In this issue:

• Your Union

• On the National Scene

• Coffee Break

• Next Meeting

The world’s favorite season is the spring.

All things seem possible in May.

-- Edwin Way Teale
Pension Contribution Increases.

Members will notice on their April pay stubs that the pension contribution from employees and the matching contribution from Memorial has increased.

The revised contribution rate schedule for the Memorial University Pension Plan, effective April 1, 2009, is as follows:

- 9.8% of pensionable earnings up to the Year’s Basic Exemption (YBE) as defined under the Canada Pension Plan. The YBE is that portion of earnings upon which no CPP contributions are required and is set annually by the federal government ($3,500 for 2009).

- 8.0% of pensionable earnings in excess of the YBE up to and including the Year’s Maximum Pensionable Earnings (YMPE) as defined under the Canada Pension Plan. The YMPE is the maximum upon which CPP contributions are required and is set annually by the federal government ($46,300 for 2009).

- 9.8% of pensionable earnings in excess of the YMPE.

This represents a 0.6% increase as required from the March 31st, 2008 actuarial evaluation. This last increase was required when the markets were good. Since that evaluation, the markets have taken a downturn and our invested pension funds are also much less than they were in March 2008. There will be another actuarial evaluation for the year ending March 2009 and we expect this report may indicate another pension contribution rate increase is required. We will keep you informed of any more changes in pension plan contributions at our regular monthly meetings.

On the bright side, at least we have a Defined Benefit Pension plan that is the responsibility of the Board of Regents – and by extension the Provincial Government. This type of government-backed plan is clearly the better type of pension plan to have in these tough economic times. Anyone who has money in RRSP’s can attest to this, especially if they have had to purchase a lifetime annuity from the funds held in RRSPs.

Remember that in Defined Benefit plans, the present and future employees paying into it have the backs of all retirees when sudden changes occur in financial markets, such as this recent one. There is strength in numbers and our Memorial pension plan proves that.

Mike Murphy, for the CUPE 1615 Pension Committee members.
(Wayne Holly, Paul Murphy, Keir Hiscock, Jennifer Edwards-Lovelace, Pat Adams, Bev Greene)
CUPE off Campus

Do you know any retirees who were former members of Local 1615 who may want to have a copy of CUPE on Campus mailed to them monthly?

If so, please fill in the following information and return to CUPE 1615 ER4050 (even if you don’t have all the information, we may be able to fill in what is missing.) We will mail an issue of our newsletter, CUPE on Campus, to these people and ask if they would like to be kept informed about what is happening in the union.

<table>
<thead>
<tr>
<th>Name:</th>
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<tbody>
<tr>
<td>Mailing address:</td>
</tr>
<tr>
<td>City:</td>
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<tr>
<td>Province or State</td>
</tr>
<tr>
<td>Country:</td>
</tr>
<tr>
<td>Postal or Zip Code:</td>
</tr>
<tr>
<td>Phone Number:</td>
</tr>
</tbody>
</table>

Return to: Mike Murphy, Box 110, Arts and Administration, Memorial University, A1C 5S7 or CUPE 1615 ER4050, C/O Newsletter.

Get Prepared

In Newfoundland and Labrador, adverse weather and its impacts are a major concern. Municipalities, home and business owners are encouraged to take every precaution to prevent damages caused by any potential flooding and high winds and seas. In addition to natural disasters there are other types of risks. There are power outages, industrial accidents and major transportation accidents. The public should listen for updated forecasts and follow any special instructions.

To learn how to prepare for more emergencies in Newfoundland and Labrador such as: blizzards, industrial accidents, severe weather (heat/cold), and transportation accidents, contact your Community Emergency Management Coordinator through your local municipal office. Or, for more information on emergency management programs in Newfoundland and Labrador, contact:

Emergency Measures Organization or www.getprepared.gc.ca/index-eng.aspx
Grievance or Gripe
Submitted by Sue Kearsey

This time around, I’d like to sit back and have a little chat. After having worked at the QEII Library for nearly 23 years, I’ve seen a number of changes. One example is that job postings have a new education component that has made employees think differently about applying for a job. It seems job qualification requirements changed in the blink of an eye. I didn’t worry too much because I finished my BA in 1981. Not only did the qualification requirements change, but so did the interview style.

