Restructuring Occupational Health and Safety at Memorial

Preamble: What we are doing and why.

Requirements of Provincial Legislation/Regulation mandate a redesign of Memorial’s committee structures regarding Occupation Health and Safety. Recognizing the complexity and diversity of the university, we have developed a new plan to accomplish this restructuring. This plan is being developed in consultation with the OH&S Branch of Government Services by our new central Memorial OH&S committee, consisting of representatives of all employee groups, senior managers/administrators and other safety-related committees. This central committee has a mandate to facilitate the process of setting up the new Workplace OH&S Committees and other appropriate structures to meet or exceed regulatory requirements to provide a safe environment for all who work or study at our University.

We are asking for the cooperation and assistance of all stakeholders in our efforts to get these Worksite OH&S Committees in place and working effectively. The following information outlines short-term goals and provides some additional background on this process.

Summary:

- JOHSC’s must be for each building/worksite with >10 workers,
  a. Must encompass all groups in a building/worksite.

- Worksites with <10 workers must have representation on a JOHSC.
- Trained representatives for both workers and employer must sit on each committee as per the requirements of legislation.
- Training of all members is required and is 2-3 days long.
- Committees must be in place and reporting as soon as is practically possible.
Memorial University is a complicated work environment enveloping a complete range of health and safety concerns. These concerns range from the seemingly mundane to containment of high-risk biological materials or other toxic chemicals. In addition, the MUN workplace includes many buildings, different campuses and fieldwork locations and a very mobile workforce and student population.

In every workplace it is crucial that employees and employers are committed to workplace health and safety, and that they are familiar with the governing legislation and reporting protocols. Occupational health and safety (OHS) in the workplace is governed by a number of acts and regulations, which depending on the nature of the work or materials involved may be governed by provincial and/or federal legislation. In Newfoundland and Labrador, the basic legislation and regulations are provided in the Occupational Health and Safety Act and the Occupational Health and Safety Regulations, administered by the Department of Government Services. For information go to (http://www.gs.gov.nl.ca/) and click on “Legislation” in the right hand column.

To facilitate the operation of the OHS system, the legislation provides for joint committees of employee and employer representatives for each workplace where ten or more workers are employed. The employer has a legal responsibility to ensure that these committees are in place and reporting in a timely manner. All representatives on these committees have to undergo OHS training, usually for 2-3 days.

At Memorial University, and most other universities in Canada, the complexity of the work environment led to establishment of joint occupational health and safety committees based on union (worker) groups. For example at MUN, the Joint MUNFA-MUN OHS committee addressed faculty safety concerns. This committee structure is quite different than that promoted by OHS legislation, which is more worksite oriented. There has been movement across the country to re-structure OHS at universities.

Last summer the employee groups (MUNFA, NAPE, CUPE, LUMUN, TAUMUN) met with representatives of the administration and other safety-related committees to try and work out a new OHS structure for MUN. The aims were to develop a better safety culture at the university, facilitate communication between the various groups and meet the legislative requirements. Subsequently, the university put forward a plan to Government Services that involves a 3-tier structure. Tier 1 would be a university-wide committee to provide overall direction and support, and would include representatives from all the employee groups and senior administration. This committee would not be a “legislated” joint committee. Tier 2 would be made up of union-based joint committees, which would remain in place as they presently exist, while Tier 3 would be worksite or building committees and would be considered the Workplace OH&S Committees as required under legislation.

Labour Day Celebrates: 90th Anniversary

September 6, 2010 marked the 90th anniversary of the first Labour Day celebrations in Newfoundland and Labrador which took place in Grand-Falls Windsor. Since that time Labour Day has become a day to acknowledge a heritage of working together to improve working conditions and benefits for all workers throughout Newfoundland and Labrador and beyond. May this tradition continue for many years to come.

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Early this year, the university received a letter from Government Services that indicated that in order to be compliant with the OHS legislation, MUN must put in place worksite committees that conform to the legislated Joint OHS committee guidelines. To meet this requirement it will be necessary to establish committees for each building, on each campus, where there are more than 10 employees. This means that the number of “legislated” joint committees must increase from 5 to 30+. Workplace OH&S Committees or Representatives will be required in each and every worksite of the University.

