In this issue:

- Your Union
- National News
- International News
- Coffee Break
- Next Meeting

Volunteer Week
April 18 - 24, 2010
Volunteers Connect Communities!

VOLUNTEER WEEK is a time set aside to celebrate the tremendous contribution made by thousands of people throughout the province who give their time freely to make their communities a better place to live. It provides an opportunity to express gratitude to the thousands of dedicated volunteers in Newfoundland and Labrador and to increase public awareness of their efforts.

SOME EVENTS DURING THE WEEK

April 18: Celebration event at Hotel Gander (time to be determined)
April 19: Volunteer Expo – Village Shopping Centre, St. John’s – 12noon to 5:00pm
April 20: Government House Reception – prior registration required.
April 21: St. John’s Annual Volunteer Recognition Night – 7:00pm
April 23: Cabot Loop Volunteer Celebration (time and location to be confirmed)

Information and forms can also be accessed at: www.volunteerweek.envision.ca

Thank you!

THE MEMBERS of Local 1615 would like to thank all volunteer members who help run our Union. These volunteers work for all members of our Local and are not paid for their efforts. Countless hours outside the work day are spent by Brothers and Sisters who contribute to the operation of this Local in various ways in order to make life better for all of us. These volunteers are indispensible whether they are representing member interests on the many committees, dealing with member questions or concerns, producing and mailing out the Newsletter, contributing to our Website or just attending monthly meetings to voice and vote on the business before us. Without their assistance this Local could not survive!

We would like to recognize our volunteers for their efforts during this Volunteer Week, and the Executive is planning a special event later in the year to show our appreciation. Through their service, our volunteers make our Local, our workplace, and our society a better place for all of us. Thank you for your tremendous efforts.

CUPE Local 1615
Did you know?

Article 31 - Other Leaves
31.06 The Employer shall continue to pay normal salary to an employee called for jury service, or subpoenaed as a witness in Court or in other legal or quasi legal judicial proceedings. The employee will present written proof of such service.

CUPE 1615 Committees A to Z

Administrative Committee (SWGC)
Diane Johnson djohnson@swgc.mun.ca 637-6200(Ext. 6444) EXECUTIVE LIAISON
Bruce Bryne bbryne@swgc.mun.ca 637-6200 ex 6364
Bev Greene bgreene@swgc.mun.ca 637-6267

Benefits Committee
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Jeff Young jeffy@mun.ca 737-8324

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Carol Kennedy carolrk@mun.ca 737-3175
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Mike Murphy njmurphy@mun.ca 737-2393
Nathalie Pender npender@swgc.mun.ca 637-6200 ext 6312
Ed Whalen ewhelan@mun.ca 737 8643

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Early and Safe Return to Work
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Education Committee
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Bernadette Tibbo btibbo@mun.ca 737-2314

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Exclusions/ Inclusions Committee
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Aubrey Chubbs archubbs@mun.ca 737-7574
CUPE 1615

Executive

Mike Murphy, President
Theresa Antle, 1st Vice President
Jerry Smith, 2nd Vice President
Diane Johnson, 3rd Vice President (Sir Wilfred Grenfell College)

Kerry Hiscock, Secretary Treasurer

Ingrid Verbree-Barnes, Recording Secretary

Carol Kennedy, Correspondence Secretary

Susan Kearsey, Sergeant-at-Arms

3 year Trustee - Mike Sheehan
2 year Trustee - Paul Murphy
1 year Trustee - Patti Thistle

Your Union is here for you

If you’re having a work-related problem call your Union representative.
CUPE 1615 Representatives on National Committees:
Positions available

- National Women’s Committee
- National Pension Committee
- National Occupational Health and Safety Committee - Mike Murphy (Alternate) mjmurphy@mun.ca 737-2393

CUPE 1615 Representatives on CUPE Newfoundland and Labrador Committees:

- NLFL Occupational Health and Safety Committee
  Mike Murphy (Chair) mjmurphy@mun.ca 737-2393
- NLFL CUPE YOUTH Committee
  Sheldon Mercer shelton@engr.mun.ca 737-8913
- NLFL Women’s Committee
  Vacant
- United Way of Newfoundland and Labrador
  CLC representative on the Board:
  Mike Murphy mjmurphy@mun.ca 737-2393

Bernadette Tibbo btibbo@mun.ca 737-2314
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Morley Garrett

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Scent /Smoke free Committee
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Trustees Committee
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2009 - 2011 Paul Murphy pfmurphy@cs.mun.ca 737-7508
2008 - 2010 Patti Thistle patt@mun.ca 777-6628

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Mike Murphy mjmurphy@mun.ca 737 2393
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Bernadette Tibbo btibbo@mun.ca 737-2314
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Ingrid Verbree-Barnes Ingrid@cs.mun.ca 737-4307

Women’s Committee
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Youth Committee
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Aubrey Chubbs archubbs@mun.ca 737-7574
Andrew Harvey harveya@mun.ca 737-3765

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.

1615 Resource People:
Executive, Stewards and members with experience dealing with Union matters. The following members can be called upon to direct enquiries from their areas to the appropriate members or Committee. They can be called upon to answer general questions or refer the questions the Executive or Stewards. Positions are available in the following:

- Arts & Administration
- Bookstore
- Chemistry
- Education
- Engineering
- HSC
- Henrietta Harvey
- Ocean Science Centre
- QEII Library
- Science
- Sir Wilfred Grenfell College
  Bev Greene bgreene@swgc.ca 637-6267
  Diane Johnson djohnson@swgc.mun.ca 637-6200 (Ext. 6444)
  Bruce Bryne bbryne@swgc.mun.ca 637-6200 ext 6364
He sat and blankly stared at the monitor on the desk. His supervisor had just finished yelling at him, again. He had been in this position for 10 years and loved it for nine and a half. But the new supervisor was a terror. What was he going to do? No matter what he did it was never good enough. The boss didn’t like him. His co-workers also had a problem with the boss. Each morning it was harder for him to get out of bed and get ready to face another terrible day. The stress was affecting his health and his home life. His wife told him to apply for another job. In his gut he knew he was stuck. The previous supervisor had retired, and how could he apply for a new position without using the current supervisor as a reference. If he was 20 years younger and didn’t have a family he would stand up and yell across the office and tell “Mr. God” what he could do with the job. He had never before felt so alone and useless. He had to just stick it out and hope that the big boss’ nephew would get promoted.

Aren’t you glad you do not have this employee’s problem?

Your Union is 850 members strong. Your Union contract protects you and guarantees your rights, the most important of which is the right to be represented by your Union at all times. If you are unsure of any of your rights, always check your collective agreement. This document is more important than any work manual you use. If you need help finding information in your collective agreement, ask a fellow union member. You can also contact your Union executive or shop steward. It is a good idea to get to know your shop steward as this person should be your first contact if a dispute arises. Your shop steward will provide information, answer questions and deal with your dispute. Don’t forget that other union members in your office may need to be aware of the information, so pass it on.

It is important to realize that not every dispute can be grieved, and that a shop steward can only submit a grievance if our contract is violated. However, it is also important to realize that many disputes can be resolved in a meeting with management. Therefore, it is important for you to contact a shop steward should a problem arise.

As a union member, you never have to walk alone.

Susan Kearsey
A strong union is......
Craig Mitchell

WHAT AN EXCITING NIGHT it was on Tuesday, January 19, 2010 when CUPE 1615 held its Biannual elections! The room quickly filled up with fellow union members (the most I have ever seen at a union meeting) all waiting to exercise their democratic right to vote for the union leaders who will take us through the next few years. There was food, pop and good conversation. Each person in the room had an opinion. Some had the same opinion, while others had a completely different prospective. We then got down to business, and following four or five elections we elected our new executive.

Congratulations to all the winners and to all those who decided to put their name forward to contest each of the elected positions. A strong union is one which respects each other’s differences and gives us all the privilege of running to lead our union. It seemed to me that everyone on the ballot that night had strong leadership abilities.