I’ve sat and watched the moral and confidence of co-workers hit the floor. I am glad to say that a number of CUPE members have filed grievances because someone who had less experience and/or a fewer number of the required qualifications was awarded a position. Maybe the person had a degree and you didn’t. Imagine how it feels if you have worked in a department for a good few years longer than the person who got the job. How about if that person had very little knowledge of the computer system and the workings of various units? Let’s say that you have been in a contractual position for a year or more. During that time, the contract was extended a number of times. Finally the job is posted and you get it. How do you think it feels to hear that you cannot be placed on the same band level as you were before and that part of the reason is because of the education component?

I do understand that certain jobs require a certain level of post-secondary education. Memorial is, after all, an educational institute. When I say this I don’t mean just university courses. I am aware of a number of CUPE members that have completed courses or programs at other educational institutions. They are also the members who have worked at Memorial for 10, 15, 20, 25 or 30 years and have given the university the kind of expertise that experience can offer. Isn’t such a long work history with one organization an education in itself?

After all of this what is my point?? If you are not given a job that you feel you should have been offered, you should always ask a member of the interview panel if there was a problem with your interview or your qualifications. Personally, I would contact a Shop Steward first and let the union know how I felt. Good solid advice always helps before you meet with your supervisor. If you are still not satisfied after the first meeting with your supervisor, you will need to contact your Shop Steward and see what the next step would be. One very important thing to remember is that all grievances are different; therefore, how each is handled and the outcome of it will be different.

Your Grievance Committee is working very hard to get a settlement for every grievance filed. It can be a long process, as Human Resources sometimes sees
things in a different light than CUPE does. As a result, meetings can get complicated.

I have said it before and I will do so again; keep yourself informed. If you are unsure of a certain situation, contact your union. Our president is available Monday to Friday at the CUPE office. If you have a question, comment, or want to get involved, just pick up the phone, drop by the office, or come to a meeting. The more you know, the stronger you are and that means the stronger CUPE 1516 will be. We always like to see a new face, and I swear we don’t bite.

**Clarifications**

Comments made by Paul Murphy on the President’s Report written by Mike Murphy:

In the section “Exploring options for the investment of monies in the Local’s strike-fund” Mike states, “…the money (in the strike fund) should be placed in a secure form of investment with a good rate of return if possible.”

This money is currently securely invested in term deposits at the Newfoundland and Labrador Credit Union at a reasonable rate of return and the members should have no concern that it is unsafe or not earning income for the Local. Past executives have been cautious and vigilant in defending our members’ money.

In the section “Three-year trustees and trustee reports”, last sentence, Mike states “...and vote on the recommendations brought forward by the trustees....” Here Mike is referring to the Treasurer’s Manual which is still under construction. The acceptance of the Trustees’ Report does not require a vote by the executive or the members. The report is made to the Treasurer and the Executive who may respond to it, clarifying detail and explaining why things were done a certain way. The report is then amended, if the explanations are accepted, or if not, it is forwarded, as written, to CUPE National Office. This prevents any interference with the report so that members can rest assured that these reports are a true reflection of the finances of their Local.

These comments are from me only and not from the trustees. Paul Murphy

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**Big Brother**

*Labor Notes/CALM*

Microsoft has filed patent applications that could allow bosses take workplace surveillance to new extremes.

Using wireless sensors, the new Microsoft technology would permit remote monitoring of a worker’s heart rate, body temperature, movements, blood pressure—even facial expressions.

Microsoft says its monitoring application could “automatically detect frustration or stress in the user” and “offer and provide assistance accordingly.”

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**Your Union is here for you**

If you having a work related problem call your Union representative.
CUPE Local 1615
Trustee’s Recommendations 2006/07

1. Use two Deposit books, a separate one for both investment and chequing for each year.

2. Don’t staple pages into ledger book (as per April, May and October 2006, and January 2007). Use the next page in the ledger book; use two books if necessary.

3. Cheque #6669 (April 2006) void. Void is done incorrectly. Correction should be struck out with a straight line and initialed.

4. See recommendation 21 of 2005-06 recommendation’s list. Send current and future secretary-treasurers and trustees to Financial Officer’s Course.

5. When completing claim vouchers for committee lunches - list attendees. Those not attending may be entitled to a per diem.

6. See recommendation #28 of 2004-05 recommendation list. Reimburse $18.00 to Bev Greene.

7. Vouchers should have two signatures e.g. Cheque #6753 contains only one signature on voucher.

8. There should be a minute book. The minutes of executive meetings (July/August/September 2006) are missing. All minutes must be submitted to the trustees.