The Central Health and Safety Committee (Tier 1) is working together with the Department of Health and Safety to help organize and facilitate the restructuring of OHS at MUN. The primary purpose of this memo/information bulletin is to advise all employees that both employee groups and the employer will need to find representatives to attend training and take up membership on the OHS committees for each building. In some instances this will require modifications to existing OHS committees, while in others building committees may need to be built up from scratch.

We hope to have all these committees in place as soon as possible. We look forward to you cooperation and participation in this effort.

The Joint Unions Committee on OH&S at Memorial

Any CUPE Local 1615 members interested in sitting on any of the Joint Worksite OH&S Committees should contact the a member of the CUPE 1615 Health and Safety Committee.

Health & Safety Committee
Mike Murphy mjmurphy@mun.ca 737-2393 EXECUTIVE LIAISON
Bruce Bryne bbryne@swgc.mun.ca 637-6200 ext 6364
Matthew Curtis mattcurtis@mun.ca 737-8915
Kerry Hiscock khiscock@mun.ca 737-8144
Don Hussey donaldh@mun.ca 777-6056
Diane Johnson djohnson@swgc.mun.ca 637-6200 (Ext. 6444)
Tom Kendall kendall@mun.ca 737-7574
Clyde Lush clush@mun.ca 737-7574
Ron Monks rmonks@mun.ca 737 4327
Jason Noseworthy jasonn@mun.ca 737 7523
Sheilah Roberts sheilahr@mun.ca 737-4471
Doreen Walsh doreenw@mun.ca 777-2432
Ronda White rhondaw@mun.ca 737 4553
Notice:
There will be an election for a trustee to complete a 1.2 yr term. (this election will replace Paul Murphy, he has retired).

Your Union

Scholarship Committee Report 2009/2010

The Scholarship Committee received 11 applications this year.

Congratulations are extended to the winners!

All other applicants are welcome to apply again next year.

The following is a list of the winners.

<table>
<thead>
<tr>
<th>STUDENT</th>
<th>PARENT/SPOUSE</th>
<th>UNIVERSITY DEPT</th>
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</thead>
<tbody>
<tr>
<td>Meghan Clarke</td>
<td>Robert Clarke</td>
<td>Animal Care Services</td>
</tr>
<tr>
<td>Katie Clarke</td>
<td>Robert Clarke</td>
<td>Animal Care Services</td>
</tr>
<tr>
<td>Frederick Hedd</td>
<td>Carol Hedd</td>
<td>Faculty of Medicine</td>
</tr>
<tr>
<td>Yvonne Noseworthy</td>
<td>Paulette Noseworthy</td>
<td>Queen Elizabeth II Library</td>
</tr>
<tr>
<td>Gail Oldford</td>
<td>Marvin Oldford</td>
<td>Technical Services</td>
</tr>
</tbody>
</table>

CUPE 1615 Scholarship Committee
Carole Anne Coffee
Diane Johnson
Nathalie Vanasse
Ingrid Verbree-Barnes

From left to right: Mike Murphy, Carol Kennedy, Frederick Hedd, Gail Oldford, Yvonne Noseworthy, Katie Clark, Carol Ann Coffee.
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

Congratulations!
Workplace Trend!!

If you have any doubts about the number of new and mostly young staff currently at MUN, you may be interested in this significant bit of information.

Of the 769 active CUPE Local 1615 members listed on our dues remittance sheet for August 2010, 222 were hired by MUN since 2005. That equates to a replacement of a full quarter of our members in 5 years, and most of these replacements were probably contractual positions (more on that problem latter).

Presuming that most of these new hires are youth, this translates to at least 25 per cent of our current members under the age of 30 were hired in a short five-year period. If this is correct and the trend continues, by 2015 over 50 per cent of our members will be under the age of 30 and by 2017 as much as 75 per cent will be younger workers, many with young families and big mortgage payments.

It’s time to start preparing to transfer the torch to young workers who will vastly outnumber the older crowd in our Local in a few short years. The need for a strong CUPE 1615 Youth Committee to help with a smooth transition to new leadership is becoming more evident every year. It’s time for older members to pass on what we know to these young members and let them take the lead roles in our Local.

