

Advocacy  
Negotiation  
Professional  
Development

A member service organization such as AAPS is not a “business” in the profit and loss sense of that word. We are a legal entity with the objective of providing services to our members. In that context we have “lines of service” rather than lines of business.

In all of these Lines of Service we strive to be relevant and professional. Members interested in becoming involved in one of the volunteer committees that assist in providing these services should contact the AAPS office.

The three major lines of service are:

## Advocacy

### Representing Members on Issues

UBC is one of the largest and most complex employers in the province. As the size and complexity of an organization increases so too do the opportunities for friction. AAPS has an outstanding track record of working with members (individually and in groups) and the University to find effective solutions to issues. Our Advocacy Representatives and Staff handle countless matters each year and most are resolved informally. Only a small handful of issues necessitate the filing of a formal grievance.

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## Negotiation

### **Negotiating the Collective Agreement**

The AAPS collective agreement is actually two documents: the Agreement on Conditions and Terms of Employment (ACTE) and the Framework Agreement (FA). The FA is the document dated 1995 under which UBC first recognized AAPS as the exclusive bargaining agent of the Management & Professional staff group and the FA continues largely in its original format. The ACTE is in its fifth iteration, with the current agreement running from July 1, 2010 to June 30, 2012.

## Professional Development

### **Enhancing Opportunities for Members**

The AAPS Professional Development Committee develops a program of events that works in conjunction with UBC's offerings to enhance learning opportunities for members. Programs focus on job and life skills, and personal interest, and are delivered as workshops, seminars and lectures.

We are surely fortunate to have such a solid team of people who, with the assistance of our Advocacy volunteers, understand the vulnerability of those members who find themselves in difficulty.



Photo Martin Dee

**Isabella Losinger**  
President

It is an old truism that *tempus fugit*. Since I joined the AAPS board in October 2006, I have not seen a year pass by so quickly. This, perhaps, is due to taking on the Presidency in October 2009, but I suspect it has more to do with the growth in the AAPS membership (we're now about 3,100), and the corresponding increase in our business.

It is difficult to single out one specific highlight of the past year. Our collective bargaining process, under more optimistic times, would have been the single star, as bargaining on behalf of our members is one of our key mandates. Unfortunately, given the political context (a PSEC-mandated two-year wage freeze for all public sector employees), the final agreement left little to celebrate. However, the Bargaining Team's exhaustive preparations for bargaining this year laid the foundation for negotiations in 2012, and I can assure you that we will be well-primed for entering renewed negotiations in 2012.

To continue serving you as best as possible, and based on your endorsement of the 2010/2011 budget at the Spring General Meeting, the AAPS office has since grown: an additional Member Services Officer (MSO) was hired in the summer, bringing the staff complement to six. Over the past year the call on our existing two MSOs, Sharon Cory and Jasmin Harry has been overwhelming, and even with the ready assistance of our Executive Director, Michael Conlon, as well as our Advocacy volunteers, we have been hard-pressed to meet all the needs.

The AAPS staff continue to provide the sterling service you have come to expect. I have no doubt that under Michael's leadership their talents and skills will flourish further. Advocacy on behalf of our members is a difficult job, emotionally fraught, exhausting, and often frustrating. We are surely fortunate to have such a solid team of people who, with the assistance of our Advocacy volunteers, understand the vulnerability of those members who find themselves in difficulty.

This past year has seen AAPS reach a new level of professionalism, during which Michael's role as Chief Negotiator was pivotal. His acumen, finesse, and credibility throughout the bargaining process signaled a new era in our relationship with the University's senior leadership.

Finally, it is with great pride that I highlight the contributions of the AAPS Board and the many volunteers who devote untold hours to AAPS. The generosity of these members who have challenging full-time jobs, yet give so readily to the service of AAPS, is humbling. Indeed, it inspires me to continue working on behalf of all AAPS members, staff, and volunteers. All the very best to you for a successful, rewarding, and healthy year.

On a personal level it has been a very satisfying year leading the organization through such challenging and exciting times. I am grateful for the support of our dedicated board and wonderful staff.



Photo Martin Dee

A handwritten signature in blue ink, appearing to read 'Michael Conlon'. The signature is fluid and cursive, with a long horizontal stroke extending to the right.

**Michael Conlon**  
Executive Director

This past year, my first on the job, was a decisive year for the organization. The organization faced challenges on several fronts. Our collective agreement expired with the University on June 30, 2010 and we entered bargaining with the University this spring. Unlike the last agreement, which was part of the so called *Olympic Accord*, the mandate from the Public Sector Employers Council for this round was austere – a two year mandate of 0 and 0. After nearly a month of bargaining, an agreement was reached on June 30, 2010. The agreement, which runs until June 30, 2012, augments the professional development fund and included some modest changes to the notice provisions for employees terminated without cause.

During the bargaining process one of the most spirited discussions with the University centered on job security for AAPS members. Article 9 of our collective agreement is unique among collective agreements in Canada in that it gives the employer the right to terminate for any cause whatsoever as long as adequate severance is paid and the reasons for termination do not fall under enumerated grounds set out in human rights legislation. These discussions were particularly pointed given the spike in terminations over the past year.

This increase in terminations has led to unprecedented demand for AAPS' advocacy services. In addition to these terminations there were a number of other very complex labour relations issues involving for-cause terminations. In order to address these challenges, we undertook a reorganization of the office designed to enhance our advocacy services. In August we created a new full time Member Services Officer position and were pleased to recruit Luisa Liberatore to that position. Luisa's addition will allow us to augment the professional advocacy work of the organization and continue building on our reputation as effective, diplomatic advocates for our members.

In addition to a busy year in advocacy we also expanded our professional development program. We put on 14 events and each of the events was 'sold out'. In order to try and meet the demand of the membership we ran a comprehensive survey to find out what the membership wants in terms of professional development. The response rate for the survey was outstanding, with over 700 members submitting responses. The data collected in the survey is a rich source of information as we plan for this year's events. We have also made significant progress in expanding events to UBC-Okanagan and to our members at Robson Square and the affiliated teaching hospitals

Financially the organization is on very strong ground, with a significant surplus. In our financial planning we are always working to balance out the need for comprehensive professional services for the membership with prudent spending. The budget approved at the April GM contains a modest dues reduction that recognizes our healthy surplus but also allows us to continue to build and grow as an organization. There is always more to do but it has been very productive year. On a personal level it has been a very satisfying year leading the organization through such challenging and exciting times. I am grateful for the support of our dedicated board and wonderful staff. I look forward to continuing our work as a team, learning and growing every day as we strive to promote and protect the interest of the AAPS membership.