9. Seat Selection on flights - why are we paying for this? Member for CUPE University Worker’s Conference.

10. Help Fund - there should be a request from the person in need (hard copy, email). A written local policy should be in place for Help Fund, including pay/repay/confidentiality.

11. In the October 2, 2006 regular meeting minutes, Biennial Convention, Newfoundland & Labrador Federation of Labour, Gander, November 06-08, 2006; Bev Greene - should be Bev Rideout.

12. Voucher & cheque numbers 6802, 6808, 6819, 6820, 6827, 6828, 6856, 6861, 6874, 6877, 6879, 6901, 6905, 6908, all contain one authorizing signature belonging to the payee.
13. Cheque #6832 - stub shows $100.00, ledger, voucher and cheque shows $100.32.


15. Sometimes the vouchers are not signed by the recipient e.g. cheque #6830. Voucher is there to be signed.

16. Voucher 6864 made out for $410.00. Cheque and entry is for $410.40.

17. Get and keep itemized lists of reimbursements of advanced funds (e.g. national committees).

18. Flowers & Gifts should be CUPE Cares Committee only. Bylaw 18.2 expenditures should go under Executive Committee not Miscellaneous. Help Fund expenditures should also be recorded under Executive Committee.

19. March 2007 - lines 22 & 23 should be both one line lower.

20. Babysitting associated with a specific committee should be associated with that committee in the ledger (e.g. Executive).


23. Never use ‘white out.’ Strike out with straight line and initial. (e.g. treasurer’s report for May 2006 and ledger for October 2006).

Trustees: Bev Greene, Paul Murphy, Patti Thistle
Submitted: 15 AUG 08

CUPE 1615 Committees

• BENEFITS
• EDUCATION
• EMPLOYEE ASSISTANCE PROGRAM (EAP)
• GREEN
• HEALTH AND SAFETY
• NEGOTIATION
• PENSIONS
• PERSONS WITH DISABILITIES
• SCENT FREE
• WELLNESS
• WOMEN’S

For more information on the committees go to the CUPE 1615 website at www.mun.ca/cupe1615/committees.php

All members are welcome to attend committee meetings.
Green Tip of the Month

So, you are about to do your spring cleaning.... be it in the garage, basement or some other part of the house, first you need three boxes. Label them, TRASH, DONATE, and PUT AWAY. Now as you go, sort.... when the TRASH box is filled, sort the stuff into recyclables and non-recyclables, then do the needful for each pile. When the DONATE box is full, put the contents in a clear bag and then immediately put it in the trunk of your car. A list of possible donation points is given below. Finally, when the PUT AWAY box is full, have fun running around the house emptying the box by placing the items in their correct place.

Happy Cleaning!

Clothing and Household Items:
www.valuevillage.com/
www.epilepsynl.com/thriftstore.html
http://thriftstore.ca/
www.diabetes.ca/get-involved/supporting-us/clothesline/contact/

Computers
www.computersforschoolsnl.ca
E-Waste NL

Books and Magazines
Hospitals
Senior Citizen Homes
Libraries
www.nlpl.ca/
Your Local Schools
Drs/Dentist Office
Second hand book stores

Crafting Supplies
Hospitals
Senior Citizen Homes
Your Local Schools

Food
Bridges to Hope
www.bridgestohope.ca/
Your Local Food Bank
Most Grocery Stores now have drop off bins.

Eye Glasses
www.twecs.ca/eyeglassdonation.php
www.lionsclubs.org/EN/content/vision_eyeglass_recycling.shtml

Electronic Games and Toys
EB Games
www.ebgames.ca/

Cell Phones
www.amjcampbell.com/eng/cell.htm
www.charitablerecycling.ca/CA/start.asp

Sports Equipment
Play-it-again sports
www.playitagainsports.com

Groups to help with donations of articles
Iris Kirby House
http://iriskirbyhouse.nf.net/
Single Parent Association

Gender pay gap bigger than previously thought
ITUC/CALM

A report released by the ITUC on International Women’s Day reveals the pay gap between men and women worldwide may be much higher than official government figures.

Gender (in) Equality in the Labour Market looked at survey results of 300,000 women and men in 20 countries. It puts the global pay gap at up to 22 per cent, rather than the 16.5 per cent figure taken from official government figures and released by the ITUC in March last year.

