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We spend January 1 walking through our lives, room by room, drawing up a list of work to be done, cracks to be patched. Maybe this year, to balance the list, we ought to walk through the rooms of our lives... not looking for flaws, but for potential.

~ Ellen Goodman

Thank You CUPE 1615
Giving those less fortunate the “Room to Read”

This brave pair of students, volunteers with the group Students for Literacy @ MUN, has been living in a tent in the front lobby of the QEII for 10 days. Part of a national initiative known as Live-in for Literacy, this event aims to collect enough money to build nine libraries in India. Read more about this National Fundraiser at www.liveinforliteracy.com.
President’s Report: A Year in Review

by Mike Murphy

During the past year there have been some high points and low points but overall I believe we’ve accomplished a great deal towards rebuilding this Local.

Where we were:
When I began as your 1st paid president in January of last year, this Local was in such poor shape that it was in danger of having to be administered by the national union. Members may not realize it, but our volunteer base was so small and the burnout rate of the few remaining volunteers and executive officers was taking such a toll, that we were in danger of not having enough people to run the affairs of the Local.

Many of CUPE 1615 members who were never involved in the union, viewed this Local as “the same old handful of cronies working to keep control over the union for their own benefit.” For the most part nothing could be further from the truth. Most of those dedicated volunteers on the executive or on committees would have loved to have had members volunteering to carry some of the load. They would have gladly passed some of the responsibilities and the credit for the effort to anyone who indicated that they would be willing to help. This is still true today.

The challenge:
When I decided to run as the Local’s president I was fully aware of the dismal shape our Local was in but decided it was still worth the effort. I was convinced that together with the help of those few who were willing to continue, we could rebuild this Local into something all members could be proud of. My plan to rebuild this Local was simple: We had to make the Local relevant to members again and we had to get many more members involved in its day-to-day operation.

Many members knew very little about what unions are or how they work. How could we convince them to take on the volunteer roles needed so that they could gain that experience and knowledge required to run the Local? How could we even get them to step forward to say they may be interested in learning more about the union and taking on some duties and responsibilities, when we couldn’t even get members out to monthly meetings? These were not easy tasks especially given that we were starting out as a weak and ineffective Local. This assessment was for the most part spot on.

Another problem was the effect of good economic times. There are many members within this Local who have, over the years, been involved with unions and know how beneficial it can be to have a union when economic times are hard and people are being laid off. Unfortunately, when times are good, as they have been now for a number of years, most of the benefits of being unionized are diminished in the minds of many who pay union dues. The reverse is also true. When economic times are hard it is easier to demonstrate the advantages of belonging to a strong union. That is when clauses on seniority, work of the bargaining unit, layoff and recall rights are very important as are many of the other clauses contained in our contract. The
contract is not just about getting things for members, it is also about protecting members. Our contract has many clauses that do this, especially when employers try to make changes to deal with hard economic times.

The next couple of years may be a good time to be part of a union. What we need to do is build this Local into a strong Local so that we can protect all members from the bad times that may lie ahead. If we look at it another way, now may be an opportune time to demonstrate the advantages of unions and build up this Local.

The vision:
My primary goal during my 1st term as President was to transform CUPE 1615 into a Local that members would be proud of, one strong and cohesive enough to protect the interests of all its members. I realized this would not be easy as many had given up hope that this Union would ever be strong again.

I decided then, and still believe today, that this goal could be realized and I have begun to lay the ground work needed to realize this goal. I hope to have this Local firmly on the road to becoming a strong and vibrant Local before the end of this two-year term.

We have to make sure more members become involved and that they learn from the more experienced members in the day-to-day and long-term operation of the Local. We also need to convince all members that unionism can work as a force to bring about change in the workplace for the betterment of both the individual and the group. To do this we need to have some success in our dealings with the employer and communicate these successes to members. The problems facing us are part of the same old story; how do you win ground without members support, how do you get that support if the Local is seen as weak or ineffectual?

