



CUPE·951

COMMUNITY NEWS

Working together to build strong communities since 1965

Issue #6 March 2008

INTERNATIONAL WOMEN'S DAY

Status of Women Canada

In 1977, the United Nations General Assembly adopted a resolution calling on member states to proclaim a day for women's rights and international peace. Following the United Nations' lead, Canada chose March 8 as International Women's Day.

Every year since 1977, Canadians have marked International Women's Day by celebrating progress toward women's full participation, reflecting on the challenges and barriers that remain, and considering future steps to achieving equality for all women, in all aspects of their lives. International Women's Day provides an opportunity to celebrate the collective power of women - past, present and future.

PAY EQUITY AT GREATER VICTORIA LIBRARIES?

CUPE 410, overduepromise.ca

In 1992, as a part of the collective agreement between the Greater Victoria Library and its staff, Library Workers were promised pay equity with employees doing equivalent jobs at Victoria City Hall.

The due date was 1994, then was extended to 1996.

More than a decade later, library workers are still paid less than their counterparts at Victoria City Hall.

Pay equity has been achieved in every other jurisdiction where it was negotiated. CUPE workers at BC universities negotiated pay equity funding in January 2000, following the first ever strike at all universities. Municipalities on southern Vancouver Island found the funding, and women municipal workers now receive the same rates of pay as men doing equivalent work. Everywhere, that is, except at the Greater Victoria Public Library.

Since September 2007, when they were in a legal strike position, the 300-400 members of CUPE 410 have taken various job actions to get the Greater Victoria Labour Relations Association Board to sit down at the bargaining table and honour the pay equity promise.

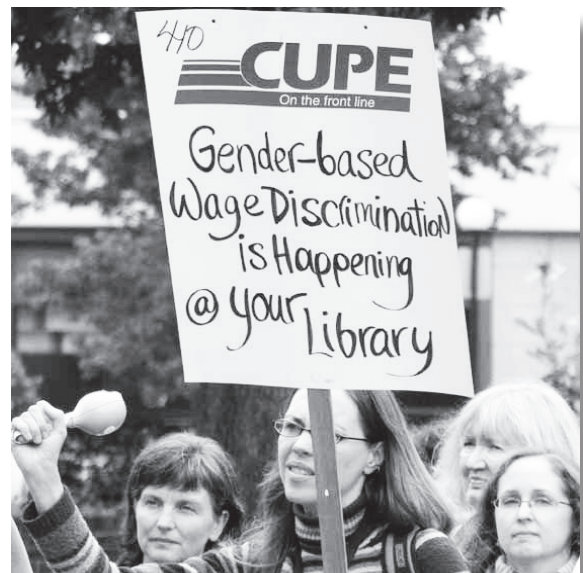
Instead, the GVLRA Board voted to impose a lock out on library workers as of Sunday, February 17, 2008.

In Greater Victoria and across the country, the vast majority of library workers are women. Is it too much to expect that pay equity agreements made over a decade ago will be honoured in time for International Women's Day this year? Then all workers, not just women, will truly have something to celebrate.

~ ~ ~

Join library workers this Saturday: see page 8 for details. Let the GVLRA Board members know what you think! Contact info is available on our own CUPE 951 website, <http://islandnet.com/~cupe951/> Click on "CUPE 410 Locked Out!" at the bottom of the home page and follow the link.

See page 4 for one of the ways CUPE 951 has supported local 410.



HOW NOT TO GET DOOCED

Cheryl DeWolfe

Dooiced? Should I cover my kids' ears?

No, "dooiced" is a web term for being fired over something you've posted online. The term comes from the name of a blog (online journal), dooce.com, whose owner was allegedly the first person to be fired for writing and posting on the internet satirical accounts of her experiences inside a company. While it originally referred to blog posts, the term has expanded to include activities on social networking sites like Facebook and Myspace and on other online communities like Second Life and Flickr, and even dating sites or newsgroups.