One of the most important issues youth will have to face at Memorial is the high number of contractual positions. Everyone knows that we can’t expect youth to stay and put down roots in our Province if we can’t offer them permanent employment. This Local will work to bring this issue to the forefront with Memorial’s administration but we will need volunteers to help us prepare and present our position on this important issue. Who better to take the lead on these issues then young workers themselves? I and other members not affected by this issue would be happy to help as we also know that our welfare depends on having enough workers to do the jobs when we retire. The Union movement in general has always supported permanent full-time work and also has lots of resources to help bring about less contractual – more permanent work at Memorial.
If you would like to join with other young members of the Local in helping to deal with the issue of contractual work and other youth worker concerns, please contact our CUPE 1615 Youth Committee. Email me and I’ll put you in contact with this new Committee.

Mike Murphy
President CUPE 1615

The following letter was sent on July 28, 2010.

July 28, 2010

Mr. Claude Horlick
Associate Director, Human Resources
Memorial University of Newfoundland
St. John’s NL, A1C 5S7

Dear Claude:

Re: Assignment of remaining parking spaces in lot 9.

We would like to register our displeasure with how parking spaces remaining in Lot 9 were allotted to employees after the loss of space there due to construction. Mr. Peddigrew made it clear to some of our members that the remaining spaces in lot 9 were assigned on the basis of ‘Rank’ and not ‘Length of Service’ with Memorial. Mr. Peddigrew even took the time to explain the ranking hierarchy to them. However it was not clear if this ranking protocol also applied to unionized faculty when assigning parking spaces.

We had previously written both you and Mr. Peddigrew asking that ‘employee age’ or ‘length of services with Memorial’ be used when deciding which employees are required to move to new parking spaces (see email dated Fri 30/04/2010). Ms. Wooley replied to the email stating that
“parking was allocated as it normally is within the university”, which we’ve now come to learn from Mr. Peddigrew is based on rank and not age or length of employment. While Emily and Gary did say that consideration was given to those employees requiring medical accommodation, both pointed out that this is done only when employees made them aware of the need for such accommodation.

While requiring older employees to walk a few more feet to get to work may not seem unreasonable, consideration should also be given to our winter conditions and the extra thoroughfares employees will have to negotiate during those winter months. This short extra distance during winter conditions might be extremely more difficult for Memorials lower ranking - longer in the tooth employees relocated to Lot 16.

We would ask that Memorial revisit the archaic protocol of using ‘rank’ to assign parking space to all employees , especially when forcing employees to give up parking space due to construction. Given the number of older employees at Memorial and that many would not wish to self identify as having physical limitations requiring parking accommodation, length of service with the employer and/or age should be given priority over “rank” when deciding who gets parking closer to their workplace or protected from the winter elements. Sincerely,

Mike Murphy
President CUPE 1615

cc: CUPE Exec, CUPE Newsletter, Brian Farewell CUPE National Representatives

Update Sept. 1, 2020: Since sending this letter, another notice relocating members to a temporary parking lot at the back of the wave tank was received on NewsLine. This move will put our members at greater risk, especially female employees who will have to walk to their cars alone after dark. I’ve made a formal complaint to Memorial’s Safety Office asking that they do a risk assessment of this change in parking as required by OH&S legislation and to take all steps necessary to ensure the safety of employees going to and from this parking area.

In Solidarity

Mike Murphy
President CUPE 1615
The Love Boat
Submitted by Sheilah Roberts

Every evening, the bed is turned down and a chocolate carefully placed on each pillow. Romantic? Yes, but maybe not so much for Jose, who, as steward here on the Love Boat, has not seen his wife for 10 months.

They get two months off during the year, he tells me. He has a daughter who he hardly knows. She’s thirteen now and he’s been working the cruise line for twelve of those years. Things are not so good in the Philippines and this is a good job. I ask what his salary is. He hesitates a moment. He tells me he doesn’t get a salary. He depends on the tips that passengers give him and a percentage of the ‘gratuities’ charged each passenger by the cruise line.

Oh, but my conscious cannot dwell too long on the inequities of the world... warm tropical breezes waft across the deck of this floating five star hotel, while the inside glitters with brass and polished mahogany. It is the ‘lap of luxury’ where the patrons swim in aqua-blue pools, dine 24 hours a day, amuse themselves with casinos, dance lessons, cooking demonstrations, golfing, and much more. It is a floating paradise for the paying guests.