# Bargaining Update

The Bargaining Committee had spirited discussions with the University in a number of areas including job security, benefits, and professional development.

After close to a month of bargaining, AAPS reached a tentative agreement with the University on June 30. Negotiations took place under the mandate of the Public Sector Employers' Council (PSEC). The PSEC mandate for this round of bargaining was 0 and 0 for two years. This mandate from PSEC meant that any enhancements to benefits or salary would have to be offset by reductions in other areas. It was, therefore, virtually impossible in such a climate to secure monetary or other significant gains for the membership. However, the Bargaining Committee had spirited discussions with the University in a number of areas including job security, benefits, and professional development. These led to enhancements in a number of areas; however, many of these issues remain on the table for the next round of bargaining in 2012. Highlights of the tentative agreement (since ratified) are as follows:

- The current SEB benefit for maternity leave currently stipulates that an employee who leaves the University, for any reason, in the first six months after returning from leave must repay the top-up. Under the new agreement, those employees terminated without cause during that six-month period will not have to repay the top-up.
- The Professional Development Fund was renewed at \$450,000 for each year of the agreement; and a new letter of agreement was signed on the administration of the fund. In addition, an extra \$25,000 per year was added

to the fund with the elimination of Article 11.2.5. Article 11.2.5 pays out a vacation benefit to those employees who retire at 65. In examining the Article closely during the bargaining process, and after researching the historical retirement patterns of the membership, the Bargaining Committee felt the funds spent on this provision would be better spent augmenting the Professional Development fund. In essence under Article 11.2.5, employees who retire exactly on their 65th birthday with a birthday in January would be eligible for a full year of vacation accrual; whereas employees who retire exactly on their 65th birthday with a birthday in December would not receive any extra vacation benefit. Under the provisions set out in 11.2.5 employees who retire at any other time than on their exact 65th year would see no benefit. This article is a holdover from the era of mandatory retirement and the arbitrary, limited nature of this benefit led the Bargaining Committee to conclude the funds would benefit significantly more members if folded into the Professional Development Fund.

- Article 9.1.4 governing the duty of UBC to assist employees terminated without cause has been augmented by extending the period of official assistance from the University finding work at UBC to 6 months from 3 months for employees who receive 12 or more months of notice.
- Though not a part of the current agreement, the Bargaining Committee also came to terms with the University on a Letter of Agreement governing the surplus from the 1% Benefits Accord.

The Accord was a product of earlier negotiations in which the equivalent of a 1% salary increase was set aside for benefits enhancement. There is currently a surplus in the fund that we have agreed to use to fund a Health Spending Account in the amount of \$125 per year per member for 2011 and 2012. Funds for 2011 will be available January 1, 2011. The HSA is tax free but eligible expenses must be drawn from the extensive roster of allowable medical expenses set out by the Canada Revenue Agency.

In addition to these substantive changes there were also a number of housekeeping changes to the agreement updating recent changes to the UBC Pension and Disability Benefit Plan. Changes were also made to reflect recent legislative changes eliminating mandatory retirement.

After the tentative agreement was reached information sessions were held on campus as well as at UBC-Okanagan and the affiliated teaching hospitals. The ratification vote was held July 26-28 and the results were as follows: 446 Yes, 111 No, 557 votes cast. Shortly after the ratification vote the University's Board of Governors also approved the deal.

#### **The members of the 2010 bargaining committee were:**

Michael Conlon (Chief Negotiator)  
Isabella Losinger (President)  
Bernice Urbaniak (Past President)  
Daryl Stowe (First Vice President)  
Michael Shepard (AAPS Member)  
George McLaughlin (AAPS member)  
Robert Tudhope (Second Vice President – Alternate)

# Disability Benefits Update

The previous plan was funded on a self-insured basis; going forward, Sun Life will provide the program on a fully insured basis.

## Bargaining Committee Member



“Although PSEC still has control over our negotiating environment, AAPS has changed how we participate in that process

Our experience with the ACTE has had the most impact. Realities of arbitrations, how articles are interpreted and implemented by the University and the experiences of AAPS members all help inform current negotiating planning, tactics and expectations.

In addition to experience with the ACTE, we have changed our use of negotiating expertise. Originally using consultants during negotiations, we have moved expertise in house with the hiring of recent Executive Directors.”

**Michael Shepard**  
IT Support/Manager AV  
Education Computing and Media Services (CMS)

As of June 1st, 2010, AAPS became the first employee group on campus to implement its own Disability Benefit Plan (DBP). This is a bit misleading in some sense, as a thorough analysis of our DBP (previously known as Income Replacement Plan, or IRP) led us to recommend the retention of the current provider, Sun Life.

As a result of an extensive RFP process, including a technical analysis to understand our risk exposure and a market analysis to test the competitiveness of Sun Life, it was determined that Sun Life was indeed providing a very competitive product, as compared with other providers.

The previous plan was funded on a self-insured basis; going forward, Sun Life will provide the program on a fully insured basis. This will allow AAPS to better manage its risk exposure, a particularly important consideration given the volatility and unpredictability of the markets and the claims themselves. It will also provide AAPS the opportunity to participate fully in the plan's governance, while offering members enhanced coverage and services for disabled members.

Member-paid premiums remain unchanged, at 1.40% of payroll. Likewise, there is no change to the actual claim and adjudication processes.

In Fall 2010 a governance committee (similar to that of the Staff Pension Plan) will be established. Once the terms of reference have been established, a call will be made to the membership for people interested in serving on this committee.

Special thanks to the DBP Team for their work over the last three years on this issue: Bernice Urbaniak, George McLaughlin, Sharon Cory, Rick Byers, and Isabella Losinger.

# Advocacy

While the purpose of the Advocacy Committee has not changed over the past ten years, there have been many positive developments.