Hopefully all members, including myself, continue to make a strong showing at our regular monthly meetings, and I look forward to our next Biannual elections having 70 people eligible for election rather than 70 people attending the meeting.

In Solidarity
Craig Mitchell
CUPE 1615 member

Survey for Parents of Children with Special Needs

To participate in this survey visit www.snis.ca.

If you prefer a paper copy or wish to complete the survey by telephone, call 737 2395.

This is a research study by Dr. Patricia Canning and Lynn Frizzell of Memorial University, Dr. Kim Kienapple and Emily King of Mount Saint Vincent University, and the Centre of Excellence for Children and Adolescents with Special Needs. The purpose of this research is to develop an understanding of the parent perspective of raising a child with special needs. This information will help us to inform policy makers and practitioners on how to improve policies and services for children and adolescents with special needs and their families. If you would like to do it, you will answer questions about services for your child with special needs. Although taking part in this study may not help you directly, we hope it can help other people in the future.

Patti Thistle
Persons with Disabilities Committee

CUPE Cares

Do you know of anyone in your department who is in hospital due to illness, or confined to their home due to illness for periods of two weeks or more? Do you know of anyone who has just had a baby or had someone close to them pass away? If you do, please let your CUPE Cares Committee know so they can acknowledge it on the Local’s behalf.

Members to contact are:

Carol Kennedy,
St. John’s
737-3175
carolk@mun.ca

Kevin O’Leary,
St. John’s
737-3085
kevino@mun.ca

Diane Johnson,
Sir Wilfred Grenfell College
637-6200 ext. 6444
djohnson@swgc.mun.ca
Union Development Opportunities

Baddeck, Nova Scotia:
CUPE Atlantic Region’s 25th
Annual Weeklong School May 30-June 4, 2010 Iverary Resort
This year has been designated as “The Year of the Steward,” and CUPE will be offering their new “Steward Series” which consists of the following four courses: New Stewarding Series, Advanced Collective Bargaining, Advanced Pensions and Building Strong Local Unions. Registration deadline is May 21, 2010. If you are interested in attending this school, and you have a minimum of 50% attendance at the monthly meetings during the past 12 months, please contact a member of the Education Committee (listed below) before the deadline date.

Spring 2010 Courses offered by CUPE Education
St. John’s:
Officers Training April 17-18 Deadline April 2
Financial Officers April 24-25 Deadline April 9
Parliamentary Procedures June 12-13 Deadline May 28
Corner Brook:
Face-to-Face Communications April 10-11 Deadline March 26
Officers Training May 15-16 Deadline April 30

If anyone is interested in any of these courses, please contact one of the following before the deadline date.
Theresa Antle, 737-3197, tantle@mun.ca
Carol Kennedy, 737-3175, carolk@mun.ca
Mike Murphy, 737-2393, mjmurphy@mun.ca
Bev Greene, 639,8728, bgreene@swgc.mun.ca
Bernadette Tibbo, 737-2314, btibbo@mun.ca
Bruce Bryne, 637-6200 ext 6364, bbryne@swgc.mun.ca

April Green Tip:
Making the Switch
Make the switch to compact fluorescent light bulbs. Fluorescent light bulbs are now available in a compact form that can be used in standard household light fixtures and emit light that looks just like the light of a traditional incandescent bulb. Save energy by replacing your standard incandescent bulbs with compact fluorescent bulbs, which last about ten times longer and use about one- to two-thirds less energy. Substituting a compact fluorescent light for a traditional bulb will keep a half-ton of carbon dioxide out of the atmosphere over the life of the bulb.