It took a few days before I began to notice a few more things. All the service staff on this floating resort seemed to be from less than affluent countries: Philippines, South American countries, Macedonia, Greece, India, China. If this was such a great gig, “see the world, lounge by the pool, try your luck at the casino,” where were all the American, Canadian, English or Australian college students, young and restless? True, there were a few of them in the higher profile positions e.g., cruise directors, entertainment staff. But I didn’t see any working the bars or cleaning the rooms. Then I noticed that some of the staff seemed to be on duty every day, working morning, noon and night. This kept up for the entire nine-day cruise and hours after we left the ship, 3,000 more guests piled aboard. When I returned home, I did a little digging and discovered a few interesting things. Here at MUN we have a cruise ship 'expert' – Dr. Ross Klein from the Department of Sociology who has written several books on the cruise ship industry, his most recent one entitled Paradise lost at sea: rethinking cruise vacations. Dr. Klein refers to cruise ships as "sweatshops at sea.” That’ll give you the picture.

A quick search on the internet under ‘Exploitation on Cruise ships’ turned up lots of other choice bits of information, e.g. their yearly billion dollar net profits, their giant mergers. (It seems that several of the biggest lines are actually owned by the same person. Yes that’s right, one person.)
The companies run a smooth operation, reaping huge profits and making use of ‘new-age’ slaves. Some of these workers work 10-13 hour days, 7 days a week for 10 months of the year with no breaks. They do not get a salary but rely on tips paid to the company by each guest. (We were charged $10.50 a day for nine days of the cruise)

And pollution? Klein tells it best.

“A ship such as Royal Caribbean International’s Explorer of the Seas produces every day more than 40,000 gallons of sewage, over 450,000 gallons of gray water, 4,000 gallons of oily bilge water, and as much as 19 tons of solid waste. Much of this waste is discharged into the environment directly or indirectly as incinerator smoke and ash. In addition, a cruise ship, like all ocean-going vessels, produces significant air emissions from burning large amounts of fuel and contaminates waters through ballast water that introduces non-native species into America’s waters.”

I certainly don’t want to put you off your cruise vacation. And a vacation it is, a decadent, pampered, not-a-care-in-the-world vacation--a good deal for an excellent price. Well, sort of. ‘All inclusive’ doesn’t quite mean that on a cruise ship. This, believe me, is just the tip of the Titanic’s iceberg. For more horror stories consult some of Dr. Klein’s books and papers where he talks about crime, sexual assault, medical care and the dubious benefits received by the towns and businesses who host these sea monsters.

So, enjoy your cruise, but next time you see your union representative, give them a big hug and remember how lucky you are to work in a union-protected environment.

**CUPE 1615 Development Fund**

University employees who are members of CUPE 1615 are eligible to apply for funding to support their professional development. An annual $50,000 professional development fund has been in place since April 1, 2009.

The following is an outline of application deadlines, committee meeting dates, and decision communication dates for September 1, 2010 to May 30, 2011.

<table>
<thead>
<tr>
<th>Application Deadlines</th>
<th>Committee Meetings</th>
<th>Decisions Communicated By</th>
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</thead>
<tbody>
<tr>
<td>September 17, 2010</td>
<td>September 28, 2010</td>
<td>October 5, 2010</td>
</tr>
<tr>
<td>January 21, 2011</td>
<td>February 1, 2011</td>
<td>February 8, 2011</td>
</tr>
<tr>
<td>May 6, 2011</td>
<td>May 18, 2011</td>
<td>May 25, 2011</td>
</tr>
</tbody>
</table>

Note: Late Applications will not be accepted.
Applications

The application form must include a breakdown of all costs associated with attending the development event. These costs can include air transportation, ground transportation, meals, registration fees, and accommodations. Please refer to the Travel - General Policy for information. Membership fees are not funded.

Applicants must be able to demonstrate the efforts they have made to secure funding from other sources. Successful applications usually are cost shared with the employee's department, school, or faculty.