## What has remained consistent over ten years?

**AAPS role:** The role of the Advocacy Committee is to assist and advise M&P staff on their rights under the ACTE, assist and advise M&P staff on issues of discrimination, harassment and equity in the workplace, provide AAPS representation to M&P regarding disputes or grievances and provide on-going education to M&P staff relating to their rights under the ACTE.

**AAPS member participation:** We have an Advocacy Committee comprised of staff volunteers, some who have been involved for most or all of the decade. Committee members have played key roles as intermediaries, facilitators and advocates and in many cases have been able to obtain fairer and more equitable treatment for employees than would otherwise have occurred.

**The issues:** Many of the fundamental issues have remained the same, including terminations with cause, terminations without cause, disciplinary hearings, suspensions, working notice, reorganization, and probation.

## What has changed over ten years?

**Geography:** The number of locations we represent now includes UBC's Okanagan and Vancouver campuses, Robson Square, and Great Northern Way, in addition to the hospital sites.

**Membership:** The number of members we represent and serve has tripled and the diversity of occupational groups has become more complex.

**Professionalization of Advocacy services.** AAPS has added 3 FTE professional Member Services Officers and an Executive Director who is experienced in representation and advocacy in an academic environment.

**Issues:** We have some newer issues to add to the list of advice and services we provide: performance evaluations and reviews, sick leave entitlements, midpoint progression and merit pay, extra hours of work/overtime, personal harassment, bullying and toxic workplace issues.

The changes we have undergone over the decade are all positive. While issues in the workplace become more refined, reflecting the changes in society as a whole, AAPS' relationship with the University, particularly Human Resources, remains collegial and cooperative.

Our shared goal is to create a "Respectful Workplace." An Advocacy Committee goal is to work with HR to resolve issues informally, in sustainable ways that serve the membership and contribute to the long term health of UBC.

The Advocacy Committee thanks Executive Director Michael Conlon for his leadership and wisdom—we are all learning from him—and Member Services Officers, Sharon Cory and Jasmin Harry—they are exceptionally hard workers on our behalf. We also welcome Member Services Officer Luisa Liberatore, who brings a solid background in managing HR issues. Petra Ormsby also deserves a huge thanks from us. She does more than we realize to serve our members on a day to day basis. She is often the first point of contact for members who need assistance and her sympathetic demeanor is a great support to everyone.

## Committee Members

Catherine Alkenbrack, Damian Duffy, Anne-Marie Fenger, Nancy Hogan, Merry Meredith, Daryl Stowe, Bernice Urbaniak, and Moya Waters.

**Advocacy Issues (Reporting Period: July 1, 2009 to June 30, 2010)**

Category of Issue	Category Description	Main Agreement on Conditions and Terms of Employment Article	YTD Number of Issues Handled
Appointments	Search / Selection / Offer Letters	9.1.11 / 10.1 / 9.1.4 / 5.4.1	14
Attendance	Absenteeism & Attendance Mgmt.	10.3	
Bargaining Unit	AAPS / CUPE / FACULTY		
Benefits	Coverage	13.5 / 10 / 13.4 / 13.3	11
Classification & Reclassification	Family / Grade	LOA#1 / 5.4.5 / 5.3	7
Discipline	Warning / Suspension	8 / 8.1	8
Discrimination - 13 Grounds	Human Rights Code	14.2 / 12.5.5.1 / 14.1	1
Evaluation - Post Probation Period	Performance	6 / 6.3 / 8.1 / 8.6.2	5
Evaluation - Probation Period	Performance	6.1 / 6 / 6.3	11
Exclusions	Who is in/out	FA 4.0	
Harassment - Personal	Bullying	14.1 / 14.2	5
Hours of Work	Time of day / day of week	10.4 / 10	7
Interpretations - General	Anything not listed within table	8.1 / 12.7 / 14.3.1 / 14 / 6 / 14.1 / 9.1.11	48
Leaves of Absence	Vacation & other leaves	12.5 / 12.5.8 / 12.3.2 / 12.7	22
Long Term Disability	Extend sick leave	13.5	
Pay	Appropriateness	LOA #1 / 10 / 5.1.2	30
Pensions	Amount, entitlement, etc.	13.1	1
Professional Development	Tuition Waivers / PD Fund / Study Leave	12.1 / 12.2 / 13.6 / LOA #4	11
Reorganization	Dept or UBC changes	9 / 10 / 14.2	3
Resignation / Retirement	Quit of own accord	14.5 / LOA #7	5
Return-to-Work	Accommodation	12.3	1
Service	Total Length of	11.2	
Sick Leave	Pay, duration, qualifying for	12.3	16
Term Appointment Ends	Date Moved / Notice / Money	9.2.2 / 9.1	7
Terminations Cause	Culpable firings	8	4
Terminations Probation	Suitability / Fit	9.3.1 / 9 / 8	
Terminations Without Cause	Layoff / Reorg / Lack of Funds / Unsuitability	9.1.9 / 9 / 9.3 / 9.1.2 / 3.1.3 / 9.1.8 / 2 / 6 / 8	96
Work Environment - Culture	Toxic Environment		14
Work Environment - Physical	Safety	12.3 / 14.1 / 14.2 / FA	1
Workload Overtime	Over worked / Overtime pay	10 / 10.4	1
<b>TOTAL</b>			<b>329</b>

**Grievances (Reporting Period: July 1, 2009 to June 30, 2010)**

Nature	Status	Arbitration
Member terminated for inappropriate conduct	Grieved – Grievance withdrawn	No
Member denied terms of ACTE; benefits at conclusion of probation	Grieved – Grievance resolved informally	No
Member terminated, Lack of Suitability	Grieved – Arbitration scheduled	Yes
Member terminated for Cause, issue of Breach of Trust	Grieved – Grievance resolved informally	No

# Professional Development

More than 1,100 attendees participated in 14 events throughout the year.