The best practice is not to write or post anything that you wouldn't say within earshot of your boss, your supervisor, or anyone who might report back to them. Making the company look bad in general can be as problematic as leaking fiscal information; corporations spend big bucks to create and maintain their corporate identities.

Most people realize that blogs are public and most people know better than to spill company secrets or badmouth their employer in that forum -- even under an assumed identity or by trying to conceal details, because connecting the digital dots is not always a difficult task. Facebook, which continues to grow in popularity (as of February 2008 there are 206 "staff" in Facebook's University of Victoria network), seems like a slightly more private venue. In fact, it is no more private than the gym -- sure you have to sign in, but so can everyone else who agrees to follow the rules. In some cases, Facebook is less private, because once anything is digital it can be shared by forwarding a link, copying and pasting text, or printing a screen.



It's not just what you post but when you post that can get you into hot water. Blogging on company time isn't a good idea but people have also been dooiced for calling in sick then blogging about what they actually did with their sick day or posting a photo of how hard they partied the night before.

How can you keep yourself safe? Just use some common sense and follow a few simple guidelines:

- * Use the same rule for online posting as you do for composting -- When in doubt, leave it out!
- * Don't use company time or company equipment to post online.

* Don't assume that you have the same rights as a paid journalist.

* If you use Facebook, get familiar with their privacy settings and check them regularly.

* And finally, Google yourself (type your full name into the search engine) to see if you need to initiate any damage control because while you can control your own actions, you can't always control your friends' actions.

It's not all bad though. Many of you are out there already, blogging, sharing ideas, researching, reviewing, finding people on Facebook, and just keeping in touch. Our union is out there too: CUPE National, CUPE BC, and many locals are building a strong presence online with YouTube, Facebook and Flickr.

CUPE/SCFP (CUPE National) has a YouTube account! Not only do they host their own videos (most recently from convention) but they also have a playlist that includes other CUPE locals on strike!

<http://youtube.com/user/cupescfp>

For that matter, there are many great CUPE photos on flickr too! A quick search for "CUPE" found over 3800 photos:

<http://www.flickr.com/search/?q=CUPE&w=all>

SAFETY - A SHARED RESPONSIBILITY

Kathy Mercer

April 28th – Day of Mourning for Workers Killed or Injured on the Job

Almost 25 years ago the Canadian Labour Congress declared April 28th a National Day of Mourning for workers who have been killed, suffer disease or injury as a result of work. What began through the efforts of Canada's labour movement is now observed in more than 100 countries.

Worksafe statistics for 2007 had not been completed at press time, however by December 2007 there were 91 workers listed as being killed in 2007. Of those, the vast majority were asbestos related from work performed from 1960's-80's; one being a school principal who worked in a number of schools during renovations.

One clerical worker was killed in a motor vehicle accident running work-related errands.

The Day of Mourning is also intended to focus attention on what we can do to break the silence of indifference and say enough to the suffering caused by hazardous working conditions. Ways in which members of CUPE 951 can do this is in educating members on basic health and safety rights and prevention measures; and by making health and safety a collective bargaining priority.

Workers knowing and acting upon their rights can help lead to safer and healthier work environments. As a worker:

- you have the right to know about any potential hazards in your workplace and the duty to inform your supervisor about any hazard of which you are aware;
- you have the right to participate through your joint health and safety committee in the process of identifying hazards and recommending measures to eliminate or prevent exposures;
- you have the right to refuse unsafe work you believe is likely to endanger you or someone else.



You Have the Right to Refuse

The WorksafeBC (formerly Workers Compensation Board) Regulations 3.12 state:

(1) A person must not carry out or cause to be carried out any work process or operate or cause to be operated any tool, appliance or equipment if that person has reasonable cause to believe that to do so would create an undue hazard to the health and safety of any person.