This Local is lucky in that it has the financial resources available to offer, to all those interested, the opportunity to learn more about unions and how they work. Our funds will also allow us to meet the challenges ahead and continue protecting and serving our members.

How to realize my vision for the Local:
I will continue to take on initiatives that will increase the number of members taking an active role in the Local. Success will be measured by how well we build the involvement of more members in the operation of THEIR union. I will build on the gains realized by this Local so far and will continue to ask for members’ support to strengthen our position on some of the important issues such as; fair and consistent treatment of employees, job promotion, keeping our members work within the bargaining unit, just to name a few.

I set a number of goals for my first term of office to help us reach a day when this Local is strong and is run by and for the dues paying members. Some of these goals have been reached; others are a work in progress.

During the past year I have:
• Encouraged member involvement wherever and whenever I could.
• Talked to members directly about their issues and problems.
• Visited members where they worked to introduce myself and explain what the Local was doing.
• Invited members to bring their problems to the union and to volunteer with us.
• Met with various groups of members to deal with their particular issues.

Did you KNOW?
Facts from our NEW CONTRACT:

Job Postings:

When job postings contain the phrase “This competition may be used to fill identical positions in this unit within (3) three months of the original competition closing date,” the employer may use the internal candidates to fill such subsequent positions.

All other job postings for CUPE positions can now only be advertised internally/externally simultaneously if it is for Band 1 positions, if the union agrees that the position calls for a limited availability of specific skills as determined by existing market conditions in the province, and the job has been advertised internally within the past three months and no internal CUPE candidates met the minimum qualifications.
• Protesting the mistreatment of an individual member in the QEII Library.
• Strongly supported the survey of members on what they wanted in the contract.
• Made sure members were kept informed about all that the officers of the Local did or were doing on their behalf via monthly meetings and our newsletter.
• Regularly thanked all volunteers for their efforts.
• Initiated the revitalization of our newsletter.
• Attended any and all university sponsored meetings and spoke out for members of CUPE or workers in general.
• Supported and lobbied for Interest-Based Bargaining in this round of negotiations and saw many worthwhile changes to contract language as a result.
• Began the process of revitalizing the OH&S Committee structure at Memorial.
• Helped launched the United Way of Canada at Memorial. The United Way is a partnership between unions and employers throughout Canada with the purpose of directing donations to worthy causes within the communities where the funds are raised.
• Also served a large administrative role in the affairs of the Local.

My commitment to members in the coming year:
We are not yet the strong effective union Local that I would like to see. With the help of those who volunteered as executive officers or as committee members over this past year, we have made great gains on the road to building the foundation needed to ensure this Local survives and thrives in the years to come.

In the coming year I will continue to do all that I can to re-build this Local into one that is strong, effective and run by and for the members. This will include demonstrating and explaining to all our members the relevance of unions; inviting all members to take part in the running of their Local; ensuring that all volunteers that step forward are given a meaningful role in our Local and thanked continuously for their efforts; making sure all that we do is done with complete transparency; that what we do is first and foremost for the benefit of our dues-paying members; making sure that as many members as possible have a voice and vote on all important issues facing us; encouraging young and/or newly-active members to become involved so that they can take the lead and continue with this important work for years to come.

In the next newsletter I will share with you my vision of the Local, my goals for 2009 and how I intend to accomplish this. My success will depend on many more of you stepping forward to help build this local. I hope that many of you do just that. If your vision of unionism is similar to mine, I ask you to lend your support to this effort.

Michael J (Mike) Murphy
President CUPE 1615
The IRS!
by Kier Hiscock

During a recent safety driven debate with a member of another Safety Committee on Campus, the idea of the IRS was suddenly introduced into the fray. Fortunately, we are not referring to the Internal Revenue Service that is familiar to workplaces south of the border; however, in many workplaces this IRS is even more ubiquitous. Apparently, it is gaining momentum in workplaces all over the hemisphere. What is it? What does it mean? Let us explore.