The Professional Development Committee, with the support of Jasmin Harry, organized and offered an enhanced array of professional development opportunities in 2009-10 specific for the AAPS membership in the different member locations. More than 1,100 attendees participated in 14 events throughout the year. If you missed an event or want to search for upcoming seminars, please refer to the information on the AAPS website

at [www.aaps-pd-events.blogspot.com](http://www.aaps-pd-events.blogspot.com). There was some confusion this year as the Professional Development Fund allowance to M&P employees (\$750 per year) fluctuated in terms of availability. Membership concerns painted a clear message to the Board to address this with the University during negotiations and the situation highlighted the priority of professional development for AAPS members. As such, the AAPS Board felt it would be important to increase the budget for professional development

spending for the upcoming year. Thanks to everyone who completed the survey to provide ideas and give suggestions to upcoming events for 2010-11. We look forward to seeing many more of you at our expanded offerings in the upcoming year. AAPS would like to thank the Professional Development Committee and Jasmin for guiding the members through another enriching year.

Event	Location	Attendance
Challenge of Change-Warren Macdonald	Point Grey	250
Strategic Planning-Berrant Group	Point Grey	25
EFAP-Human Solutions	Child Family Research Institute Hospital	28
Strategic Planning-Berrant Group	Point Grey	25
Strategic Planning-Berrant Group	UBCO	11
Process Mapping –Berrant Group	Point Grey	25
Issues and Solutions: Managing Mental Health in the Workplace-Mental Health Works	Point Grey	91
Strategic Planning-Berrant Group	Point Grey	25
EFAP-Human Solutions	St. Pauls Hospital	24
Speak Up: Speak Out-Personal Power & Respect in the Workplace-Erica Pinsky	Point Grey	117
Lessons in Shared and Strength-based Leadership-Adam Kreek	Point Grey	235
Team em how to Fish-Wray Group	Point Grey	98
Team em how to Fish-Wray Group	UBCO	30
Your Prescription for Life! Seven Steps to Extraordinary Health and Happiness-Dr. Susan Biali	Point Grey	187

# Development

## PD Event Attendee

Learning is an interesting “habit”. I have been working at UBC for almost six years. As the Information Technology Manager for Centre for Blood Research, I require all types of management and technical knowledge to meet my clients’ needs and to keep up my professional and personal growth. I started taking AAPS courses in my first year and I have taken eight courses so far. The learning environment is relaxing and I can focus and learn. I meet colleagues from different fields and we share knowledge across work boundaries.

I appreciate the variety of topics offered by AAPS, from the professional skills to the personal development. They are practical and I always find courses which fit my needs. Both small group seminars and the large audience presentations give me opportunities to learn new things at different levels. I particularly like the “free” courses offered by AAPS<sup>1</sup>.

The world is changing everyday. It is our job to keep our skills and knowledge up-to-date. The UBC community and our business units can benefit from us when we improve our “values” and skills. It is important for M&P staff to support our AAPS Professional Development program. AAPS training is part of my staff training strategy.

## Justin Lee

Manager, Information Technology  
Centre for Blood Research

<sup>1</sup> In the past AAPS offered fee based workshops.



Photo Martin Dee



# Communications

## On-the-Radar now attracts more than 1,400 visits to the AAPS website.

The communications activities of AAPS are supported by the AAPS Communications Committee. In recent years factors such as the growth in membership, evolution of communications technologies and expectations surrounding how these are consumed have resulted in AAPS significantly redeveloping its communications products.

In 2009/10 the AAPS e-newsletter, **On the Radar**, was redesigned and reformatted to be both more visually appealing and easier to access. Replacing the old format of extensive text to scroll through, the e-mail newsletter now refers readers to more extensive content posted on the website. Readers are now able to quickly identify and access specific items of interest, and AAPS is also able to identify levels of readership and particularly popular types of content. These changes have proved popular with members, with each e-mail edition of *On the Radar* now attracting more than 1,400 visits to the website to read the full content of articles.

With high-speed internet access having become widely available to our members, the AAPS General Meetings are now webcast and archived, allowing members unable to attend in person to follow reports and decisions made during these meetings. AAPS also recognizes however that some communication remains most effective using traditional materials such as print, and in 2010 it produced a new brochure introducing AAPS activities, its role, structure and history. Aimed at providing an overview of the organization, it is targeted at key non-member communities at UBC and beyond, as well as new AAPS members. Included in orientation materials, the brochure also explains how members can actively engage with AAPS and its committees.

The AAPS Annual Report is now in its fifth edition, and has progressed in terms of both content and aesthetic appeal each year. Keen to reduce the environmental impact of the publication, AAPS selects not only recycled paper

stock and environmentally-friendly inks, but also invites its members to receive an electronic copy of the report rather than the printed version. Almost a fifth of members elected for an electronic only copy for the 2008/09 report, and this number is rising annually.

As communications channels continue to develop, AAPS, with assistance from its Communications Committee, will continue to review and redevelop its activities. In the coming year it will investigate new meaningful ways to facilitate increased communication between individuals within the AAPS community, a desire some members indicated at the Spring GM. New communications channels, especially social media, can bring challenges along with exciting opportunities, and AAPS is very mindful of members' privacy concerns as it looks to develop new ways for members to communicate with one another.

A huge thanks goes to the dedicated volunteers who served on the past year's Communications Committee.



*Screenshot of Bernice Urbaniak from the 2009 AGM Webcast.*

# Olympic Year

UBC acting as a host venue for the 2010 Winter Olympics prompted mixed reactions within the AAPS membership. It did however provide once-in-a-lifetime opportunities to volunteer.

During the 2010 Olympic and Paralympic Winter Games held in Vancouver, Richmond and Whistler, while the world's top athletes competed, and millions of spectators including world leaders from across the globe watched and cheered amazing feats of athletic ability, UBC's Kam Sandhu was busy helping to ensure fair play in the Games' series of competitions. Kam, who is Manager of Research Information Services with UBC's Office of Research Services served as a volunteer Doping Control Officer during the Games. As one of about 120 Doping Control Officers, Kam directed the collection of blood and urine samples from athletes for testing of banned substances. The entire process entailed a detailed and rigid protocol that required scrupulous adherence from the initial contact with the athletes and how they were monitored, to the collection and handling of the samples. Any deviation from the protocol could invalidate the process in case the result of a test was found to be positive.