(2) A worker who refuses to carry out a work process or operate a tool, appliance or equipment pursuant to subsection (1) must immediately report the circumstances of the unsafe condition to his or her supervisor or employer.

CUPE 951 has bargained language in the Collective (Article 29.13) that describes step-by-step how the process works here at UVic.

Recently, the Union requested an investigation take place and was refused. In a meeting including Executive and OHS members of Local 951, the University, a WorksafeBC (WCB) Rep., and the CUPE National OHS Officer, it was determined that the Union has the right to request an investigation, and that the employer may on occasion deny that request. In that case, if the worker(s) feel that their work or environment is unsafe, the workers may invoke the Right to Refuse. This will trigger an investigation by both parties and include WorksafeBC.

The Local can work with this process, but would much rather see the cooperation of the University and recognition that CUPE 951 doesn't request investigations off-handedly, as a matter of fact, this recent request was the second in approximately three years.

New Claim-Reporting System for Injured Workers, Employers, and Physicians

As of December 2007, a new WorkSafeBC service designed to simplify the claim process was implemented. Teleclaim allows workers to report their time-loss injuries over the phone. Through Teleclaim, callers speak directly with a WorkSafeBC representative, who completes an injury report on their behalf, and answers questions.

**Union workplaces
are safer workplaces!**

The CUPE 951 OHS Committee recommends that in the case of a reportable injury, before placing the Teleclaim call, fill out the previously used form <http://www.worksafebc.com/forms/assets/PDF/6a.pdf> and have it at hand when the call is made. This will give you the advantage of having all the information the WorksafeBC representative will ask for.

Be sure to give the same answers you have put on the form, and add any comments or statements to the form that you have made to the representative that are not on the form. This ensures that both parties have the same information, and that you are prepared for the "interview".

Stay safe, stay healthy. Your loved ones want you to come home at the end of the day.

CALLING THE TELECLAIM CENTRE

Teleclaim is open Monday-Friday, from 8 a.m. to 4 p.m., at 1 888 WORKERS (1 888 967-5377), or #5377 for Telus, Rogers, and Bell mobility customers.

WHAT DRIVES US NUTS AT WORK?

Helen Rezanowich

Working Canadians are most annoyed by incompetent managers and co-workers with negative attitudes, according to a recent Angus Reid Strategies online poll of "representative" Canadians.

Poor management topped the list of workplace irritants for 53% of respondents. Dealing with negativity from co-workers was a close second, named by 52% of those polled, followed by hypocrisy at 49% and colleagues who whine a lot but don't take action on their problems (46%).

Office gossip and other communication problems, as well as having to attend meetings that go nowhere, are other big sources of frustration (43%).

Co-workers' poor hygiene, resulting in bad breath or body odour, was mentioned by 39%, while uneven treatment of employees at different levels offended 36% of men surveyed and 39% of the women.

If you wear too much perfume, cologne or other scented products, you're likely making yourself unpopular with 32% of workers.

Other peeves are loud phone conversations (28%), co-workers who don't do anything about being treated abusively (26%), and people who take several smoke breaks a day (26%). People who leave a mess in a communal workspace and those who are chronically late for work bug their fellow workers, as do those who wear inappropriate clothing (25%).

Lack of privacy at work and being reprimanded in front of peers bothers many Canadians, and we don't like managers who answer their cell phones or check their Blackberrys during a meeting.

Perhaps not surprisingly, only 14% of those polled are irritated by co-workers who complain about management salaries. (The other 86% of us are probably those complaining!)

Other low-rated items on the irritant scale include: co-workers who surf the web for their own entertainment (16%); or use instant messaging (13%); or make personal phone calls (11%).

If you're anti-social and use email as much as possible to communicate with fellow workers, or at the other end of the spectrum, if you're a flirt, 11% of your colleagues will be bothered, either way.

However, you'll likely still be popular if you share photos of your newborn daughter or grandson at work, eat your lunch at your desk, or organize an office party: only one-in-ten respondents named these as irritants.