Applications are available at http://www.mun.ca/humanres/learn_dev/cupepdfund.php

For more information contact a member of the Professional Development and Educational Assistance Committee:
Theresa Antle tattle@mun.ca 737-3197 EXECUTIVE LIAISON
Bruce Bryne bbryne@swgc.mun.ca 637-6200 ex 6364
Bev Greene bgreene@swgc.mun.ca 637-6267
Mike Murphy mjmurphy@mun.ca 737-2393
Fred Walsh fredw@mun.ca 737-8322

CASH FOR YOUR WORDS

Do you have a flair for writing? Would you like a chance to win a cash prize? Well, sharpen your pencil and get to work. CUPE on Campus wants writers – all kinds of writers – to fill its pages. You can write fiction, poetry, an opinion piece, or anything you choose. Keep it to two pages and make sure you follow the CUPE Equality Statement. That means that your writing should not contain anything that is discriminatory on the basis of ability, age, class, religion, language or ethnic origin, nor should it be racist, sexist, transphobic or homophobic. All writers will be entered in a draw for a cash prize.
The following is a list of Fall 2010 Courses being offered by CUPE Education

All members are encouraged to apply for the courses offered in your area through our CUPE 1615 Education Committee.

St. John’s:

Steward Learning Series   Date: October 16-17, 2010
Registration Deadline: October 1, 2010

Modules:  Stewards Rule
             Disability Issues for Stewards
             Building your Case

Introduction to Pensions    Date: November 13-14, 2010
Registration Deadline: October 29, 2010

Steward Learning Series   Date: November 27-28, 2010
Registration Deadline: November 12, 201

Modules:  Representing Members in Front of Management
             Creating Gender Equality
             Mobilizing your Workplace

Corner Brook:

Steward Learning Series   Date: October 2-3, 2010
Registration Deadline: September 17, 2010

Modules:  Handling Grievances,
             Creating Gender Equality,
             Conflict Resolution 101

Assertiveness Training for Women    Date: November 6-7, 2010
Registration Deadline: October 22, 2010

Parliamentary Procedures   Date: December 4-5, 2010
Registration Deadline: November 19, 2010
Stephenville:
(open to members from Corner Brook willing to find their own transportation each day.)

Steward Learning Series
Date: November 20-21, 2010
Registration Deadline: November 5, 2010
Modules: Handling Discipline & Discharge,
Learning about First Peoples,
Health & Safety 101

Anyone from the St. John’s region interested in the St. John’s courses can attend. Anyone from the Corner Brook region interested in the courses held in Corner Brook and Stephenville can attend but are responsible for their own transportation to and from the school each day. If you are interested, please contact one of the members of the CUPE 1615 Education Committee before the deadline date.

Newfoundland & Labrador Federation of Labour 73rd Convention:
(All Members St. John’s and Corner Brook eligible to attend this convention)
The 73rd Convention of the Newfoundland & Labrador Federation of Labour will be held in St. John’s, NL on November 1-3, 2010, at the Sheraton Hotel Newfoundland. Registration will take place on Sunday, October 31, from 3:00 p.m. to 5:00 p.m. and again on Monday, November 1, 2010, from 8:00 a.m. to 9:00 a.m. Credential Deadline is October 16, 2010.

We are permitted to send six delegates. The Education Committee has decided to send 5 from St. John’s, and 1 from Corner Brook. If anyone is interested in attending, please contact us before the deadline date. If either center does not fill their allotted seats consideration will be given to other interested members from another center.

Members of the Education Committee are:

Theresa Antle, 737-3197, tantle@mun.ca
Bruce Bryne, 637-6200 ext 6364, bbryne@swgc.mun.ca
Bev Greene, 639,8728, bgreene@swgc.mun.ca
Carol Kennedy (Executive Liaison and Chair), 737-3175, carolk@mun.ca
Mike Murphy, 737-2393, mjmurphy@mun.ca

Carol Kennedy
CUPE 1615 Education Committee
On The National Scene

WORK LAW
Failure to accommodate child-care needs discriminatory
by Mikael Swayze/CUPE

IN a recent ruling by an arbitrator decided that a negotiated change to the shift structure was discriminatory on the grounds of family status. It interfered with a father’s child care arrangements set out in his separation agreement with his estranged wife.

The grievors were four fathers employed by Power Stream (a power distribution authority in Vaughan, Ontario). These linemen were all represented by IBEW Local 636. Prior to 2008, their contract permitted each worker to choose between five days of eight hours or four days of 10 hours. The grievors were in the minority of workers who had chosen the five-day option. Two grievors were married, one was divorced with teenage children, and one was separated with young children and had a custody agreement. In each case, the fathers played an important role in the lives of their children and had chosen the five-day shift for that reason.