The report also confirms previous findings that union membership, and particularly the inclusion of women in collective bargaining agreements, leads to much better incomes for both women and men, as well as better pay for women relative to their male co-workers.

The study was based on internet surveys conducted in industrialized and developing countries in 2008 by the Wage Indicator Foundation.
Office of the President CUPE 1615
– You Decide.

Hello Sisters and Brothers of CUPE 1615. In May, the Paid President Committee, which consists of Wayne Lucas (Chair), Ed Whalen (Past President), Theresa Antle (1st Vice President), Kerry Hiscock (our newly elected Treasurer) and Patti Thistle will be presenting its recommendations to you, the members of our Local. The recommendations will be voted on at a special meeting in June.

Because these recommendations will require changes in our By-laws (the Local’s Constitution), a 2/3rd majority vote will be needed at this special meeting. The recommendations will also require the approval of the CUPE National Office before they can be adopted by our Local as the official by-laws. The approval from CUPE National’s President, Paul Moist, is usually the easiest part of this process, as long as what the members decide does not break with the CUPE National Constitution.

I don’t know what recommendations will be coming forward from the Paid President Committee as I have removed myself from the process for obvious reasons. As a member of the Local, I have made my views known on what I would like to see in these recommendations, and I would encourage all of you to do the same. You may contact any member of the committee by phone or email. So far the response from members has not been great.

It is very important that members attend the special meeting in order to have a say on whatever recommendations are put forward. The meeting will set the duties, responsibilities and leadership role of the Office of President for years to come. You are the Union (there is a big U in union for a good reason) and it is you, the members, who make the ultimate decisions. The recommendations for the position of president, and any amendments to them, will stand or fail depending on how you vote. Those who don’t attend are forfeiting their say in how their Union operates and how their money is spent. The Local and whoever is elected as president in the future will have to abide by those terms of office until the members again decide to make changes.

The more information we provide members, the better their decisions will be for the future of our Local. It is my understanding that the President Committee will mail these recommendations out to members before the special meeting in June. I would like to ask that you please take the time to study the recommendations in May, and to attend the special meeting in June. Use your voice and vote on these far reaching and important changes within our Local.

In Solidarity
Mike Murphy

Need to talk to someone?

The Employee Assistance Program (EAP) can give you immediate and confidential help on any concern. Call toll free 1-800-387-4765 or visit www.warrenshepell.com
Succession Planning at Memorial
Submitted by Mike Murphy

The winter 2008 edition of the Communicator had an interesting article called: The Sky’s the Limit. This article started off with the sentence: “Have you ever wondered what’s next in your career at Memorial?” For those of you who aren’t familiar with the term ‘succession planning’ or how it might affect your career at Memorial, I’ve put together what I got from a recent seminar I attended on this topic.

Succession planning will affect many of us, especially those looking for advancement to higher positions. It is defined by Lynn Best, the person responsible for implementing this plan, as: “identifying, developing, and retaining talent for key positions and areas.” What this means is that Memorial is putting a plan in place to ensure they have people with the skills and training necessary to move into key positions as they are vacated. The plan will help ensure there will be employees available to move into strategic positions with very little if any disruption in the operation.

This is also an initiative that can be used to attract and retain employees. Those employees who become part of succession plan initiative will have a leg up on others who might want to move into these identified positions. That is not to say all senior positions will be filled through succession planning. To start with, only a few strategic positions will be identified to make use of this new initiative.

The first step in this process will be to identify key positions in Memorial where these plans should be put in place. These would be positions of high importance to the University along with those positions that are very specialized and/or hard to fill. If this program is successful in filling these specific needs, what’s to say that it won’t be expanded to fill even junior level positions at some time in the future. If anyone presently in the workplace thinks that they can just walk into progressively higher positions by gaining experience through work, they are in for a shock if they haven’t already received one. The employer demands greater qualification and skill sets for higher positions, experience alone is not enough.

Employees new to the workplace, or those still considering advancement, may have some extra hoops to jump through. Not only will they have to continually learn skills and make themselves more qualified, now they will also need a plan of action (succession plan) approved by the succession...
planning team in order to gain the required skills and qualification needed for these key positions. They will also have to be evaluated periodically on how well they are progressing towards the succession goals set for them. There are reasons why MUN is doing this. By 2012, 450 people will be eligible for retirement, and by 2018 this will grow to 900 employees. This is causing grief for the employer and as a result they are putting this plan in place to help stem the expected shortfall in qualified people for key university positions. There is little doubt that the employer sees this as an important way to help MUN survive and they will do everything needed to make sure Succession Planning is a success. Those that take part in Succession Planning will also become more valuable employees, able to fill important voids as more senior employees leave.