CUPE 951 members raised over \$700 for the CUPE 410 Library Workers' Hardship Fund through sales of Rosie the Riveter bags.

WORKPLACE COMMUNICATION

Margaret Doyle

I recently attended a Human Resources workshop about communication in the workplace and while the workshop was aimed at managers most of the attendees were members of CUPE 951. It was a great insight for me to hear from members at my table who worked in other areas, such as daycare, what their experiences were when communicating with management. Not unlike mine it seemed. As we progressed through various sharing exercises, the group came to a place of open expression that I have not seen before in my workplace. The facilitator really created a space where people were free to express their struggles and questions and I was impressed with how people spoke with honesty and candor about such personal issues.

So often at work we become the activity or job we do and lose the 'human' face of who we are. We forget to advocate for ourselves and just 'soldier' on in difficult, sometimes demeaning, situations. This workshop provided many of us in administrative positions effective ways to speak to a manager or colleague in ways that allow us to set clear boundaries while still being respectful. I noticed in myself my tendency toward defensiveness that was undermining my own power. By simply asking someone to slow down, and repeat instructions calmly or by writing to clarify a difficult conversation, I was far more empowered and would get my needs met and my message across in a more positive way.

There was one part of the day that disturbed me greatly, however, and I have not yet digested the whole reason why. The facilitator showed a video about a man who ran a big business and hired a new employee. There was a split screen that showed the same boss at work then at home where he had bought a new puppy. My heart sank. The analogy was obvious but a dog? The story evolved for both the man and the dog in roughly the same manner. The autocratic boss rejected all the new employee's ideas and input and wanted him to stick to a precise, if old school, way of doing things. He broke him down eventually as he did with the dog. The dog was taught to stay on the lawn and eventually did but when the owner wanted the dog to go hunting the dog stayed on the lawn, afraid to move for fear of punishment. The image of that dog, his spirit broken, lying on the lawn refusing to get up for fear of the hurt he might endure if he did, has stayed with me.

I looked across the table at my peers and mouthed, "I'm that dog!" It made us all sad.

My chest felt heavy as I looked at the film because I have been there—when you have great ideas and contribute so much only to be categorically rejected. I realized that this video was something that should be shown to those who manage and not to those who are report to management, and perhaps that was the intention. The effect was incredibly powerful at our little table. We all knew someone we felt would benefit from seeing this video.

At the end of the day I felt more positive as we really observed the way in which we communicate and what kind of message we are 'actually' sending out. To my surprise, only 7% of communication is actually verbal! Most of what we are communicating is non-verbal.



I recently read an article in the *Times-Colonist* called "Giving the Gift of Your Rapt Attention" by Katherine Dedyne in which she writes about the importance of focused listening. You know the kind where you really pay attention and don't fidget, look away, or tune out? In this day and age we are so preoccupied we have lost the art of true listening.

This workshop pointed out some ways in which we can give quality listening at work and at home. For instance, you can focus only on what the person is saying and not be thinking about what you are going to say next. It is amazing how this little trick really makes someone feel great!

From my own experience, I think people are a little afraid of emotion so they tend to change the subject or look away if you want to share emotional content. This is not helpful—by acknowledging someone's emotions we make them feel heard and we help them by just being there. We don't have to 'solve' anything in the moment, we can just listen.

Most HR workshops are free and open to all members—it's not a bad way to spend the day and you'll gain an insight into who you are, why you communicate the way you do, and maybe how to avoid becoming a 'dog'.

2007 GV CUPE SCHOLARSHIP RECIPIENTS

Lori-Ann Larsen

The Greater Victoria CUPE Scholarship Committee is pleased to have distributed \$7500 this year to deserving students whose parents are members of 1 of the 9 CUPE locals that participate in contributing to the scholarship fund.