The realm of anti-doping and sample testing in sport is not new to Kam. Prior to submitting his name for the volunteer opportunity with VANOC, Kam had already been volunteering with the Canadian Centre for Ethics in Sport (CCES), Canada's national anti-doping agency, for a number of years. Kam credits his UBC football team trainer, Ted Lorenz for introducing him to CCES. The CCES, operating under the guidelines set up by the World Anti-Doping Agency (WADA), worked jointly with VANOC to develop an anti-doping program for the Games.

Kam's training for his role with VANOC began two years prior to the opening of the Games. Starting in 2008, Kam underwent a variety of training programs to learn about the anti-doping process and gain field experience in the context of Olympic competition. He also conducted a series of workshops on topics such as anti-doping testing protocols and policies, and provided training for other volunteer officers and chaperones.

Volunteering for the Games provided Kam with the opportunity to work with people from a broad spectrum of society coming from varied occupational backgrounds and representing different countries. Of his many memorable experiences, he remembers fondly standing at the centre of the Richmond Olympic Oval when the Canadian team won the gold medal during the Men's Final Team Pursuit. It was a proud moment as he stood amid the loud thunderous cheering of the crowd that seemed to go on for a very long time; it was in the presence of BC's Premier, Canada's Prime Minister and thousands of Canadians on home ground. He also recalls getting very little sleep during the two-week period of the Olympic Games, but accepts it as a part of the whole experience.

Kam is grateful for the support of his senior administrators at the Office of Research Services, Dr. Martin Kirk (Director) and Dean Kuusela (Senior Manager) as the flexible working conditions permitted him to participate in this once-in-a-lifetime opportunity.



**Kam Sandhu**

Research Information Services Manager  
Research Services

Interviewed by Dominique Yupangco  
Systems Coordinator  
English Department

# AAPS Then and Now

With the increased membership, AAPS is now one of the largest professional associations in the province.

## **From the Perspective of George McLaughlin**

### **Professional Background**

I started at U.B.C. as an Electrician in Plant Operations in 1977. In 1997, after eventually becoming President of CUPE Local 116, I moved “over to the dark side” and became a Facility Manager in Plant Operations. Shortly thereafter, Justin Marples contacted me and asked me to consider getting involved with AAPS. I told him that I would and I joined the AAPS Board as a Member at Large (October 1999). Over the next nine years, I also participated as 1st Vice President, President, Past President, and ended my final term as 2nd Vice President (October 2008).

### **The Evolvement of AAPS**

When I joined the AAPS Board, Jo Hinchcliffe was President. We had one staff person in the office and the membership was around 1,200 members. At that time the President, Executive and the many AAPS volunteers performed their regular duties within their full time UBC jobs in addition to doing advocacy, research, attending meetings, etc. on behalf of AAPS. We hired Consultants and Legal Council to assist in Collective Bargaining and provide advice. Today, our membership is around 3,000 and we have a full time Executive Director, Office Manager, and three Member Services Officers to perform these duties. This frees the Executive and volunteers to invest their time in setting the direction for the Association to move forward.

### **Differences in AAPS Challenges**

In 1999, collective bargaining was difficult, particularly trying to improve language within the collective agreement. Today, it is even more difficult with PSEC (Public Sector Employers Council) setting the mandate for all public sector bargaining. This was evident in our most recent round of collective bargaining. Not much has changed!

### **Significant Achievements**

I think the Board hiring a full time Executive Director and then hiring the Member Services representatives is very significant. The AAPS membership is now the beneficiary of having full time professional staff working on its behalf.

### **Fondest Memory & Proudest Moment**

I most enjoyed working with all of the Board members over the years. They were committed, dedicated and brought their own perspective and personality to all of the issues we had to deal with. We would have lots of meaningful discussions and then reach consensus on the issues.

What I’m most proud of during my time with AAPS is very difficult to pin down as there were a number of issues that the Board had to resolve. For example: the salary arbitration, the long term disability plan and extended health benefits.

### **Most exciting development in AAPS over the last few years.**

With the increased membership, AAPS is now one of the largest professional associations in the province. The wide spectrum and large number of volunteers involved in AAPS make it an exceptional, relevant and strong force at UBC.

In addition, the Executive Director and staff are doing a great job looking after the interests of the members. The organization is financially sound and we have gone from a social network group to a full-fledged professional association.

### **Additional Information**

Although I am now retired from UBC, I will continue serving as a Director of the Staff Pension Plan and will remain on the executive of the 25 year club.

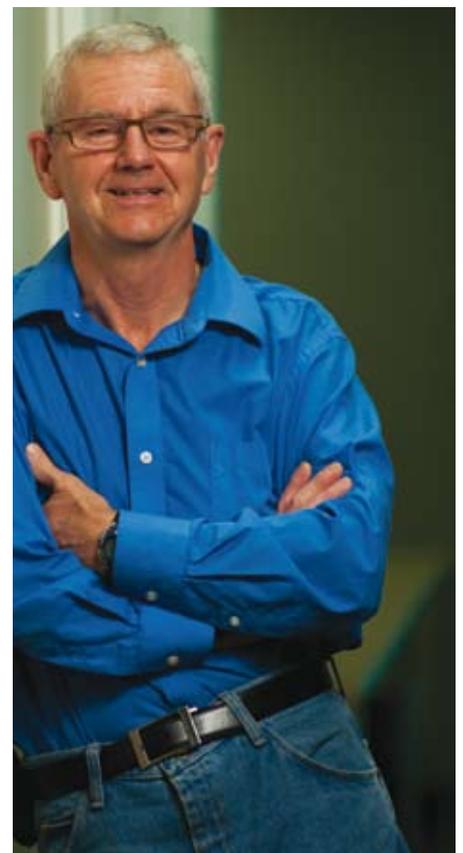


Photo Martin Dee

# AAPS Volunteers and How They Support AAPS

We wish to acknowledge and give thanks to the many volunteers that have helped AAPS in the last year.