This will all be accomplished with a minimal investment by the employer and a very large investment of time, effort and commitment by those employees taking part. There may also be dog-eat-dog situations if there are more individuals following succession planning than there are advancement positions available.

I believe that if this works well, hands on succession planning could be the wave of the future at MUN. I can see a day when the employer picks those young employees with the most potential and takes an active part in guiding them so that they will have the customized skills and knowledge needed to move into progressively more important positions. This was a regular practice long ago when formal education was in short supply. Now it is being driven by declining numbers of available employees.

The phrase ‘Performance Review’ is one we’ve all heard before. It will have a different ring for all those involved in succession planning. You can bet your sweet buns that whoever takes part in this plan will have to undergo these types of reviews regularly. It will have to be part and parcel of the process for it to work. For those planning to move into the ‘key’ positions continuous Succession Planning and the accompanying Performance Review at regular intervals will become a must, not an option.

We may as well get used to these new phrases and learn more about them. We may even find that we have little choice but to take part if, as individuals, we wish to advance into key positions in this organization. To ignore these concepts/initiatives will be at our peril, and the day is fast approaching if not already upon us.

My advice to you all is learn about this new initiative quickly and find out what kind of extra work and performance evaluations will be involved. You may have to jump aboard this succession-planning boat before it leaves the wharf or you may end up left behind without a paddle.

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**Professional Development Classes**

The Division of Lifelong Learning’s spring 2007 personal and professional development classes are now available for registration.

The spring program features classes in payroll fundamentals, Cisco wireless networking, leadership, workplace communications and conversational languages to name a few.

Many of the division’s classes are available to MUN employees and retirees under the umbrella of professional and skills development.

All MUN employees and retirees are eligible to apply to attend such classes. For more information about the division’s spring offerings, call 737-7979 or see www.mun.ca/lifelonglearning.
## Reconciliation sheet

(Period examined: April 1st, 2006 to March 31st, 2007)

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at start of period (dated April 1st) Investment Fund (Share + All Plan sections)</td>
<td>$422,620.35</td>
</tr>
<tr>
<td>Chequing Account (Share + All Plan sections) plus</td>
<td>$144,462.87</td>
</tr>
<tr>
<td>Total</td>
<td>$567,083.22</td>
</tr>
<tr>
<td>Outstanding Cheques at April 1st minus</td>
<td>$634.10</td>
</tr>
<tr>
<td>Total</td>
<td>$566,449.12</td>
</tr>
<tr>
<td>Money received</td>
<td></td>
</tr>
<tr>
<td>Chequing - All dues, refunds, returns and interest plus</td>
<td>$466,598.52</td>
</tr>
<tr>
<td>Investment - Interest plus</td>
<td>$14,078.43</td>
</tr>
<tr>
<td>Total</td>
<td>$1,047,126.07</td>
</tr>
<tr>
<td>Money spent over April 1st to March 31st minus</td>
<td>$352,547.45</td>
</tr>
<tr>
<td>Total</td>
<td>$694,578.62</td>
</tr>
<tr>
<td>Outstanding cheques at March 31st plus</td>
<td>$640.20</td>
</tr>
<tr>
<td>Final total</td>
<td>$695,218.82</td>
</tr>
</tbody>
</table>

The Final total should equal the Investment Fund and the Chequing Account balance for March 31st plus outstanding cheques.

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Balance at end of period (dated March 31st) Investment Fund (Share + All Plan sections)</td>
<td>$497,134.18</td>
</tr>
<tr>
<td>Chequing Account (Share + All Plan sections) plus</td>
<td>$198,102.22</td>
</tr>
<tr>
<td>Final total</td>
<td>$695,236.40</td>
</tr>
<tr>
<td>Difference</td>
<td>$17.58</td>
</tr>
</tbody>
</table>

Trustees: Bev Greene, Paul Murphy, Patti Thistle
Request to members:

Check the Seniority List to ensure that your assigned Seniority Number/Date is correct.