In 2008 bargaining, the employer insisted that the union choose a shift structure. In the end, this was reluctantly agreed to and incorporated in the agreement. The new shift, from 6:30 am to 5 pm, began in September 2008.

The arbitrator said a parent has an obligation to maintain the health, safety and security of their children; to spend time with their children, to guide them, and to teach them skills; and to try to ensure their children have a happy childhood.

However, most parents must work and may have to make difficult choices to reconcile their conflicting obligations.

The arbitrator found that no discrimination for the three men who were still married or divorced with older children, as there were no substantial interference in the discharge of their parental duties.

However, the arbitrator came to a different conclusion for the fourth worker, the one with young children. He found that the new schedule did disrupt the custody agreement.

Some would say that this is too restrictive a reading of the human rights code protection. Others would say it is too broad.

What is clear is that employers and unions are going to need to consider family arrangements in negotiating contracts and dealing with individual accommodations of workers’ needs. Otherwise, risk a grievance!

- Mikael Swayze is a staff representative with CUPE 3902 and CALM Secretary-Treasurer.
On August 30, the Globe and Mail published an editorial entitled "Avoiding getting stuck with the bill" that missed the target in terms of the NAFTA debate.

In the context of the settlement with AbitibiBowater, the editorial asks whether the federal government should sue the provinces for contravening to NAFTA. But the real question is should private corporations have the right to sue the federal government for lost profits.

The problem here is NAFTA itself. Without getting into the specifics of this case with AbitibiBowater, there is a larger lesson here. These “free-trade” deals are, essentially, charters of rights for corporations which grant exaggerated power to private interests.

Canadians already bailed-out many industries in times of crisis. But should Canadians also have to pay these companies when we do not bow-down to them?

It is clear we will see more and more cases like this if some clauses of NAFTA are not revised and included in new trade deals with other entities, like the one the Harper government is quietly striking with the European Union.

These corporate lawsuits—and even the threat of legal action—may chill governments and diminish their capacity to act for the common good. Governments should not be penalized for doing their job.

The debate on which order of government should pay is important, but secondary because at the end of the day it’s always taxpayers who get stuck with the bill.

The Globe says, “The taxpayers of Canada need some concrete assurance that they will not have to pick up another such tab.” Yes they should. Let’s scrap a few lines from NAFTA.

Paul Moist, CUPE National President
LABOUR DAY MESSAGE 2010

Over the past twelve months, working people did something they have not done for a very long time. They changed their government's mind.

Last year, on Labour Day, unions called for action on retirement security. At the time, the economic crisis and recession had left people's savings in tatters. Pension plans were under attack. RRSPs were exposed as inadequate for the vast majority of working people. Everything pointed to a looming crisis – Canadians were not saving enough to avoid poverty in retirement.

Asking people to save more was easier said than done. The reality is that most Canadians have a hard enough time paying their mortgages and putting their kids through school, which explains why only one in four people can put any money into an RRSP or a tax-free savings account.

The solution was simple. Almost every working person in the country already has access to the safest, most secure and guaranteed retirement savings plan in the world – the Canada Pension Plan. Throughout the economic crisis, nobody's CPP cheque decreased and nobody's CPP savings disappeared. But, the CPP is capped and only allows people to save enough to cover a maximum of 25% of the average wage. That's not enough for anyone to live on today.

The Canadian Labour Congress launched a campaign to expand the CPP and help everyone save more - enough to cover the basics when they retire. We asked union members to join our campaign and encouraged them to talk to their friends and neighbours. They did. (Did they ever!)

At a meeting in June, the country's finance ministers agreed that the best way to help Canadians save more for retirement was through the Canada Pension Plan. It was a sweet victory for working people.

They forced their politicians to look. They attended meetings and consultations in their communities. They wrote letters, made phone calls and sent e-mail messages to their local federal and provincial representatives. They responded with letters to their local papers, blogged and called radio stations whenever retirement security was the subject.