The IRS is a safety framework that stands for Internal Responsibility System. It is based on the principle that every employee in an organization has some level of responsibility in maintaining a safe work environment. Of course, responsibilities will vary with the job position. The idea is that the responsibilities of all employees in a workplace are complementary and may overlap.

The IRS is specific to an organization and can be more precisely defined as the result of complying with safety legislation. The underlying assumption is that the better the legislation and compliance, the better the organizations IRS. It follows then, if OH&S legislation is dynamic and thorough, and compliance is absolute, workplace injuries and diseases shall be minimized, if not eliminated!

Here at Memorial, as in most workplaces, our IRS is indelibly tied to legislation (OH&S Act/Regulations, WHSC Regulations, etc.). The employer's duties are outlined in Sections' 4 and 5 of the Occupational Health and Safety Act. Our duties as employees are outlined in sections 7 and 8 of the same Act. The Act can be found at;

http://www.assembly.nl.ca/Legislation/sr/Regulations/rc961165.htm

However, the entire ‘IRS’ concept can arguably be construed as just another one of those inconsequential catch phrases; after all, it simply means compliance with legislation. Let us never be distracted nor befuddled by new age terms and phrases; words are rarely an adequate substitute for actions. As an informed union, we are well aware of our needs. We need responsive and enforceable safety legislation and we need an employer who is willing, at all times, to be in full compliance with that legislation.

The important thing to remember is that, as employees, we do have obligations under the law (OH&S Act/Regulations). We should regard these duties as rights and accept the sanctions that they impart! Let us be able to recite these duties and continue to do our part for the IRS. However, make no mistake; it is the employer’s responsibility to maintain a safe and healthy workplace. It is a responsibility that cannot be delegated (OH&S Act, Sect. 4, 5 (b))! And for this reason, together, we can make sure that our employer does its part for the IRS.

25,000 uses for hemp
CCPA Monitor/CALM

Hemp is one of the most versatile plants on the planet.

There are an estimated 25,000-plus uses for hemp—everything from mushroom compost and machine lubricants to nets, napkins and salad oil.

With multiple co-products, nothing goes to waste. The “bast” fibres are used to produce textiles, twine and paper. The woody core is also fibrous and can be used for animal bedding, making paper or in building material. Hemp seed is used for fish, bird, and human food, and for edible oil.
A recent survey of 121 fisheries worldwide found that, where fishers receive a predetermined portion of a fishery’s catch limit, the fishery is half as likely to collapse as those with the “catch share” system. The study, published in the journal Science by researchers from the University of California and the University of Hawaii, found that, once people were given a fixed share in a fishery, they were less likely to overfish because they had a financial interest in preserving the species.

11. Are the bound minutes of meetings for the year kept in triplicate?

We will instruct the Recording Secretary to supply the Correspondent Secretary with three copies of all minutes passed either for regular or executive meetings. The Correspondent Secretary will keep: one copy as the Official Minutes and these will be kept in a safe place, one copy in a binder for the executives’ use and one copy in a binder for the trustees. The Corresponding Secretary and Treasurer will confirm that these are complete and include a signed index of the binder contents.

12. Have we discontinued the habit of stapling ledger pages into the ledger book or using the same ledger for two different financial years?

Yes. This will not be done as pages of ledgers shall not be removed from or added to the official bound book. A new ledger book will be started at the beginning of each fiscal year. Treasurer Procedure.

13. Do we have a written policy which states under what circumstances a rental vehicle will be allow as apposed to the use of a taxi?

We do not have a specific policy as there are too many considerations depending on the circumstances. We will use the most economical and efficient means of travel on all union business. The Treasure and/or executive will have the discretion to decide the means of travel on a case by case basis using the principle that the most economical and efficient means of transportation will be used. Extenuating circumstances may be taken into consideration by the Treasure/executive when making this determination and all considerations will be documented when a decision is made.