## AAPS Internal Committees:

Committee:	Role:	Participants:
Advocacy	Assist and advise M&P staff on their rights under the collective agreement. Provide confidential representation to M&P staff regarding disputes or grievances. Also deal informally with “front-line” issues in the workplace.	Catherine Alkenbrack, Anne-Marie Fenger (Chair), Nancy Hogan, Merry Meredith, Daryl Stowe, Robert Tudhope, Moya Waters, Bernice Urbaniak (Damian Duffy)
Bargaining	Consult with the membership and develop the mandate for collective bargaining with the University. The bargaining committee also works with the board to communicate progress in the collective bargaining process as well as presenting the details of any deal to the membership.	Isabella Losinger, George McLaughlin, Michael Shepard, Daryl Stowe, Robert Tudhope, Bernice Urbaniak
Communications	Work with the Board and the Executive Director to ensure good communication between the Board and the members of the Association. Give input to the website and help produce the Annual Report.	Preeti Gill (Co-Chair), Denise Lauritano, Wendy Ma, Jamie Hall (Co-Chair), Dominique Yupangco
Professional Development	Develop a program of presentations and workshops to offer AAPS members for the year. Survey members to determine PD needs.	Linda Bonamis, Justin Bonzo, Julie Gemin, Wendy Ma (Chair), Susanne Schmiesing, Jenny Wong
Board Nominations	Seek out new members to join the Board. Collect and process the nominations. Present the successful candidates at the AGM.	Michael Shepard, Bernice Urbaniak (Chair)
Orientation Presenters	Provide a brief presentation on AAPS and the Agreement on Conditions & Terms of Employment to new AAPS members.	Patti Parker, Colette Roche, Chris Skipper, Robert Tudhope

## External Committees: These committees have Representatives from all the UBC Employee Groups

Return to Work	Steers the Return to Work Program for ill and injured workers. Over-see the workplace accommodations policy.	AAPS Rep: Jacqueline Smit
Health & Safety	Required under the Workers Compensation Act of BC, this committee plays a critical role in ensuring the health and safety of UBC employees and also fulfills an important oversight role at the University.	AAPS Rep: Mary Grenier
Employee & Family Assistance	Ensure that UBC faculty and staff are aware of the services provided by Human Solutions, our EFAP service provider and to ensure easy to find access to these services	AAPS Rep: Colette Roche

If you would like to become an AAPS Volunteer please contact the AAPS Office.

# AAPS Members At A Glance (as at June 30, 2010)

## Size of Job Families

(number of members in each family)

545	Information Systems & Tech
465	Research & Facilitation
347	Administration
266	Student Management
182	Educational Programming
162	Development Office
131	Accounting
110	Nursing
101	Information Services
68	Human Resources
62	Building Maintenance
52	Facilities Planning & Engineer
44	Marketing & Sales
41	Business Development
40	Conf, Accom, Cerem & Events
38	Business Operations Mgmt
35	Scientific Engineering
30	Statistical Analysis
28	Health Safety & Environment
28	Cooperative Education
26	Editorial & Production Serv
23	Museum
23	Unassigned Athletic Coaches
21	Industry Liaison
20	Unassigned Health Professional
15	Counsellors & Psychologists
15	Media Services
14	Investment, Finance & Insurance
14	Athletics & Recreation
14	Supply Management
14	Drug & Poison Info
12	Graphic Design & Illustration
10	Residence Life Management
10	Genetic Counsellor
8	Institutional Analysis
8	Security
7	Forest Management
7	Clerk To Bd. Or Senate
5	Unassigned
2	Horticulture

## Salary Distribution

(number of full-time members in each annual salary range)

	thousands
22	\$29 to \$40
400	\$40 to \$50
743	\$50 to \$60
505	\$60 to \$70
268	\$70 to \$80
134	\$80 to \$90
697	\$90 to \$100
38	\$100 to \$110
9	\$110 to \$120
4	\$120 to \$130
8	\$130 to \$140
5	\$140 an up

## Member Earnings (base salary only)

Average Earnings	\$69,083.58
Members Counted (full-time only)	2695

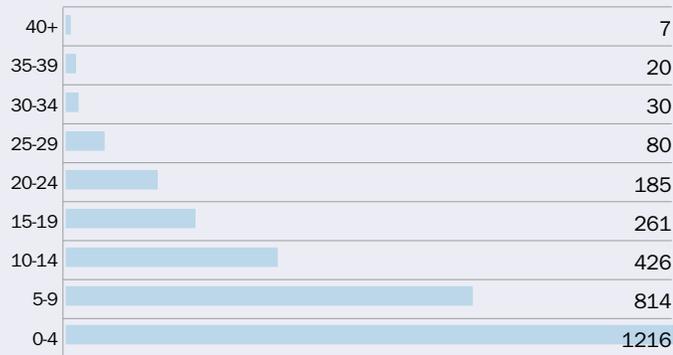
## Age Distribution

(number of members in each age range)

65-70	18
60-64	122
55-59	229
50-54	293
45-49	436
40-44	509
35-39	503
30-34	540
25-29	344
20-24	49

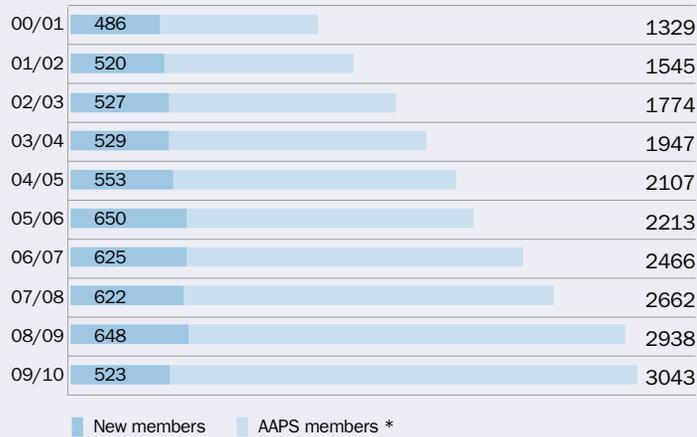
### UBC Service Years

(number of members in each years of service range)



### Membership Growth

(number of members in each fiscal year)

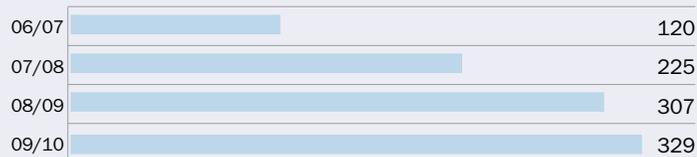


\* New members who have joined AAPS, also includes short-term and temporary positions.