We now have an updated seniority list of April 1, 2009 and will have an Official Seniority List by May, 2009. You will have until May 15th to check your assigned number and date and report to the local if you do not agree with what is contained in this list.

To ensure that this List is correct, it will be made available to all members through our Website, and through the Executive and Stewards. A complete listing of these contacts along with their office and telephone number can be found at the end of this notice.

If you would like to dispute your assigned Seniority Number or Date before the May 15, 2009 deadline for doing so, please write or email me stating what you think the correct number or date should be along with the reason you dispute what is contained in the list.

Sincerely
Mike Murphy.
cc/ Brian Farewell, National Rep

Executive members with list that can be checked by members:

Michael Murphy, ER4050, Phone 2393 mjmurphy@mun.ca
Theresa Antle, Queen Elizabeth II Library, Rm L2018 Phone: 3197, tantle@mun.ca
Jerry Smith, Technical Services, Rm: EN1023F Phone 3267, jerryl@mun.ca
Maxine Hillier, Sir Wilfred Grenfell College, 637-6200 Ext. 6464 mhillier@swgc.mun.ca
Kerry Hiscock, Earth Science, Rm ER4063E, Phone: 8144, khiscock@mun.ca
Ingrid Verbree-Barnes, Computer Science, Rm EN1065, phone 4307, ingrid@cs.mun.ca
Carol Kennedy, QEII Library, Rm L2018, Phone 3175, carolk@mun.ca

Stewards and others with lists that can be checked by members:
Ed Whalen, SN 1097, phone 8643, ewhelan@mun.ca
Paul Murphy, SN1100, phone 7508, pfmurphy@cs.mun.ca
Joe Boland, HSC2320, phone 777-5643, joeb@mun.ca
Matthew Curtis, EN1033B, phone 8915, mattcurtis@mun.ca
Susan Kearsey, QEII, phone 2529, skearsey@mun.ca
Who’s to blame for the auto crisis?
by Ken Lewenza/CAW/CALM

As the crowds gather to watch North American autoworkers and automakers wrangle over cost-cutting to secure government loans, we need to step back and consider the real reason we’re having this debate at all. The reason is the complete failure of the financial sector and its regulators to do their job.

A track record of reckless greed, irresponsible investment and outright lies to their shareholders and the public has led us to the near collapse of the global financial industry and a historic freezing-up of the credit system. And yet despite hundreds of billions of no-strings-attached public dollars delivered to shore up banks around the world, they still aren’t lending adequately to business—or to consumers.

In Canada, the federal budget brought the tab for loans and credit guarantees provided to the banks to $200 billion—with few conditions. By contrast, the $4 billion in repayable loans offered to General Motors and Chrysler have been accompanied by immense public debate, requirements for government-approved restructuring plans and sacrifices from all parties.

The failure of the banks to provide credit is key to understanding the current situation in the auto industry. Auto is one of the most credit-dependent industries in the world. Producers need billions to finance the design and production of vehicles, and consumers need to finance their purchases. Governments around the world have rapidly injected liquidity into their auto industries, most without much fuss. What is happening with the Detroit Three is not isolated to North America, nor is it about poorly run companies suffering the consequences of free-market justice. Some 16 national governments—including Germany, Japan, France, Spain, Britain, Sweden, Australia, China and South Korea—have already provided loans, direct investments and stimulus packages designed to support some of the strongest auto companies in the world.

Only in the U.S. did the outgoing Bush administration tie government support for the auto sector to demands for deep concessions from workers. Not surprisingly, this was parroted by the Harper government.

It is wrong to argue that labour costs lie at the heart of the problem. The fact that the direct labour targeted by the Bush administration represents just seven per cent of the average cost of a new vehicle should be proof enough that cutting wages cannot solve the automakers’ problems.

Blue Communities
CUPE/CALM

The Blue Communities project gives community activists and municipal governments tools to “paint the town blue” by protecting and promoting public water.

CUPE and the Council of Canadians have created a campaign guide with resources and tips for community activists and leaders to resist privatization, promote water as a human right and ban the sale of bottled water in public spaces.

The Blue Communities project is a focus for Water Watch activists across the country. The project builds on a decade of Water Watch work in coalition with many other groups to protect public water services and resources.

www.canadians.org
There is no hiding from the current crisis. The financial sector and its regulators have failed miserably. But more of the same kind of thinking will get us nowhere. Those who have insisted for the past two decades that deregulation and free markets are the only option for progress are the same voices now championing efforts to roll back workers’ wages as the solution for their mess.