In cases where the member wishes to use an alternative arrangement for travel then that decided on by the Treasurer and/or the executive, the member will only be reimbursed for the cost of the Treasurer/Executive’s choice and will be responsible for any other costs involved including extra days, extra travel arrangements or accommodations.

Submitted by Mike Murphy
On Oct. 10 John submitted his request for annual leave for the period of Dec. 22-24. All submissions had to be in by Nov. 15. On Nov. 20 his supervisor told John that he couldn’t give him the 3 days off because he has already told two other co-workers that they could have those days off. John was told that he should understand the decision because his co-workers have children and he does not. This example is both a grievance and a gripe.

**Grievance:** John has seniority over his co-workers therefore the following article in our contract has not been honoured:

29.07 Subject to operational requirements, the Department Head, in consultation with the employees, shall determine the method of selecting vacation dates. In the event that agreement cannot be reached, then seniority shall prevail. Vacation schedules shall be posted by May 1st each year, and shall not be changed except by mutual consent.

**Gripe:** John’s supervisor should not discriminate because John has no children. There should be a meeting with the appropriate people so that all are aware this in not a good practice.

One thing that is very important is that every member of CUPE informed. The more you know the more empowered you are.

A **MUST** read: Our Union Contract

Suggested readings:
- Respect in the Workplace
- Harassment Policies
- University Policies
- the Human Resources Web page has a few interesting sections

And of course the CUPE 1615 web page. These pages are always a work in progress so visit regularly.

**EMPOWERED MEMBERS MEANS AN EMPOWERED UNION**

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**Your Union is here for you**

If your having a work related problem call your Union representative.

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**Carleton reneges on “tuition rebate” for teaching assistants**

**CUPE FAST FACTS**

CUPE 4600 members at Carleton University in Ottawa were expecting a holiday bonus - a “tuition increase protection” rebate - first negotiated in 2001. But it never arrived.

As it happens, the rebate - which has been renewed twice since - is the key issue in the local’s current round of bargaining.

“The tuition rebate ensures that the wages TAs earn are not eaten up by tuition increases every year,” says CUPE 4600 President Heather Finn.

TAs receive their tuition rebates at the end of every semester. The amount ranges from $75.00 to $430.00.

The two sides are in conciliation January 20, 2009.
CCPA proposes economic recovery package, documents CEO pay

CUPE FAST FACTS

In support of the 260 This week, the Canadian Centre for Policy Alternatives released a proposal for a one year economic stimulus plan that would create 407,000 jobs, boost the economy by 3%, and protect Canadians from the worst of a recession. The CCPA will release the full Alternative Federal Budget later this month. The progressive think tank also noted that while Canada may be in for a rocky economic ride, the nation’s best paid 100 CEOs got a record 22% average pay hike in 2007, earning on average $10,408,054 in total compensation in 2007.

A New Year’s resolution is something that goes in one year and out the other.

~ Author unknown
Blast this Christmas Past.

CUPE members enjoying an annual festive event with good food and great friends. Thanks to the executive for hosting another wonderful party. Photos taken by Sheilah Roberts and Jennifer Armstrong.

Hockey: Not made in Canada
UNITE HERE/CALM

UNITE HERE has announced a cross-country campaign to persuade Reebok to bring its production of hockey equipment and jerseys back to Canada.

Over the past six years, Reebok-CCM Hockey Inc., the official makers of NHL apparel, has shut down many of its Canadian plants and outsourced production of NHL jersey replicas and other hockey equipment to Asia. “Sporting associations in other countries have policies in place that restrict sporting apparel and equipment production from going offshore,” says Alex Dagg, UNITE HERE’s Canadian co-director.

“Hockey is a part of Canada’s identity and jerseys and equipment should be made by Canadians for Canadians. From coast to coast to coast, in small towns and big cities, we support our national game and we demand that Reebok commit to producing jerseys and equipment once again in our country. It makes good economic sense—Canadian production creates jobs, which allows for even greater support for hockey,” adds Dagg.