May Green Tip:
Recycle your greenery
William McDonough and Michael Braungart, authors of the groundbreaking Cradle to Cradle, envision so-called “waste” divided into two categories: technical nutrients and biological nutrients. Biological nutrients are those that, at the end of their useful life, can safely and readily decompose and return to the soil. Composting is one of the simplest and most effective recycling methods. Both your garden cuttings and your green kitchen waste can go into an outdoor or indoor composter (with or without entertaining a population of worms). If you don’t have a garden yourself, find neighbors or a community garden that can make use of your soil. Composting food scraps will mean your regular kitchen wastebasket fills up more slowly and also won’t smell. Hotter, more active compost heaps can also consume tougher stuff like newspaper and paper napkins.
International Women’s Day Bread and Roses Brunch: Equality in Justice

Jennifer Armstrong

THIS YEAR’S Bread and Roses Brunch and Silent Auction was held at the Holiday Inn on Sunday, March 7th. Each year the brunch attracts hundreds of women from the St. John’s region and this year was no exception. The focus this year was on women and issues surrounding justice. Feminist, humorist and facilitator, Bobbie Boland was the guest speaker this year and spoke about the history of the women’s movement, women and justice, and her own personal experiences being a feminist in today’s world. Local musician and songwriter Jillian Freeman performed throughout the celebration.

This was my first Bread and Roses brunch. I was inspired to see so many strong and intelligent women gathering together to donate their time and money to support such a wonderful event which celebrates the efforts of the women who came before us, and contemplates steps to enhance the status of women in the future.

CUPE local 1615 was represented by Ingrid Verbree-Barns, Barb Strong, Patricia Adams (taking photo), Jennifer Armstrong, Patti Thistle, Jane Ryan and Bernadette Tibbo.

Live-In for Literacy

THE LIVE-IN for Literacy mission is to raise funds to build schools, libraries, and other educational infrastructure in developing countries. The goal this year was to raise $20,000 towards the construction of a library in India and the publication of 10,000 local language children’s books, to be accomplished through Room to Read. Cheyanne Smart and Julia Curtis camped out for 7 days in the Queen Elizabeth Library to raise awareness about Live-in for Literacy and fundraised for our cause. The experience was recorded live on webcam, and viewed by audiences around the world. For more information visit www.liveinforliteracy.com

Guest speaker Bobbie Boland.

Cheyanne Smart and Julia Curtis receiving a $200.00 donation from CUPE 1615 members Susan Kearsey and Carol Kennedy.

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
On The National Scene

Women’s groups tell UN Canada lagging

CLC/CALM

LABOUR AND women’s groups issued a report they describe as a reality check highlighting Canada’s lagging performance in achieving women’s equality.

The report will be presented at the Beijing+15 meeting at the United Nations in March. “Canadian women have lost ground in many areas in the past 15 years,” says Canadian Labour Congress vice-president Barbara Byers. “Our government has sent a report to the United Nations that paints a rosy picture on women’s equality in Canada. We have written our own document and it is a reality check.”

The UN meeting will evaluate progress, identify challenges, and recommend policies to promote gender equality and the advancement of women. This year holds special significance because it marks the 15th anniversary of the UN’s Fourth World Conference on Women.

Mary-Lou Donnelly, president of the Canadian Teachers’ Federation, says, “As teachers, we see the ravages of poverty every day in our classrooms, and rates are increasing at an alarming rate while the support mechanisms are disappearing or non-existent. With more women and girls living in poverty and being denied fundamental human rights, how can we build for a strong and prosperous Canadian future?”

Patty Ducharme, Public Service Alliance of Canada vice-president, adds, “Although Canada has made commitments to implement equal pay for work of equal value, the federal government hasn’t lived up to its commitments. A case in point is the federal government’s removal of the right to pay equity for federal public sector workers in 2009, with the adoption of the Public Sector Equitable Compensation Act.”

Kate McInturff, director of the Canadian Feminist Alliance for International Action, says, “Five years ago, Canada was ranked amongst the top 10 countries in the world for its achievements in women’s human rights. In 2009, Canada had fallen to 73 in the UN Gender Disparity Index. Changes to gender architecture, shifts in policy and programming within the government, and the government’s response to the economic crisis have been felt by the most vulnerable women and girls in Canada.”

Reality Check: Women in Canada and the Beijing Declaration and Platform for Action Fifteen Years On, A Canadian Civil Society Response is coordinated and produced by the Canadian Feminist Alliance for International Action and the CLC with endorsements from a variety of other groups.