Autoworkers will continue to be part of the solution. But we all need to understand what the problems really are—and they are not the workers’ wages and working conditions. The near collapse of the financial system, the ongoing freeze of the credit markets and the justifiable fear spreading among consumers are the immediate problems.

The auto companies need short-term access to credit, temporary relief from costs and support for creative ways to maintain jobs for the duration of this crisis.

The public has a right to know what they’re getting in exchange for stepping in where the financial sector has failed. And governments are right to insist that Canada maintain its share of North American production and jobs. Perhaps more importantly, now is the time to put the longer-term challenges facing the domestic auto industry front and centre, including addressing the corrosive legacy of unbalanced trade between North America and other auto-producing regions, the need for government to provide firm leadership to move the industry toward a more environmentally sustainable future, and the creation of measures to stem unnecessary investments that merely add to problems with industry-wide overcapacity.

Given the deep cracks that have emerged in the two-decade-long project of market deregulation, it’s not surprising that some are desperately trying to pin the problems of the auto industry on its workers and retirees. That’s not only short-sighted, it’s wrong. The time has come for more serious debate.

• Ken Lewenza is president of the Canadian Auto Workers union.
Ontario bans pesticides on Earth Day
WHSC/CALM

The Cosmetic Pesticides Ban Act, passed on June 18, 2008, comes into force on April 22, Earth Day.

The Act bans the sale and use of pesticides to maintain the appearance of lawns and gardens in Ontario.

The banning of pesticides will help protect the health of all Ontarians including children and workers.

The Ministry of the Environment has identified more than 80 ingredients in herbicides, fungicides and insecticides to be banned. They have also listed more than 250 specific pesticide products to be banned including brand names such as Green Cross Killex Lawn Weed Killer, Raid Caterpillar & Gypsy Moth Killer and Killex Ready-to-Use Weed Control in Lawns. All the banned ingredients and products are posted on the ministry’s website.

There are exceptions to the ban for golf courses and agriculture and forestry sectors. The use of pesticides to prevent West Nile Virus is another exception.

“The McGuinty government promised a ‘revolution’ in long-term care, but all residents are getting is more spin,” says CUPE Ontario executive Candace Rennick.

The reform process, led by Shirlee Sharkey, used a staffing model that wouldn’t put any more money back into front-line care, Rennick said.

The Gini coefficient
The Guild Reporter/CWA/CALM

A widely used measure of inequality, at least among economists, is the Gini coefficient.

The coefficient measures income on a scale from one to zero. Zero means income is evenly distributed among all members of society. A rating of one means a single person has all the income.

In the U.S., the Gini coefficient has risen from .35 in 1965 to .467 today. By comparison, Canada’s Gini coefficient is .331, Japan’s is .249, Sweden’s is .25, Pakistan’s is .33, Iran’s is .43 and Mexico’s is .546.

Applying the coefficient, we can surmise that over the years, the U.S. has become more like Mexico and less like Canada.
Wal-Mart told to take a hike
Directions/UFCW/CALM

A small group of Ontario community activists has prevented the development of a sprawling Wal-Mart supercentre in downtown Toronto. The group convinced the Ontario Municipal Board—an administrative tribunal that hears applications and planning appeals—to stop Wal-Mart from building in the middle of Toronto’s Leslieville neighbourhood.

“The OMB decision is a huge victory for the people who live and work in the Leslieville community,” says UFCW Canada president Wayne Hanley. “It also reconfirms a very important fact: no matter how big and powerful a corporation becomes, it can never match the combined will and strength of working people.”

The OMB’s decision follows two years of community meetings, demonstrations, and lobbying efforts that involved Leslieville residents and various stakeholder groups. UFCW Canada played a key role in the campaign’s early stages by inviting a group of experienced “site fighters”—called the Wal-Town group—to help organize and mobilize the community. This decision supports Toronto’s official development direction, by preserving an important community within Toronto. Leslieville is known for its activist culture. It is one of few jurisdictions in Canada represented by social democrats at every level of government.

And, as part of downtown Toronto’s east side, it enjoys a much higher union density rate than the national average.

Big Brother
Labor Notes/CALM

Microsoft has filed patent applications that could allow bosses take workplace surveillance to new extremes.