Five plants producing hockey equipment have closed in Ontario and Quebec over the past six years. The plant closings resulted in a loss of 600 manufacturing jobs in Canada—500 in Quebec. The plant closings represent a $55 million loss for the Canadian economy.
Billions for banks, but not for pensions

UFCW/CALM

Back in June, Stephen Harper’s Conservative government grabbed $50-billion from the surplus buildup over the years in the Employment Insurance (EI) fund. The grab was possible because of the C-50 omnibus budget bill. “That is money that was there only through workers’ over-contributions to EI,” says UFCW president Wayne Hanley. “Five months later, we see Harper shoveling billions to Canadian banks. What about Canada’s workers who built up those billions?”

The plunge in the stock market has shrunk the investment portfolios of thousands of company pension plans. “The stock markets and the plans will eventually recover,” Hanley says. “But just like the banks, these workers’ pension plans should receive direct financial assistance until the monetary storm has passed.

EI is intended to provide income protection, and pensions are income.

“It was workers, not banks, who built Canada’s wealth,” Hanley adds. “When it comes to assistance in troubled times, workers and their pensions should be first in line.”

CUPE Scholarship Deadline is Coming Up Soon

Submitted by Mary Flinn

Note the deadline for applications to be returned is Friday, April 3, 2009.

Please see CUPE website for application form.

Qualifications:
Only sons, daughters or spouses of current, honorary, retired or deceased members of CUPE Local 1615 are eligible to receive scholarships. Scholarships will be open to students currently in full-time attendance at any university or a program (of at least 2 years duration) at any other recognized post-secondary institution.

Scholarships will be based on an average of at least 65% in their previous full-time semester. Please include official transcript with this application. If the transcript lists letter grades only (e.g. A+, A, B, etc.) the student must also include an official notice from their institution, explaining the numerical value of the grade (e.g. A+ = 90-100, A = 80-89, etc.)

Scholarships will be based on academic achievement only.

No person shall receive more than one(1) CUPE Local 1615 scholarship.

There are five $500 scholarships available: of the 5 scholarships, 3 will be reserved for university students, assuming at least 3 meet the minimum requirements. Application deadline is Friday, April 3, 2009. Scholarships will be awarded at the May meeting.

Barbara Strong
CUPE 1615
Sexual Harassment Committee
Employee Assistance Program Committee
Respectful Workplace Committee
CUPE GREEN
Winter BLAHS Contest

Write your answers to the following ten (10) questions on a piece of paper that is clearly recycled (i.e. printing on the back) and send it along with your name, department and phone number in a recycled envelope to CUPE GREEN, ER-4050

All answers can be found using information on the websites given below. We’ll announce at least two winners and give you the correct answers next month. Each prize is a CUPE tote bag filled with green info, a water bottle and some other neat “green stuff”!!!

1. Who is the Sustainability Coordinator at Memorial?
2. Approximately how many non-alcoholic beverage containers were recycled by Marine Institute faculty, staff and students to be able to give a hefty donation to the Campus Food Bank?
3. How much paper is expected to be saved per year if all employees at Memorial use the paperless pay system?
4. What is the estimated savings in utility and operational costs after all the energy upgrades are completed here at Memorial?
5. Give two items which are being updated in Memorial’s Energy Retrofit Program.
6. List 3 types of paper which can be put in your blue recycling bucket here at Memorial.
7. List three ways to save paper.
8. Are milk containers or coffee cups acceptable for beverage container recycling at Memorial?
9. Give 3 sustainability initiatives with regard to transportation here at Memorial.
10. What are the four (4) subcommittees of the Advisory Committee on Sustainability at Memorial?