Each of the 25 students (UVic/Non UVic, Entrance/In-course) received an award of \$300. Scholarships are granted on highest grade point average. This year, six scholars' parents belong to local 951 and two from Local 917.

Local 951 scholarship recipients are: Julena Breel, Meggan Crawford, Danielle Francis, Kimberley Heggen, Dana Robinson, and Rebecca Segel.

CONGRATULATIONS to the students and their families.

Applications for these scholarships become available in June and are due September 30. An eligible student is limited to 2 awards from the fund, and will be under the age of 25 on September 30. Our CUPE 951 website and COMMUNITY NEWS will keep you updated.

For more information, please contact the GV CUPE Scholarship Committee Treasurer, Lori-Ann Larsen at llarsen@uvic.ca.

~~~~~

### DONNA TRENHOLM STAFF SCHOLARSHIP IN THE HUMANITIES

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

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);

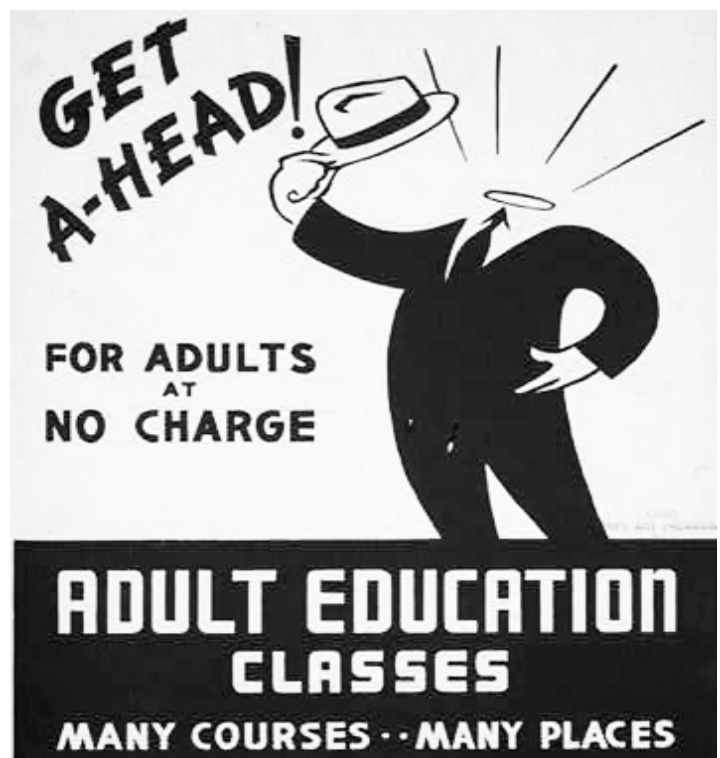
\* who will be taking one or more courses during the coming year September through August.

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; in the case of a tie, preference will be given to the person closest to the completion of their first degree (based on the number of units credited towards the degree program).

The award may not be held by the same individual two years in a row. In the event of no one being eligible in a given year, the funds will be added to the endowment account. The scholarship will be paid into the student's fee account through Student Awards office.

Applications are due in the Office of the Dean of the Faculty of Humanities annually by June 30, and the winner will be announced by July 15. Letters of application, which may be addressed to Andrew Rippin, Dean, Faculty of Humanities, Clearihue C 305, should provide a brief explanation of the student's intended program and course registration in the year the scholarship would be held, and include a copy of the applicant's (unofficial) transcript.

If further information is needed please contact Andrew Rippin at 472 4677 or via email: arippin@uvic.ca.



## CAREER DEVELOPMENT FUND

Cathrine T Jansen

Will your next job be at UVic? Perhaps you're considering a course so you're better prepared for that next job. If so, you may wish to learn more about the Career Development Fund. All CUPE 951 members are eligible to apply.

The Career Development Committee will consider funding requests for:

(a) tuition fees, courses, workshops or seminars (up to 100% of course costs);

(b) required books and course materials (up to 100%)

The maximum that will be granted is \$500 in any academic year (Sept. 1 – Aug. 31)

Visit the link below for more details on the Fund's policy and the application form. If you have questions you're welcome to contact me for assistance: [ctjansen@uvic.ca](mailto:ctjansen@uvic.ca) or 721-7524.

Policy and Application Form:

<http://web.uvic.ca/hr/training/cupe951trainingdev.html>