Human portraits of the economic crisis

NFB/CALM

CANADIANS HAVE been living through a period of profound economic turmoil.

For an entire year, starting September 2009, the National Film Board of Canada will bring personal stories from the frontlines—where new economic realities are colliding with daily life.

Measuring the Human Side of the Economic Crisis features many other accounts gathered by the NFB’s team of filmmakers and photographers in communities affected by the crisis across the country.

This year-long online web documentary series consists of original and authentic productions that document the life experiences of Canadians during a year that has been particularly trying economically.

At the end of the project, GDP (from the economic term Gross Domestic Product) will be composed of more than 200 four-minute films and photo essays produced by the NFB, plus the various comments, images and videos that Internet users contribute to the site, adding their voices to this collective, constantly changing interactive work.

Comment, check out more stories or find out how to tell yours at: http://gdp.nfb.ca/
What pension crisis?
by Louis Erlichman/IAMAW/CALM

IF YOU read the news, you’d be forgiven for thinking there has been sudden dramatic changes in Canadian pension plans.

Unfortunately, a lot of what is being written is confusing, so let’s try to briefly sort out what the issues are, and what answers we need to be looking at.
There are really two main issues—different, but related. The first is how we can provide a decent retirement income to all Canadian seniors. The second is the status and future of workplace pension plans.

Most Canadian seniors get most of their retirement income from the public pension plans—the Canada or Quebec Pension Plans, Old Age Security and the Guaranteed Income Supplement. This is not going to change even if we stop the decline in private pension coverage or bump it back up to historic highs.

The public system, since it was constituted in its present form in the 1960s, has done a good job of bringing most seniors out of poverty. The clear answer to the broad problem of guaranteeing a decent retirement income to all Canadians is to improve public benefits. Raise Old Age Security and the Guaranteed Income Supplement to bring all seniors above the poverty line, and increase Canada and Quebec Pension Benefits to provide a better rate of income replacement for retiring workers.

Public pensions are efficient, universal and virtually risk-free. There have been other proposals involving voluntary or mandatory investment funds run in a variety of ways. These solutions present many problems. In most cases, they do not provide universal coverage; they shift all of the risks to individual Canadians and are much less efficient and more expensive to run than simple improvements in the public plans. Although they cover only a minority of the workforce, workplace plans are still very important to the members, retirees and their families who have agreed to forgo wages over their working life to have a more comfortable retirement. They deserve protection.

Over the last decade defined benefit pension plans have been hit by up-and-down stock markets and low interest rates that have created large funding liabilities for many plans. Some of these deficits can also be attributed to the ease with which employers were allowed to use surpluses generated in good years to take contribution holidays. Plan members have been especially hard-hit when employers with underfunded plans have gone bankrupt. Since only Ontario has a pension guarantee fund, and pension liabilities rank low in bankruptcy priority, many members and retirees have faced major reductions in their earned benefits.

Stock market collapses have hit defined contribution plans and RRSPs hard as well, with the greatest effect on those close to retirement. There has been a lot of discussion over the last decade about changing the funding rules for defined benefit plans. Many employers want to loosen the funding rules to make plans more attractive (to themselves), but we need rule changes to make these plans more, rather than less, secure—including clearer employer responsibilities to fund deficits, restrictions on contribution holidays, a national pension insurance fund and higher priorities for pension plans in corporate bankruptcies.

Governments are being very cautious. So far we have seen only limited temporary funding relief measures to help employers in poor financial shape. It is important that, when our governments do put forward their new pension legislation, it does increase pension security.

While there is some potential for expanding workplace pension coverage through multi-employer plans, this will not be the answer for most Canadians. The key to guaranteeing a decent retirement income for all Canadians is improving our public pension benefits. Pensions are on the public policy agenda across Canada. There may be a national pension summit this year. Whether or not we are facing a “pension crisis,” it’s important that we ask the right questions, and get the right answers for the future wellbeing of Canadian seniors.