For information about how Memorial is going green:
http://www.mun.ca/facman/Sustainability/
http://memorial.myenergymatters.ca/
http://www.mi.mun.ca/

Paperle$$ Pay Stubs
Submitted by Charmaine Penny

One way we can significantly reduce the amount of paper used on campus is to switch to paperless pay stubs. Memorial University could reduce its paper consumption by over 200,000 sheets and envelopes per year if employees opted for an electronic pay stub.

It’s easy to switch, login to mymun.ca with your username & password. You will be doing your part to significantly reduce wasting valuable forest resources and paper consumption at Memorial University of Newfoundland. Plus, there will be **weekly prizes** for opting out of your paper pay stub!
CUPE 1615 Lunch Time Seminar Series
Submitted by Mike Murphy

There will be a CUPE sponsored lunch hour presentation on GrowthWorks Atlantic Venture Fund on Feb. 18 at 1:00 - 1:50 p.m. in room SN2109. All members of the local are invited to attend. Light refreshments/snacks will be supplied complements of GrowthWorks. We will need to know how many members will be attending so that they have sufficient refreshments/snacks for all. Please email mjmurphy@mun.ca or call 737-2392 no later than February 16th to reserve a place for this seminar.

This will be the first of many CUPE 1615 Lunch Hour Seminars that the local will be offering throughout the year on topics either related to labour unions or of interest to our members. If you have ideas on additional topics or speakers send them along to the Social Committee of CUPE 1615.

Union Development Newfoundland and Labrador
Winter & Spring Course Schedule 2009

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<tr>
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<td>February 21-22, 2009</td>
<td>Clear Language</td>
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<td>February 21-22, 2009</td>
<td>Harassment – Respect in the Workplace</td>
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<td>Face-to-Face Communications</td>
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<td>March 7-8, 2009</td>
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<td>March 28-29, 2009</td>
<td>Literacy in the Workplace</td>
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<td>Parliamentary Procedures</td>
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<td>April 4-5, 2009</td>
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<td>Effective Leadership</td>
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<td>Preparing for Bargaining</td>
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<td>Pensions – An Introduction</td>
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<td>CUPE Newfoundland/Labrador Convention</td>
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Member Profile

Paul Murphy

You'll often see this Laboratory Instructor strolling the lower corridors of the science building near his biology department office. Paul Frederick Murphy will have punched in 37 years by April 1, 2009.

Born and bred in St. John’s, Paul’s “townie” roots go back to Kil McGanny in Kilkenny in the mid 1700’s, then the home of his dad’s great, great, great grandfather. His mother’s father was from Langholme in Scotland in the early 1900’s.

“My father’s grandmother was a Dempsey so I’m a Dempsey-Murphy. You’d have to look that up in Paul O’Neill’s book to see why I think that rates a mention.”

“When asked what his childhood ambition was he replied: “To be older. But...now I’m older I rather be younger.”

As a child, Paul attended St. Thomas’ School (his grandmother went there when it was the Old East End School), Fort William School which existed for only one year (not his fault!), Bishop Feild College and then Bishops College. After High school, Paul went to MUN to pursue a degree in biology with an eye towards veterinary school in Guelph.

“Newfoundland and Labrador got only 1 or 2 seats and my average wasn’t the 1st or 2nd highest so when a position developed in here in Junior Studies I took it to have a job for a while and make some money. Mistake!”

In his spare time Paul likes to watch movies and read. “Got to have my daily newspaper fix. I sometimes write a letter to the Editor.”

What Paul likes most about his job are the people he works with and the students and is most proud of his daughter, a 4th year honours student doing a double major program in Psychology and Classics.

February is Heart & Stroke Month:

1. Assess your current weight. Measure your waist and calculate your body mass index.

2. Stop the pounds from coming back. The most effective way to lose weight is to make small, heart-healthy changes that will last a lifetime so that your weight loss can be maintained. For example, increase the amount of vegetables and fruit you eat everyday and watch your portion sizes.