~~~~~

TOP TEN+ THINGS CUPE MEMBERS CAN DO TO REDUCE THEIR CARBON FOOTPRINT

CUPE BC Environment Committee

1. Shop locally. Products made or grown locally stimulate local economy and employment while contributing less carbon emissions. GO ORGANIC!
2. Grow a Garden - the food tastes better.
3. Reduce - Reuse - Recycle [and Repair!]
4. Alternatives - Find alternatives to toxic chemical cleaners; purchase a *CancerSmart Guide* from the Labour Environmental Alliance Society: <http://www.leas.ca/>
5. Foot Power - Walk, cycle or take public transportation.
6. Avoid plastic shopping bags - bring your own cloth bags. It's a great way to show off all those



Garbed in pink (you'll have to take our word for it!), CUPE 951 members attending the February General Meeting showed their support for the Feb. 27th "Day of Pink" to stop bullying.

See <http://www.cupe.bc.ca/stopbullying> for more info. Look for a CUPE workshop on bullying this fall at UVic.

~~~~~

great looking CUPE bags you've accumulated from conferences and conventions.

7. Solar Power - Use a clothesline.
8. Tune in, Turn on & Turn off electricity when not in use.
9. Read a book rather than watching television.
10. Get a bright idea – Install energy efficient light bulbs.
11. Use a rain barrel – catch and store rainwater for use in your garden.

**GET READY ... GET SET ....  
GET INVOLVED!**

Here's an opportunity to get involved with your Local. The Executive Board elections are being held on Wednesday, March 12th in University Centre A180 (Senate Chambers) from 11:30-1:00. Submit a nomination, let your name stand for election, be there to vote.

Every two years the Board changes. Nominations are invited for all positions but we're specifically seeking nominations for these positions as none have been received yet:

\* Trustee \* Member at Large

Please feel free to contact me if you have questions about these positions or the elections process.

Terry Wiley, 2008 Elections Returning Officer: [twiley@uvic.ca](mailto:twiley@uvic.ca)  
721-8742 or 889-0678 (cell)

More info & nomination forms available at [951.cupe.ca/](http://951.cupe.ca/)



**CUPE 410 LIBRARY WORKERS HOST  
INTERNATIONAL WOMEN'S DAY CELEBRATION  
AND MARCH**

This Saturday March 8th, beginning at 1:15 PM, please join us at Centennial Square for Celebratory activities, the Raging Grannies and other marvelous speakers and entertainment. You might even see Alice in Wonderland, pictured above!

At 2:45 PM we will march down to the Legislature for a rally and to hear speakers Denise Savoie, Rob Fleming and more!

Please feel free to bring noisemakers and banners or signs.



**WHAT DO YOU THINK?**

Would you like to see non-CUPE community events listed on the 951 website? Vote for or against at [951.cupe.ca/](http://951.cupe.ca/)

**CUPE COMMUNICATIONS COMMITTEE**

Cheryl DeWolfe (chair) -- 472-4971  
[cdewolfe@uvic.ca](mailto:cdewolfe@uvic.ca)

Sheilaigh Allan -- 721-6557 [sallan@uvic.ca](mailto:sallan@uvic.ca)

Doug Sprenger -- 721-8245  
[dsprenge@uvic.ca](mailto:dsprenge@uvic.ca)

Helen Rezanowich (newsletter editor) --  
721-7378 [wstudies@uvic.ca](mailto:wstudies@uvic.ca)