- Louis Erlichman is research director for IAMAW Canada.

Using Facebook to spread the word
PublicValues.ca/CALM

FACEBOOK AND Twitter became widely known during Barack Obama’s successful presidential campaign and is used more and more for campaigns, promotions and organizing. Twitter limits it’s tweets to 140 characters and is used mainly by people with cell phones for instant communications. Facebook, on the other hand, invites people and groups to set up pages and provides a stable platform for the posting of messages, photographs and imbedded videos. What they have in common is that anyone can join and follow others.

The Public Service Alliance of Canada is using Facebook as well as Twitter in its fight against potentially unfair pension reform in the upcoming federal budget, in conjunction with the Professional Institute of the Public Service of Canada.

Facebook and online petitions are being used by London, Ontario residents in a fight against plans to lay off cancer-care nurses—cuts that mean a reduction of 14,000 hours of nursing care. Within hours of their Facebook group launch, more than 500 people had signed an online petition to provincial health minister opposing the cuts.
Robin Hood Tax
NUPGE/CALM

A CAMPAIGN for a global Robin Hood Tax on banks has taken off in the U.K. and is fast spreading to other parts of the globe.

The campaign calls on G20 leaders to place a 0.05 per cent (one twentieth of one per cent) tax on financial transactions, one that campaigners believe could generate £250 billion ($400 billion Cdn) a year.

It would apply to all transactions that do not involve members of the public, such as bonds, derivatives (including options, forwards, futures and swaps), currencies and other speculative financial activities.

A video posted on the Robin Hood Tax website explains in just over three minutes what the tax is and how easily banks could absorb it.
• http://robinhoodtax.org.uk/

On The International Scene

Towards dignity, not hatred
Directions/UFCW/CALM

THE INTERNATIONAL Day Against Homophobia (or IDAHO, as it is sometimes known) is celebrated on May 17.

This annual day of recognition marks, which the fight to make our society inclusive of all sexualities, was founded in Montreal in 2003 by the human rights group Fondation Émergence. It was quickly embraced across Canada, and then internationally. But the public acceptance of a day of action is certainly not the same thing as an acceptance of the equality of the LGBT communities (self-identifying Lesbian, Gay, Bisexual, and Transgendered persons). Around the world, people who identify themselves as LGBT are still ostracized, the victims of hate crimes, and the targets of systemic repression.

Like all human rights issues, the struggle to end homophobia is part of the overall struggle for the simple respect and dignity to which every human being should be entitled.

Unions, as agencies for social justice, must ensure all our members have the same rights, respect, and dignity as their co-workers in the workplace and the broader community, with the same rights, respect, and dignity as their neighbours.

Homophobia knows no borders. There are parts of the world where alternative sexualities are not only banned, but their very existence is denied. May 17 is the date in 1981 on which the World Health Organization (WHO) finally removed homosexuality from its list of mental illnesses.

In Canada, homosexual marriage and the rights of such a union are accepted facts. But it isn’t carved in stone—judicial recognition of what is fundamentally right can be overturned. It happened in California in 2008 when the courts ruled same-sex marriage was a constitutional right, but voters, spurred by right-wing extremists, overturned that right.

Education is the answer. Once the fearmongers are answered with logic and the truth, LGBT rights, just like all human rights, can be an accepted part of society. Imagine a world in which homophobia is a word without meaning.

www.homophobiaday.org
Good science marred by harassment

Bulletin/CAUT/CALM

SCIENTISTS WORKING in the climate-change field are being targeted by a well-orchestrated campaign of harassment by global-warming skeptics who want to discredit their work and block any chance of achieving binding greenhouse gas emission targets, says University of Victoria climatologist Andrew Weaver.

Weaver and other scientists around the world have been speaking out about harassment since the “climategate” controversy that saw, on the eve of the Copenhagen Summit on Climate Change, the public release of an e-mail archive stolen from the Climatic Research Unit at the University of East Anglia in the U.K.

Climate skeptics claimed the e-mails exposed how little evidence exists linking climate change to human activity.

