who labour. May 1st was named **International Workers Day** to commemorate events that happened in the United States in early May 1886. Ironically, the U.S. is one of the few industrialised countries in which May 1st is not recognised as a holiday. Canada is another.

We can celebrate May Day here by "fighting like hell for the living." Throughout the rest of April, CUPE 951 members will coordinate another drive for Victoria and Sooke transition houses, for delivery the week of May 1st. Please check your email inbox for details.

Union Events at UVIC & Beyond

CUPE Locals at UVic, Royal Roads and Camosun are taking part in a series of training and development opportunities this spring and, coupled with Local, Provincial and National conferences and meetings, our members have many avenues to get involved and develop new skills. Please contact Marthese Cassar <cassarm@uvic.ca> for further information.

Apr 12 (9:30-11:15)	Lancaster Audio: Discipline For Drug & Alcohol Related Conduct	UVic
Apr 16 - 17	Arbitration Advocacy & Expert Evidence Workshop with lawyer Leo McGrady	UVic
Apr 18 - 19	Lancaster Human Rights, Accommodation & Privacy Conference	Vancouver
Apr 22 - 27	CUPE Pension Trustee Training Workshop	Victoria
Apr 23 - 27 Apr 30 - May 4	CUPE Naramata Courses include Job Evaluation - Protecting & Maintaining CUPE Plans; Parliamentary Procedure & Public Speaking; Communications	Naramata
May 8 (9:30-11:15)	Lancaster Audio: Family Responsibilities In The Workplace: The New Tests	UVic
May 9 - 12	CUPE BC Annual Convention	Victoria
May 14 - 15	CUPE Resolving Conflict Pt.1 Workshop	UVic
May 24 (9:30-11:15)	Lancaster Audio: Bullying & Harassment: Employer Responsibilities, Employee Remedies	UVic
May 24	BC Fed Basic Occupational Health & Safety Course	Victoria
May 24	SHARE / BC Federation of Labour Pension Forum	Vancouver
May 24 - 25	Handling Medical Issues In The Unionized Workplace Seminar	Vancouver
May 25	BC Fed Accident / Incident Investigations Course	Victoria
May 31 (9:30-11:15)	Lancaster Audio: Accommodating "Invisible" Disabilities – Chronic Fatigue Syndrome, Cognitive Impairment, Environmental Allergies etc.	UVic
Jun 13 (9:30-11:15)	Lancaster Audio: Winning Cases At Grievance Arbitration	UVic
Jun 13 - 14	Lancaster Labour Arbitration & Policy Conference	Calgary
Jun 20 (9:30-11:15)	Lancaster Audio: Freedom Of Expression At The Workplace – The New Battleground	UVic
Oct 14 - 19	CUPE National Convention	Toronto

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CUPE 951 website: <http://951.cupe.ca>

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