



CUPE 951

COMMUNITY NEWS

UVic Office, Technical and Childcare Employees

Issue #8 July 2009

CONGRATULATIONS TO CUPE SCHOLARSHIP WINNERS

Lori-Ann Larsen

The Greater Victoria CUPE Scholarship Committee is pleased to have distributed \$7500 to deserving students whose parents are members of one of the nine CUPE locals that participate in contributing to the scholarship fund. Each of the 25 UVic and Non UVic, Entrance and In Course students received an award of \$300 in December 2008. Scholarships are granted on highest grade point average. This year, nine scholars' parents belong to local 951 and one is from Local 917.

The 2008 CUPE Local 951 scholarship recipients were: Meghan Raid, Meggan Crawford, Susanne Murphy, Vivian Ip, Michael Francis, Dana Robinson, Kristina Gicas, and Anna O'Neal. CUPE Local 917 recipient was Megan Rainey.

CONGRATULATIONS to the students and their families.

Applications for these scholarships become available in June and are due September 30. The application form is available on our CUPE 951 website.

Students are limited to receiving a total of two awards.

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



UVIC CHILDCARE AND CUPE 951

Teresa Dixon

CUPE approached Childcare Services in 1998 and the educators quickly agreed to join. There is only a handful of staff currently working at Childcare who witnessed that original marriage, and we would like to share the significant changes we have experienced since becoming members of CUPE 951.

1. Job Security/Job Protection: We have rights, with the union supporting work equity.
2. General Benefits: We have a manageable plan to support health and safety for all family members; improved vision and chiropractic benefits. Most educators are women who now have the choice to take leave of absence or top off maternity leave. We have an improved pension plan.
3. Long Term Disability: Childcare is a inherently physical occupation, and an improved LTD plan takes care of the staff most at risk of injury.
4. Working Conditions: Coffee breaks, grievance procedures, pay equity, job descriptions and expectations are now clearly defined. Childcare Services staff have increased visibility and presence within the UVic community.
5. Wages: We enjoy a significant increase in pay for educators, supervisors and substitute teachers, bringing Childcare in-line with other University departments.

In closing, we are fortunate, especially when considering situations in non-union childcare positions outside of the University, to have CUPE protecting our best interests in negotiations, and ensuring the integrity of contracts in ongoing dealings with management.

CREATING RESPECTFUL WORKPLACES CONFERENCE

Dale Whitford, Chair
CUPE 951 Human Rights & Equity committee

Greetings everyone.

I'd just like to say a few glowing words about the Creating Respectful Workplaces conference that was organized by our locals and took place at UVic on November 11 to 14, 2008.

The conference focused on the bully, the bullied and the bystander, as well as Union perspectives and solutions to an issue that is often not open for discussion among Human Resources and/or management groups. But of course we, the front line workers, are the people who can experience the effects without having recourse to know what to do - unless we talk about it in a forum like this.

What struck me at the beginning of the conference was the story of Reena Virk, a fourteen year old Victoria girl who was murdered by people her own age. I knew from the media that she had been drowned, but I wasn't aware that she had both her arms broken before being dragged into the water, or that some of the bystanders, when interviewed, stated that Reena deserved this because, "She was brown, she wasn't one of us, she didn't belong with us." It's a lasting personal image for me, and I can't imagine what Reena was thinking in the last few moments of her life. But I will remember and share this story with others. There is also a movie being made based on the book, *Under the Bridge*.

I also learned that bullies are often very popular people, but use any power imbalance with a targeted person in a way that enables them to derive pleasure from the other person's pain. Bystanders will often go along with bullying behaviour in order to please, or from fear that they will become the next target. Bullies will often see themselves as the hero, rather than the villain, and see the targeted person as less capable or too emotional.

Bullying behaviour happens in the same way on a schoolyard as it does in the workplace. A targeted person will be identified, and physical and/or verbal abuse will follow while other people watch and try not to become involved. Anger management classes or apology letters have little effect, according to our keynote speaker Barbara Coloroso, author of *The Bully, the Bullied, and the Bystander*. The only way of changing the bullying behaviour is by having the person own the problem. That is, the bully accepts responsibility for his/her actions and comes up with a self directed plan of change. This is very much a model of restorative justice that has been used by Native communities, where restitution and making it right are preferred over institutional punishment.

By the way, because I'm a childcare educator, I'm a believer in having children brainstorm their own ideas to make amends or try a different way, and this has been successful in many cases.