But, the scientific community has since demonstrated the information in the e-mails was taken out of context and reveals nothing that contradicts the overwhelming scientific evidence demonstrating that link the exists.

Weaver, a world leader in climate dynamics and lead author of assessment reports for the Nobel-winning United Nations Intergovernmental Panel on Climate Change, has been targeted himself, with two break-ins at his university office, the theft of a computer and several attempts to hack into the computer network.

He says the goal of the people who stole and published the e-mail archive was to distract from critical discussions aimed at achieving a binding figure for emissions reduction at the climate conference in Copenhagen.

“This is just one in a series of incidents that have been part of a sustained and well-organized attempt to discredit science and harass scientists, and scientists are being targeted precisely because the evidence is overwhelmingly demanding change,” said Weaver.

“In the end, while I’m sure they were overjoyed Copenhagen was an absolute flop, I don’t think their tactics had an effect on the outcome of the negotiations,” he added. “They were nothing but a transient distraction.”

Grin and bear it

CALM/Internet

TWO SCIENTISTS—a Russian and a Czech—wanted to study the natural behaviour of the North American grizzly bear.

They were given permission to set up their own research station in the Canadian Rockies. However, when they arrived they were told it was mating season and it was very dangerous to go too near the animals.

The scientists were given radios and told to report in every day. For several days they called in as required and then, suddenly, nothing was heard from them. The local wildlife officers mounted a search party and found the scientists’ camp destroyed and no sign of the men.

Leading away from the camp, the officers found tracks of both a male and a female grizzly bear. They followed the tracks and finally caught up with the female bear. Fearing the worst, they killed the bear. When they opened the carcass, they found the remains of the Russian scientist in the bear’s stomach.

“At this point, one wildlife officer turned to the other and said, “You know what this means, don’t you?”

The other officer nodded and said, “Yes, I guess it means the Czech is in the male.”
Coffee Break

‘Mystery’ Solved

Our ‘mystery baby’ featured in the last issue of CUPE on Campus was identified by some very clever member in St. John’s and Corner Brook. And the lucky contest winner is Karen Hulan from Grenfell’s Bursar’s Office, whose name was drawn from all correct entries received. Our baby is, of course, Anna Russell-Mercier, Co-ordinator, Off-Campus Housing, at Grenfell. Thanks to all those who played along and a very special thank you to Anna for submitting her photos to the contest.

Chocolate Krispie Chick

A crispy treat for Easter that kids will love to make during the school holidays

Directions:

1. Break the chocolate into pieces and gently melt in a heatproof bowl over a pan of simmering water, making sure the bowl doesn’t touch the water. Stir until smooth, then take off the heat and and stir in the Rice Krispies, mixing well to coat. Spoon half the mix into one of the moulds, then use the back of your spoon to press it into a thick, even layer. Be sure to cover the whole of the inside, leaving a thick edge. Repeat with the other mould and leave in a cool place to set. Put the moulds in the fridge for 5 mins. TIP: Putting the egg halves in the fridge once the chocolate has set makes it easier to add another layer of warm chocolate. Don’t be tempted to leave the moulds in the fridge any longer than necessary as condensation could cause the chocolate to discolor.

2. Carefully unmould the eggs. Fill one half with a few mini eggs, then fix the halves together with melted chocolate. Patch any holes with a few extra Rice Krispies and melted chocolate. Leave in a cool place to set.

3. To make the eyes, paint blobs of melted milk chocolate onto the white chocolate buttons. Fix onto the egg using a little more chocolate. Spoon the white chocolate into a small piping bag, then pipe a beak and wings onto the egg and allow to set.

4. For the feet, roll out the marzipan on a sheet of greaseproof paper to about ½ cm thick. Using a knife, cut out two feet, making them large enough for the egg to sit on. Once the egg has completely set, place the chick on its feet, pressing down so that it stays upright. Finish by scattering some mini eggs around your chick to create a nest.

www.bbcgoodfood.com
Spring Gardening Tips

Follow the 10 tips outlined below for a welcoming garden that’s filled with color and fragrance -- and song.