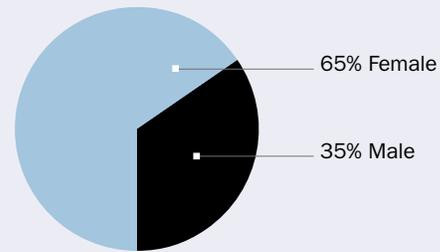
As of June 30, 2010 there were 79 M&P non-members. Non-members are those who were given the opportunity to opt out of AAPS when it was first formed in 1995. Since then membership in AAPS has been compulsory for new hires under the AAPS Bargaining unit.

### Number of Membership Advocacy Issues - initiated by phone contact

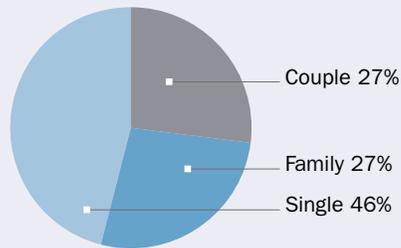
(number of issues in each fiscal year)



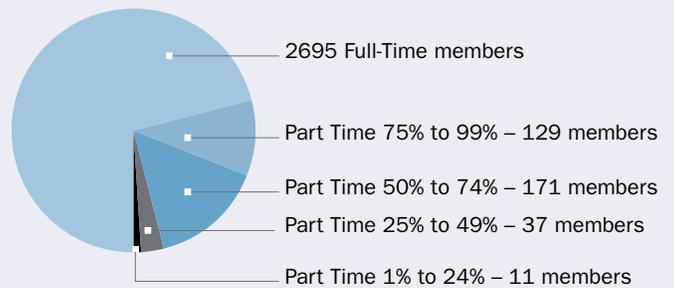
### Gender



### Family Status



### Full time vs Part time



### Reasons for Members Leaving during 2009/2010



## Financials

### Financial Report

The financial position of the organization remains strong. In 2009/10 we again ran a surplus. However, during the past fiscal year we implemented two months of 'dues holidays' as well as reduced the dues starting July 1, 2010 on an ongoing basis from .54% of earnings to .50%. These two combined measures ensure that our dues collection remains in line with the growing need for advocacy and professional development for the membership. Any previous surpluses we have had were invested in low risk portfolios and used to build up the organization's reserves. Our reserves are now very healthy and leave the organization very well positioned to deal with any potential crisis.

### Michael Conlon

September, 2010

### Auditors' Report

To the Members of the Association of Administrative and Professional Staff of the University of British Columbia:

The accompanying condensed statements of financial position, operations and changes in net assets and cash flows are derived from the complete financial statements of Association of Administrative and Professional Staff of the University of British Columbia as at June 30, 2010 and for the year then ended on which we expressed an opinion without reservation in our report dated September 8, 2010. The fair summarization of the complete financial statements is the responsibility of management. Our responsibility, in accordance with the applicable Assurance Guideline of the Canadian Institute of Chartered Accountants, is to report on the condensed financial statements.

In our opinion, the accompanying condensed financial statements fairly summarize, in all material respects, the related complete financial statements in accordance with the criteria described in the Guideline referred to above.

These condensed financial statements do not contain all the disclosures required by Canadian generally accepted accounting principles. Readers are cautioned that these statements may not be appropriate for their purposes. For more information on the Association of Administrative and Professional Staff of the University of British Columbia's financial position, results of operations and cash flows, reference should be made to the related complete financial statements.

### Loewen Kruse

Chartered Accountants  
Burnaby, British Columbia, September 8, 2010

### Please Note

For full Financial Statements including the listing of the referenced notes please visit: [www.aaps.ubc.ca](http://www.aaps.ubc.ca) under Meeting and Events / AAPS General Meetings / Annual General Meeting Oct. 27, 2010.

**Condensed Statement of Financial Position**

June 30, 2010

	2010	2009
		(Notes 2 & 9)
<b>ASSETS</b>		
<b>CURRENT</b>		
Cash	\$ 262,779	\$ 292,946
Term deposits and accrued interest (Note 3)	869,078	572,923
Accounts receivable	-	77,824
	<u>1,131,857</u>	<u>943,693</u>
TERM DEPOSITS AND ACCRUED INTEREST (Note 5)	250,000	250,000
CAPITAL ASSETS (Note 4)	21,329	16,884
	<u>\$ 1,403,186</u>	<u>\$ 1,210,577</u>
<b>LIABILITIES AND NET ASSETS</b>		
<b>CURRENT</b>		
Accounts payable and accrued liabilities	\$ 55,476	\$ 127,099
<b>NET ASSETS – Page 3</b>		
Unrestricted	1,097,710	833,478
Dissolution reserve contingency (Note 5)	250,000	250,000
	<u>1,347,710</u>	<u>1,083,478</u>
	<u>\$ 1,403,186</u>	<u>\$ 1,210,577</u>
Commitments (Note 7)		

## Condensed Statement of Operations and Changes in Net Assets

Year Ended June 30, 2010

	2010	2009
		(Notes 2 & 9)
<b>REVENUE</b>		
Member dues	\$ 871,346	\$ 896,591
Interest income	20,199	26,224
	<u>891,545</u>	<u>922,815</u>
<b>EXPENDITURES</b>		
Board		
Advocacy Committee	6,520	1,411
Communications Committee	11,072	1,063*
Compensation Committee	-	17,681
Professional Development Committee	36,160	26,009
Executive Board	35,615	26,159
Finance Committee	8,466	5,892
General meetings	7,609	8,173
Negotiation Committee	6,952	-
Volunteer recognition	3,002	3,234
Contingency	-	34,613
Administrative		
Office and rent	68,467	58,927
Wages and benefits	415,257	420,872
Legal	10,954	14,539
Amortization	5,619	4,722
Arbitration	11,620	39,686
	<u>627,313</u>	<u>662,981</u>
<b>EXCESS OF REVENUES OVER EXPENDITURES FOR THE YEAR – Page 4</b>	<u>\$ 264,232</u>	<u>\$ 259,834</u>
<b>NET ASSETS – Beginning of year</b>	1,083,478	807,456
Adjustment for change in accounting policy (Note 2)	-	16,188
<b>NET ASSETS – Beginning of year, as restated</b>	<u>1,083,478</u>	<u>823,644</u>
<b>NET ASSETS – End of year – Page 2</b>	<u>\$ 1,347,710</u>	<u>\$ 1,083,478</u>

\* In the year ending June 30, 2009 AAPS did not incur any costs associated with Annual Report production.