It's also important to protect the identities of a witness or the victim, if they do come forward, because they may face repercussions. Legally, if a witness can confirm what the targeted person is saying, their identity does not have to be revealed. For the victim this may be a matter of informing a third party of the date/time when bullying occurs so that incidents can be caught in the moment.

One last thing that I will take with me from the conference is to remember the difference between conflict and bullying. Conflict deals with the issue, while bullying attacks the person. One happens often and is usually resolved quickly, while the other creates stress, a loss of dignity, and is not respectful of the differences between people (diversity).

I think this needs a larger audience within CUPE; for myself I only have to look at a very brown Dale growing up in a very mainstream school and remember very well the ceremonies of humiliation.

It's why I feel strongly about social justice today, and am proud of who I am.

Happy trails everyone,
Dale

ABOUT STEWARDS

Laurie Whyte
Chief Steward CUPE 951

After attending the "Creating Respectful Workplaces Conference" last November, your CUPE 951 stewards are able to name the Elephant on campus. Bullying. Psychological harassment. The name doesn't really matter. It's here. It's a problem and every one of us has to take responsibility for addressing the issue. Bullies can't bully, if Targets don't stand alone! And no one in this local should ever stand alone.

Please consider becoming active in the local - consider becoming a steward.

We provide excellent training and mentoring. It's an opportunity to find out more about your union and to see just what makes this university tick and to try to address some of the injustices we all face here.

We welcome all levels of participation; being a steward doesn't mean you have to jump in and face the bullies by yourself! We always work as a team, a diverse and talented team with many different roles. There is a place for you, and lots of support!

Stewards have many different roles: monitoring the workplace conditions, meet with members to listen to their issues, investigate and help resolve issues, help protect the integrity of our collective agreement, help identify areas of the collective agreement that need improving or clarifying, help facilitate communication within our membership, help educate our membership on their rights and help members exercise their rights. Helping to document issues and meetings is also a very important role. Attending steward meetings and contributing to problem solving is also a big part of being a steward.



The more stewards we have, the lighter the workload. Right now the commitment looks like one stewards' meeting a week (1 hour over your lunch break) and possibly a couple of other meetings a week, perhaps with a member, or if you're up for it, a labour-management meeting. Some weeks there may not be any meetings. It is important to understand that you dictate your commitment. If your department has certain busy times, e.g. the first week of September, it's absolutely appropriate for you to say you can't make any meetings that week.

If you are ever in doubt about your rights and options, or something doesn't seem right to you - CALL A STEWARD! It's free and there is no obligation!

CUPE 951 STEWARDS

**Chief Steward
Laurie Whyte**

250-721-7087 or
250-812-8485 (cel)
lwhyte@uvic.ca

Deputy Chief Steward Kirk Mercer

250-721-8304 or 250-361-7177 (cel)
sleestak@shaw.ca

Deputy Chief Steward Jane Stewart

250-208-3595
janes@uvic.ca

Steward Marylyn Roddick

250-472-4968 mroddick@uvic.ca

Steward Angela Thurston

250-889-3269 (cel)

Child Care Steward Teresa Dixon

250-721-8501 cattown@shaw.ca

Child Care Steward Dale Whitford

250-721-8507 dalew@uvic.ca

VICTORIA ACTIVIST WINS PHONE BANK DRAW

Sheilaigh Allan doesn't expect rewards for the volunteer work she does, so winning the draw for CUPE BC's volunteer phone bank during the recent provincial election is a real bonus.

The prize is a weekend for two anywhere in B.C. All CUPE phone bank volunteers were entered in the draw.

A member of CUPE 951 since 1992, Sheilaigh is vice president of the local and currently works in campus security. She has been politically active for many years. In addition to volunteering her time on the CUPE phone bank at the Victoria area office during the provincial election, she also worked tirelessly for NDP candidate Jessica Van Der Veen in Oak Bay-Gordon Head.



Victoria zone coordinator Angela Thurston describes Sheilaigh as "quietly determined in striving for fairness both at work and in her community".

Strong Communities coordinator Heather Inglis says she admires Sheilaigh's generous nature and commitment to her family.

Sheilaigh was "stunned" by her grand prize win and, true to her gracious nature, has arranged to transfer her prize to her son and his fiancée, whose wedding is coming up this month.

WHINING STAFF NEED MORE APPRECIATION ...

Helen Rezanowich

It turns out that the old saying, "A little appreciation goes a long way" applies to management style as well as other situations. The following exchange appeared in *The Globe and Mail* "Report on Business", 12/12/08.