Working people make up the majority of the country’s citizens and voters. It’s impossible for politicians to ignore so many people when they make their presence felt. But getting working people to engage the people we elect and send to our legislatures and council chambers is still not as easy as it should be. Too many think it’s not worth the effort, that it can’t possibly make a difference.
Well, they should think again. Over just one year, we moved the federal and many provincial governments away from their previous positions on how to fix Canada's retirement security crisis towards one that benefits the vast majority of Canadians. We beat out the high-paid lobbyists who were telling politicians that the solution was more tax cuts for people who could afford to buy RRSPs. We beat out the financial and insurance industries that have made obscene profits by charging some of the highest management fees in the world on the mutual funds and small savings accounts Canadians have managed to put away.

Now, we need to get the job done. We need to make sure that laws get introduced this year to change the Canada Pension Plan and deliver better retirement security for everyone. We need to make sure those laws pass. What this means is that working people need to keep showing up and speaking up. Lobby groups that claim to speak for all employers and pundits paid by the financial sector want to stop this important reform from happening. They've already started a desperate campaign to mislead Canadians by calling the money everyone puts into their CPP retirement savings a “payroll tax” that will hurt jobs. Nonsense like this, they hope, will scare politicians into agreeing to another round of studies and more debate.

Enough! Now, let's move our country forward. Canadians have been consulted. The experts have had their say. Canada's finance ministers agree that allowing people to save more through an expanded CPP is the simplest and the smartest start to providing real retirement security for everyone.

Labour Day is about recognizing the contributions of workers to society, and the contributions of unions to the well-being of our communities and country. The efforts of the labour movement brought health and safety laws, shorter work weeks, the weekend, and minimum labour standards to benefit all workers. But we didn't stop at the workplace. Healthcare, student loans, social housing all have their roots in the groundwork laid by the labour movement. As do public pensions.

So let's move quickly and expand the Canada Pension Plan this year so everyone can start saving more for a retirement income that's guaranteed to be enough to get by. Let's get the job done!

Happy Labour Day!
Mike MacIsaac
Canadian Labour Congress
On The International Scene

Workers in Pakistan and their families need our help

In times of great hardship and need, the labour movement shows the meaning of solidarity and mobilizes to bring support to workers, their families and their communities at home and around the world.

We have all watched with horror the images of the devastation caused by the floods in Pakistan. Emergency relief to aid the victims is essential.

The Canadian Labour Congress, in cooperation with the Canadian Red Cross, is working to provide an easy way for union members to make a donation to help the victims and instantly receive a tax receipt.

From now until September 30, 2010 you can make a secure donation by visiting the Red Cross website:  http://www.redcross.ca

The federal government will match individual donations until September 12. Union members in Canada have a proud tradition of helping those in need. Workers in Pakistan and their families need our help.

Canadian Labour Congress
2841 Riverside Drive
Ottawa Ontario K1V8X7
Canada

Tell us your story

Do you have a personal story you would like to share? Send it to us at lvatcher@swgc.mun.ca
Coffee Break

10-word Wiki: Encyclopedia for the ADD generation

Internet/CALM

TEN WORD Wiki collects and distributes knowledge in exactly 10 words, no more no less. Here are some samples.

1 – It is the loneliest number that you will ever do.
1950s – Decade in the 20th century. Elvis, start of cold war.
Canada – Similar to America, except more laid-back, better at hockey.
Capitalism – The economic system allowing more people to turn blind eyes.
Folk music – Played by people with beards for people with amusing trousers.
Kraft Dinner – Sustenance of youth. Made with real cheese? Not really relevant.
Oxymoron – Phrase where conflicting words are used in conjunction: Instant Classic.
Second Life – Contains most things wrong with First Life, with added advertising.
Urban myth – Those stories that start with a friend of a friend.
Zero – A round scribble which revolutionized mathematics. There’s nothing to it.

• www.tenwordwiki.com

Classifieds

Welcome to our classified section. If you have something you want to advertise please send to Levinia at lvatcher@swgc.mun.ca
Meeting Schedule

**Tuesday, September 14, 2010 5:00 p.m.**
Room ED 1014 for St. John’s members
AS275 for Corner Brook members

**Tuesday, October 12, 2010 5:00 p.m.**
Room ED 1014 for St. John’s members
AS275 for Corner Brook members

**Tuesday, November 9, 2010 5:00 p.m.**
Room ED 1014 for St. John’s members
AS275 for Corner Brook members

**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.