Survey the Yard
Make note of tree limbs that should be removed or cabled, especially those that overhang structures. Hire an arborist to maintain large trees. Cut down last year’s perennial foliage, and toss it into the compost pile. Rake mulch from beds planted with bulbs before foliage appears, and refresh mulch in other planting areas after soil warms. Check fences, steps, and pathways for disrepair caused by freezing and thawing.

Order Tools and Plants
Tune up tools so everything is ready when things start growing. Make note of what is missing, and order tools for the new growing season. Choose new plants for the garden. Order perennials, trees, and shrubs for spring planting.

Get Ready to Mow
Send the mower and leaf blower for servicing, or if you have the right tools, sharpen the mower blades yourself. Refill your mower with oil, install fresh spark plugs, and lubricate moving parts if necessary. Clear the lawn of winter debris, and look for areas that need reseeding before mowing.

Prune Trees and Shrubs
Remove dead, damaged, and diseased branches from woody plants. Thin and trim summer-blooming shrubs such as butterfly bush, hydrangea, and most roses, except for old-fashioned once bloomers. Prune cold-damaged wood after plants resume spring growth. Prune spring-blooming shrubs and trees after flowering.

Take a Soil Test
Check soil pH with a home soil-test kit, taking several samples from different planting areas for an accurate reading. Enrich soil as necessary: Add dolomitic lime to raise the pH or elemental sulfur to lower the pH.

Prepare New Beds
Clear the planting area as soon as soil can be worked, removing sod or weeds and debris. Spread a 4-inch layer of compost or well-rotted manure and any amendments over soil, and cultivate it to a depth of 10 to 12 inches with a spading fork.

Plant
Plant bare-root trees, shrubs, and perennials such as hostas and daylilies by early spring. Choose a cool, cloudy day if possible. Transplant container-grown plants anytime during the growing season except midsummer; be sure to water them thoroughly. Sow seeds of cool-season flowers like sweet peas, poppies, and calendula, and vegetables such as lettuce, parsley, and spinach.

Fertilize
Apply balanced fertilizer (6-6-6 or 8-8-8), fish emulsion, or other soil amendments recommended by soil-test results around trees and shrubs when new growth appears. Spread high-acid fertilizer and pine-needle mulch around acid-loving shrubs like azaleas and camellias. Begin fertilizing perennials when active growth resumes.

Start a Compost Pile
Start a compost pile, or use a compost bin, if you don’t have one already. Begin by collecting plant debris and leaves raked up from the garden. Chop these up first to speed decomposition. Add equal amounts “brown” (carbon-rich) materials like dried leaves and straw and “green” (nitrogen-rich) materials like grass clippings and weeds in even layers with water and a compost bioactivator. Turn regularly. Continue adding to the pile throughout the season for rich, homemade compost next spring.

Clean Bird Feeders and Baths
Disinfect the feeders by scrubbing with weak bleach solution (1/4 cup bleach: 2 gallons warm water). Rinse and dry the feeders thoroughly before refilling them. Scrub birdbaths with bleach solution, then rinse them thoroughly and refill, changing water weekly. Clean birdbaths and feeders regularly throughout the season.
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 Mike Murphy at 737-2393, or email mjmurphy@mun.ca

Newsletter Note:
CUPE on Campus is now a bi-monthly newsletter.

For up-to-date info please visit the temporary website at http://1615.cupe.ca/. Stay tuned for the launch of our new website happening soon.

Next Month’s Issue

If you have anything to submit or any great ideas for newsletter content, please contact us.

Submission Deadline:
May 2 for June edition
July 6 for September edition

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Meeting Schedule

Tuesday, April 20, 2010, 5:00 p.m.
Room ED2018B, Education Building;
SWGC Room AS275, Conference Room

Tuesday, May 18, 2010, 5:00 p.m.
Room ED2018B, Education Building;
SWGC Room AS275, Conference Room

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

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

Come and enjoy delicious food with us. Before we start the proceedings, WE lay out the spread. Let’s enjoy a meal together.