**Condensed Statement of Cash Flows**

Year Ended June 30, 2010

	2010	2009
		(Notes 2 & 9)
<b>OPERATING ACTIVITIES</b>		
Excess of revenue over expenditures for the year – Page 3	\$ 264,232	\$ 259,834
Item not affecting cash:		
Amortization	5,619	4,722
	269,851	264,556
Changes in non-cash working capital:		
Account receivable	77,824	5,173
Accounts payable and accrued liabilities	(71,623)	78,338
	6,201	83,511
Cash flow from operating activities	276,052	348,067
<b>INVESTING ACTIVITIES</b>		
Term deposits and accrued interest	(296,155)	(201,800)
Capital assets purchased	(10,064)	(5,418)
Cash flow used by investing activities	(306,219)	(207,218)
<b>INCREASE (DECREASE) IN CASH FLOWS</b>	(30,167)	140,849
<b>CASH – Beginning of year</b>	292,946	152,097
<b>CASH – End of year</b>	\$ 262,779	\$ 292,946

## AAPS Board and Staff



Standing: Preeti Gill, Stuart Mah, Rick Byers, Colette Roche, Barb Fraser, Anne-Marie Fenger  
Sitting: Jacqueline Smit, Daryl Stowe, Isabella Losinger, Robert Tudhope, Bernice Urbaniak

This past year we said goodbye to two Board Members who left UBC. Both gave so much of their time and were very dedicated to furthering M&P representation while they were on the AAPS Board. Special thanks to Edward Hung and Justin Bonzo.



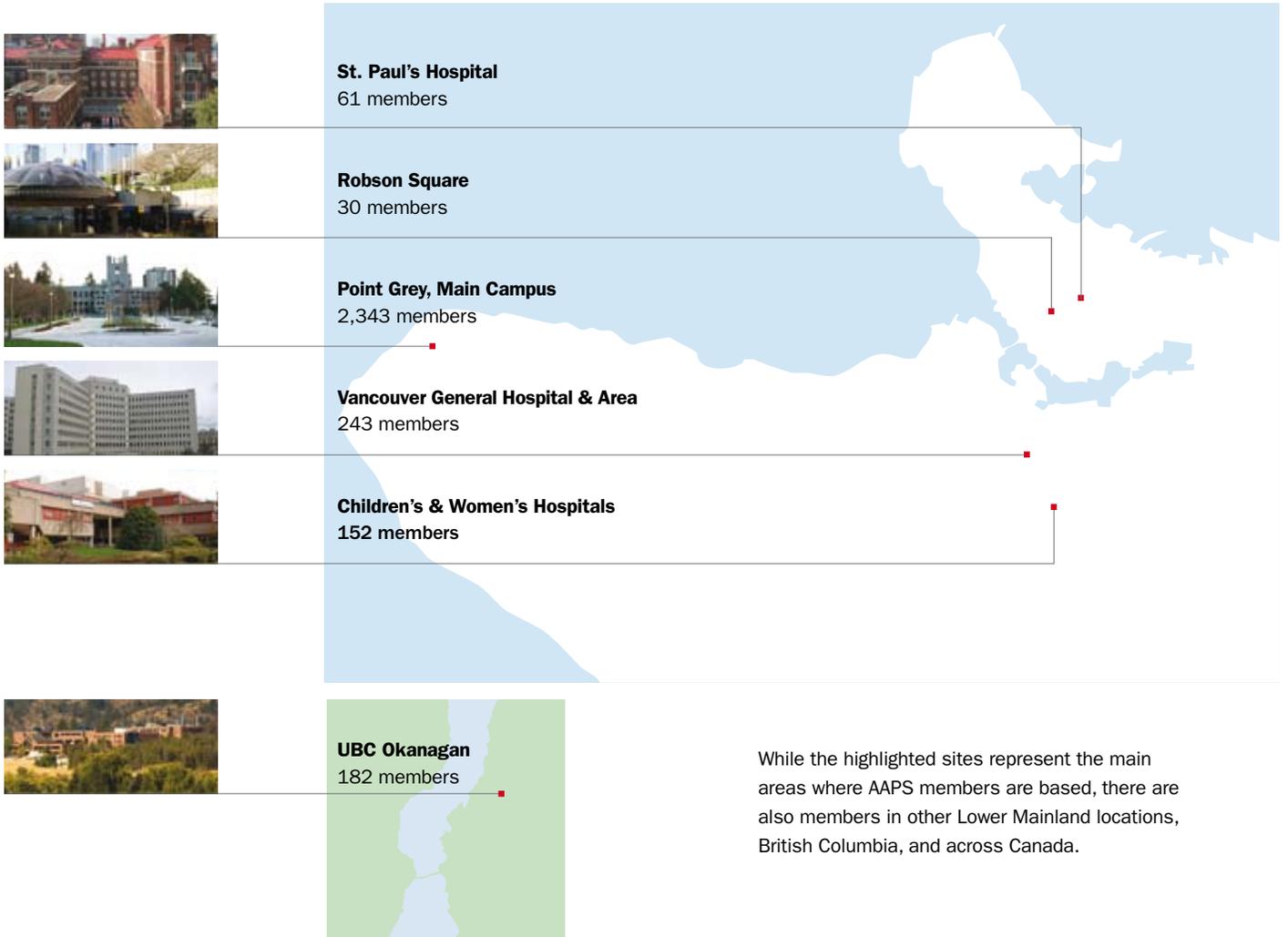
Luisa Liberatore, Petra Ormsby, Sharon Cory, Jasmin Harry, Michael Conlon

Janis Franklin

Photo Martin Dee

## AAPS Members around BC

(as at June 30, 2010)



### AAPS 2010/11 General Meeting Dates

Annual General Meeting October 27, 2010  
Spring General Meeting April 27, 2011

This Annual Report has been printed on post consumer paper using vegetable inks. Electronic copies were distributed to 765 members at their request, saving 9,180 sheets of paper.