Patricia King, the respondent in this Q and A excerpt, is a career consultant and president of Patricia King Partners, an organizational and career effectiveness consulting company based in New York. She is the author of four business books, including *Never Work for a Jerk*. She has been a management consultant for more than 20 years and, for 10 years, was the general manager of a direct marketing company.

Wondering from Toronto, Canada, wrote: "Bosses often complain about staff in much the same way staff complain about them. Is it possible that it's not always the boss's fault? For example, some of these whining staffers may actually need to be told exactly what to do because they are incompetent and others are so needy that, in the absence of a constant diet of being told how amazing they are, feel they are underappreciated and unrecognized for their efforts. What do you think?"

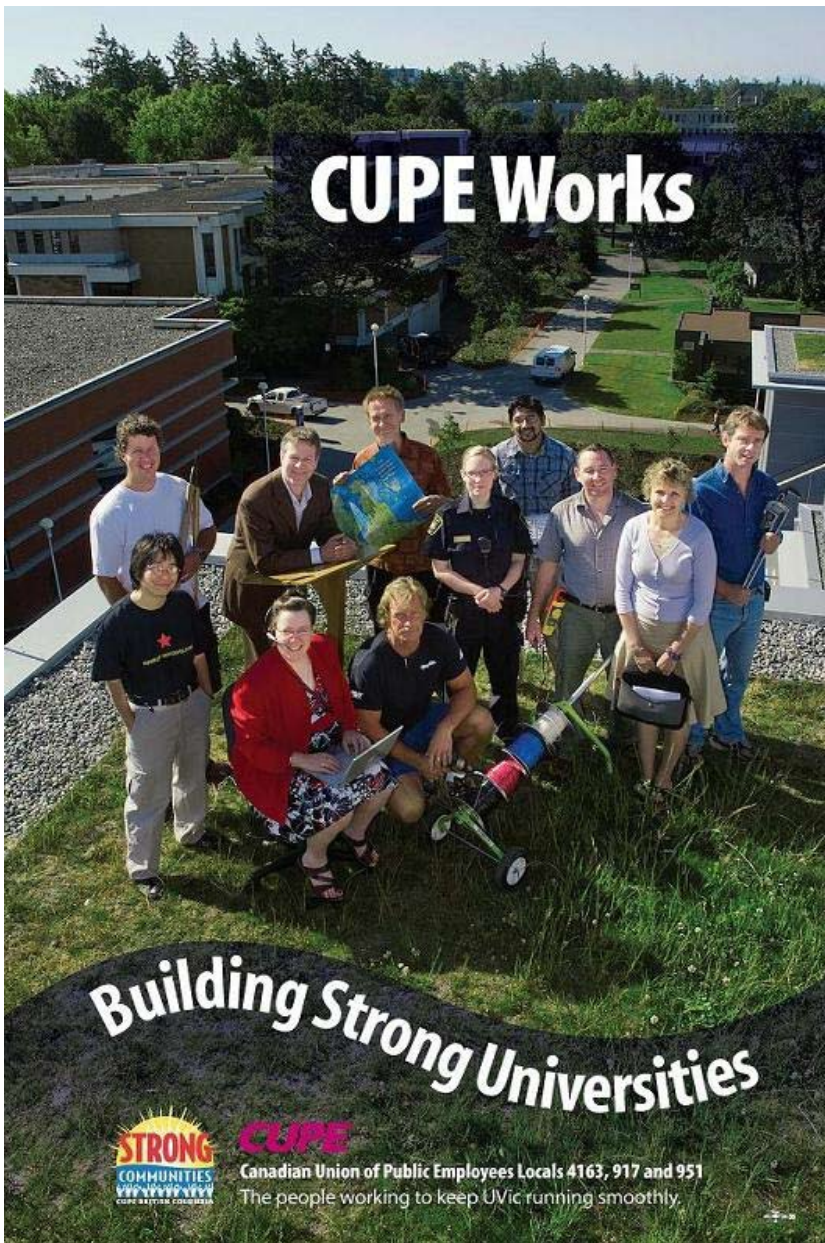
Patricia King replied: "No doubt that there is such a thing as a bad employee. However, good management includes making sure people know what is expected of them, training them to do their jobs well, and moving them out of jobs they cannot or will not learn to do properly. And **a critical part of good management is motivating the staff to excellence--and a big part of that is making them feel appreciated. This is what managers get paid to do.** If the employees are not doing their jobs, it's because the manager is not doing hers. If you are a manager yourself I am sure you know this."