Using wireless sensors, the new Microsoft technology would permit remote monitoring of a worker’s heart rate, body temperature, movements, blood pressure—even facial expressions.

Microsoft says its monitoring application could “automatically detect frustration or stress in the user” and “offer and provide assistance accordingly.”

New Brunswick government to ban strikes in nursing homes

Nursing home unions in New Brunswick denounced the provincial government for introducing strike banning legislation even though the unions had settled with their employers.

New Brunswick Council of Hospital Unions president Valerie Black said the government used a tense round of bargaining as an excuse to bring in the law.

But the unions settled with the New Brunswick Nursing Home Association (NBNHA) on March 12.

The government is proceeding with the legislation, which, unlike essential services legislation for hospitals, excludes nurses.

“If the province is so concerned with the well being of our seniors, why is it that they broke their promise of increasing the hours of care to 3.5 hours per.
Coffee Break

The mystery baby is MOYA CLARKE!!
Now do you see the resemblance?

Correctly identified by Patricia Adams.

There were only three correct answers so she really was a mystery! Moya works in the Information and Media Services Dept., (HSIMS) at the Faculty of Medicine as an Instructional Design Assistant. Patricia’s name was drawn from the correct entries by Moya herself on April 15th.

It’s easy to play along. Just email me your answer before the next monthly meeting 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.

May Puzzle

Try to fill in the missing numbers.

The missing numbers are integers between 1 and 20.
The numbers in each row add up to totals to the right.
The numbers in each column add up to the totals along the bottom.
The diagonal lines also add up the totals to the right.
CUPE kitchen: The Grown-up Cereal Bar
Submitted by Sue Kearsey

A few months ago I started making my own cereal bars. They are like Rice Krispie Squares plus.
2-3 tbsp margarine
3 cups small marshmallows

In a good-size pot melt margarine, add marshmallows. Stir constantly until the mallows are melted. Remove from heat.

Mix the following ingredients together to make a quantity of 2-3 cups:
Chopped almonds, Ground flax seed, Sunflower seeds, Pumpkin seeds, Chopped dried apricots, Dried cranberries, blueberries, cherries, Toasted oats (place oats in a dry frying pan over medium heat, stirring occasionally so that the they don’t burn.)

Pour into the marshmallow/margarine mix and put in a square cake pan. Place in the fridge to set.

I have not given amounts for the nuts, seeds, fruit etc., because this is all up to you. Put whatever you like in the pot. Here’s where you can get creative and add whatever you fancy (Rice Krispies, multigrain Cheerios, etc.)
How about peanuts and chocolate chips? The main thing is to have enough marshmallows to hold it all together. I am not sure about the calories but I do like that fact that I know exactly what is in my cereal bars. I have made a few changes with every batch I make. I think next time I will add more toasted oats. Enjoy!

MUN BOTANICAL GARDEN 2009
WORKSHOP & LECTURE SCHEDULE
MAY 2009

International Compost Week Lunchtime Lecture Series
Dates: May 4 - May 8,
Instructors: Various
Fee: FREE

Lunchtime Lecture Series Schedule:
• Monday, May 4
  The ABC’s of Composting
• Tuesday, May 5
  Vermicomposting (Worm Composting)
• Wednesday, May 6
  Getting the Most From Your Soil,
• Thursday, May 7
  Waking up Your Spring Garden Bed
• Friday, May 8
  Planting a Half Barrel

Be sure to drop by MUN Botanical Garden during International Compost Awareness Week. Admission to the Garden will be free. View compost displays, the compost demonstration garden, and the indoor worm bin (vermicomposter). Free composting information will be available in our field centre.
Meeting Schedule

Tuesday, May 12, 7:30 p.m. Rm ED 1014 (MUN), AS275 (SWGC)

This month’s meeting
Agenda will include:
- Notice of election for Sergeant-at-Arms
- The proposal on the terms and conditions for a full-time paid president for CUPE 1615 will be put forward by the committee at our May meeting. This proposal will be discussed and voted upon at a special June meeting of the membership.

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
Notice of Election for Sergeant-at-Arms

Attention Members!!

Get out to the meetings and have a say in how your union local does things. The recommendations for the presidents position will be given to members at the May 12 meeting and a discussion and vote on the matter by those members in attendance will take place during a special meeting in June. The U in this Union means YOU decide. The time and place of this special meeting to deal only with the paid presidents position will be sent out to all members in a separate mail out by the Paid President Committee.