3. Set realistic goals. Aim to lose no more than 1 to 2 pounds (1/2 to 1 kilo) a week. Keep in mind that one pound of body fat equals 3,500 calories. That’s a lot of calories to cut back on to start with.

4. Watch what you put in your mouth. Pay attention to what you are eating. Not taking account of what you’re eating can really add up to a lot of extra calories and poor food choices. Try to eat slowly. Make wise food choices top of mind and remember your hunger and thirst cues to avoid overeating.

This information was taken from: www.heartandstroke.nf.ca
Classifieds

Welcome to our new classified section, so new that we have yet to have any items to advertise.

If you have something you want to advertise please send to Sheilah at sheilahr@mun.ca.

Coffee Break

Guess who!
This month’s child is eloquent
A union baby, heaven sent
For years and years she did her part
Did her tasks with lots of heart
Retired from union, now she is
But still involved with library biz.

CAN YOU GUESS WHO THIS CUPE MEMBER IS??

The first correct answer drawn wins $20.

It’s easy to play along. Just email me your answer before the next monthly meeting (March 6) and your name will be entered in the draw if your guess is correct. Send your answers to the editor: sheilahr@mun.ca. If no one can guess this person’s identity, the cash prize of $20 goes to the individual who donated the picture. You can send your favourite baby picture in too! Just contact Sheilah, Jennifer, or one of the executive.

Now do you see the resemblance?

We received 22 correct answers for last month’s ‘mystery baby’. Because of the time lapse in the distribution of newsletters, a winner will be chosen from a list of correct answers at February’s monthly meeting.

So many people were clever enough to guess the name of this mystery baby! We are delighted with the response from this little game and have decided that the fairest way to pick a winner is to do a draw from all the correct answers. It is, of course, Carol Kennedy from Bibliographic Services.

Happy Winter!!
Supply and demand
(Internet/CALM)

Once upon a time, in a village, a man appeared and announced to the villagers that he would buy monkeys for $10 each.

The villagers, seeing many monkeys around, went out to the forest and started catching them. The man bought thousands at $10 and, as supply started to diminish, the villagers stopped their effort.

He further announced that he would now pay $20 for a monkey. This renewed the efforts of the villagers and they started catching monkeys again. Soon the supply diminished even further and people started going back to their farms. The offer increased to $25 each, but the supply of monkeys became so small that it was an effort to even find a monkey, let alone catch it.

The man now announced he would buy monkeys at $50. However, since he had to go to the city on some business, his assistant would now buy on his behalf.

In his absence, his assistant told the villagers, “Look at all these monkeys in the big cage that have been collected. I’ll sell them to you at $35, and when the man returns from the city, you can sell them to him for $50 each.”

The villagers rounded up all their savings and bought all the monkeys. They never saw the man nor his assistant again, only monkeys everywhere.
Meeting Schedule

**Tuesday, February 3, 2009,** 7:30 p.m. Room ED1014
Sir Wilfred Grenfell - same time Room AS275

**Wednesday, March 4, 2009,** 7:30 p.m. Room ED1014

**Monday, April 6, 2009,** 7:30 p.m. Room ED1014

This month’s meeting
Agenda will include:
- Update on all outstanding grievances.
- New policy on conflict of interest.

Union meeting tonight and you don’t have time to get home and have supper?

Come and enjoy delicious food with us. At 7:00 pm, before we start the proceedings, WE lay out the spread. Let’s enjoy a meal together.

Agenda
Roll call of officers
Reading of the Equality Statement
Reading of minutes from last meeting
Business arising
Treasurer’s report
Communications
Executive board report
Reports of committees
Unfinished business
New business

Next Month’s Issue
If you have anything to submit or any great ideas for newsletter content, please contact us.

Submissions Deadline:
Feb 13 for the March issue
March 20 for the April issue

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Need a sitter so you can get to the meeting?
Your union will pay for your childcare so you can attend the monthly meetings. Just contact Bev Rideout at 737-7419, or email Bev at brideout@engr.mun.ca