Here's hoping that you feel appreciated for your work!

... AND PERHAPS MORE OPPORTUNITIES TO DUNK MANAGEMENT?



Steve Gorham, Director, Employee Relations, UVic Human Resources, was “dunked” by Kirk Mercer, 951 Chief Deputy Steward, at a fundraising event for the UVic United Way campaign



DID YOU KNOW?

As of January 1, 2009
forty-five percent
of CUPE 951 members
had worked at UVic
for ten years or more.

Sixty-one percent of us have
worked here
five years or more.

That's a lot of experience
and expertise
we contribute to the
University!

Left: Members of CUPE Locals
917, 4163 and 951 on the green roof
of the Social Sciences and
Math Building:
“The people working to keep UVic
running smoothly.”

BOTTLED VS TAP WATER

Reprinted with permission, *BC Medical Journal* 2009; 51:3:112; 133

In spite of the substantial amounts invested by Canadian governments in the provision of top-quality municipal drinking water, bottled water has gained in popularity over the last decade.

In British Columbia, 23% of residents receive more than 75% of their daily water intake from bottled water.[1] Last September, Metro Vancouver ran a campaign promoting the consumption of tap water. Bottled or tap water? Knowing the facts is essential to making informed decisions respecting water consumption.

Bottled water includes natural mineral water and water drawn from springs and wells, but could also include purified water, which is often treated municipal water. Bottled water is regulated as a food product under Health Canada's Food and Drug Act.[2] The Canadian Food Inspection Agency inspects domestic manufacturers and importers. [2] Products are subjected to a monitoring program focusing on the microbiological component, but the details provided of the analysis for chemicals is usually very limited. Manufacturers are not legally bound to test for trace toxic contaminants or to report laboratory analyses to any authority. No licence is required to sell bottled water in Canada[2] but companies must adhere to provincial regulations when taking water at source. Lastly, regulations are directed to the quality of water in sealed bottles, but no direction is given concerning proper use or storage.

In BC, tap water principally originates from surface water. Quality standards related to municipal water are established by Health Canada through the guidelines for Canadian drinking water quality. Municipal water quality is regulated under the Ministry of Healthy Living and Sport's Drinking Water Protection Act.[3] The Ministry of Environment plays a lead role in source water protection activities.[3] Water suppliers are subjected to comprehensive monitoring and reporting programs. Drinking water is tested for chemicals using a monitoring regime based on specific concerns. Monitoring has generally

focused on microbiological samples collected from treatment plants and distribution systems, at a frequency increasing with the number of people served.[3] Water systems are inspected and operators are trained and licensed.[3] Adverse water quality notification is mandatory.

BC's Drinking Water Protection Act requires municipalities to publicly report water quality monitoring results to their consumers on an annual basis,[3] including all chemicals and microbiological parameters. For bottlers, transparency is restricted to the limited information reported on the label. Health Canada is presently reviewing these labeling requirements.[2]

Microbial monitoring results may not be typical of the entire water volume. Only a small amount of water is checked and the use of indicators might not reflect the presence of certain pathogens such as protozoa. Bottled water is put on the shelves after microbiological tests are completed, while drinking water reaches the consumer tap before the laboratory results come back.

Unlike municipal water, bottled water contains no chlorine residual. Therefore, proper transport, use, and storage is essential to preserve its microbiological integrity.[2,4] On the other hand, a chlorine residual must be maintained in the distribution for tap water.



**tap
water
is, on
average,
500 times
cheaper than
bottled water.
boycott the
bottle.**

Health Canada noted that no known waterborne disease outbreaks have been associated with the consumption of bottled water in Canada,[2] though it would be more difficult to detect outbreaks due to bottled water than for a community water system with all users located close to each other.

Plastic bottles are not environmentally friendly, are expensive to transport, create waste that is costly to recycle, and are expensive to purchase. For example, Metro Vancouver's tap water costs 80 cents per 1000 L, while 1000 L of bottled water costs \$527 or more. Why pay extra for treated municipal water sealed in a bottle?

On balance it is clear that there are substantial health and environmental benefits from consuming municipal drinking water rather than bottled water. Municipal drinking water, unlike bottled water, is monitored and disinfected. Unlike bottled water, distribution and storage of municipal drinking water does not involve any risk of contamination. Also, storing and distributing bottled water is environmentally damaging because it uses large numbers of plastic bottles and is distributed by truck. Both the manufacture of plastic bottles and the use of motor vehicles result in consumption of petroleum products and emission of greenhouse gases. In addition, plastic bottles constitute a long-term environmental hazard as they are not biodegradable and reactions between them and various chemicals in the environment may result in the emission of gases that are hazardous to human health.

Wherever there is a properly monitored, maintained, and regulated municipal drinking water supply system, such as in Greater Vancouver and Greater Victoria, steps should be taken to encourage the consumption of tap water rather than bottled water. Consuming designer bottled water may be trendy, but it is harmful to the environment, poses a potential health hazard, and should be actively discouraged. The BCMA and its members need to mount a campaign to inform the public and counter the advertising campaign being carried out by the bottled water industry.

—Ray Copes, MD, FRCPC and Garth M. Evans, Environmental Health Committee

—Sophie Verhille, PhD, National Collaborating Centre for Environmental Health

References

* 1. Jones AQ, Majowicz SE, Edge VL, et al. Drinking water consumption patterns in British Columbia: An investigation of associations with demographic factors and acute gastrointestinal illness. *Sci Total Environ* 2007;388:54-65.

* 2. Health Canada. Food and nutrition: Questions and answers on bottled waters. 2007. www.hc-sc.gc.ca/fn-an/securit/facts-faits/faqs_bottle_water-eau_embouteillee-eng.php (accessed 21 February 2009).

* 3. British Columbia. Provincial Health Officer. Progress on the action plan for safe drinking water in British Columbia. 2006. www.health.gov.bc.ca/pho/pdf/WaterReport.pdf (accessed 21 February 2009).

* 4. Raj SD. Bottled water: How safe to drink? *Water Environ Res*. 2005;77:3013-3018.

* 5. Hruday SE. Chlorination disinfection by-products (DBPs) in drinking water and public health in Canada. A primer for public health practitioners reviewing evidence from over 30 years of research. National Collaborating Center for Environmental Health; 2008.

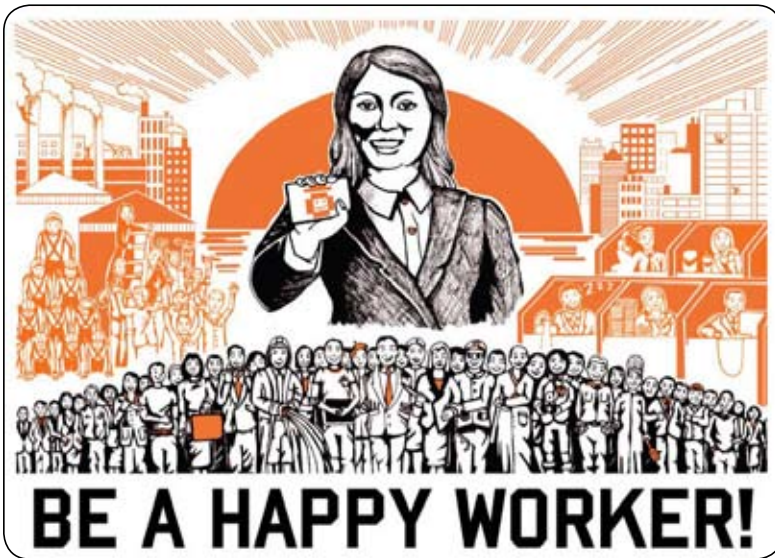
HAVE YOU NOTICED?



There seem to be more bunnies than ever around UVic.

Will this be the next move in the University's efforts to control the rabbit population?





“Although it is true that only about 20 percent of American workers are in unions, that 20 percent sets the standards across the board in salaries, benefits and working conditions. If you are making a decent salary in a non-union company, you owe that to the unions. One thing that corporations do not do is give out money out of the goodness of their hearts.”

Molly Ivins



Left: Doug Sprenger and Pat Shade practice their “Happy Worker” look at the Bottom Line Conference on Workplace Mental Illness and the Family.

Below: Pretty in Pink! CUPE 951 members are “in the pink” in solidarity with Anti-Bullying Day.



CUPE 951 COMMUNICATIONS COMMITTEE

Cheryl DeWolfe (chair) - 250-472-4971 - cdewolfe@uvic.ca

Sheilaigh Allan - 250-721-6557 - sallan@uvic.ca

Doug Sprenger - 250-721-8245 or 250-812-8484 (cel) - dsprenge@uvic.ca

Helen Rezanowich - 250-721-7378 - helenrez@uvic.ca

Website: <http://islandnet.com/~cupe951/>