ON MAY 14, I attended the Canadian Association of Labour Media (CALM) conference in Windsor (Ontario, not Grand Falls) for the first time. This year, the conference partnered with Labourtech and approximately 80 participants from across Canada and the United States were in attendance. Apparently the numbers were significantly lower compared to previous years and this may be contributed to the downturn in the economy (especially noticeable in the Windsor Detroit region). The decrease in numbers had no impact on the quality of the conference and the sessions that were offered to those of us who did attend. They were all interesting, informative and thought provoking……..what more could you ask?

Dr. James Winter, professor of communication at the University of Windsor, lead the way in the opening plenary. He has authored a number of books, and “Lies the media tell us” is one that I will definitely put on my reading list. It’s just as important (maybe more so) to know who is controlling the media if we really want to be informed about the issues being reported.

Doreen Meyer, who was editor of CALM for twenty years, brought her wealth of experience to a great session on editing. From writing styles to clear language and practical tips, there was something for everyone. Rosemarie Bahr, also an editor of CALM, put the “work” in workshop as we applied our knowledge to writing a feature article.

In addition to the excellent sessions, it was a great opportunity to meet other like-minded individuals, make new friends and learn about their issues, successes and struggles in the world of work. And of course, it was wonderful to be present to accept the award for “Best Layout Design”…………congratulations to Jennifer Armstrong.

Linda Carroll
Sexual Harassment Board

The Sexual Harassment Board is responsible for overseeing the implementation and evaluation of the University-Wide Procedures for Sexual Harassment Complaints and for the periodical review of the procedures.

The Board shall be responsible for recommending the selection of the Sexual Harassment Advisor. The Board shall provide advice, supervise and review the Sexual Harassment Advisor; and shall report annually in writing to the executives of each constituent group and the President of the University. The Board may prepare other reports on request from time to time. The Sexual Harassment Advisor is Cathy Morris.

The Policy and Procedures defines sexual harassment and outlines the steps to resolve any issues.

CUPE Local 1615 members can contact the Sexual Harassment Office in ER-6039, Earth Sciences Building or by calling 737-8199.

For additional information visit the following websites:
 University-Wide Procedures for Sexual Harassment Complaints: http://www.mun.ca/finance/policies_procedures/university sexual_harassment.php#S711

Board members: http://www.mun.ca/sexualharassment/board/
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>
</tr>
</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
Carol Kennedy
Carole Anne Coffee
Diane Johnson
Nathalie Vanasse
Ingrid Verbree-Barnes

Green Tip:

**Making GREEN Go even further**

Next time you are doing yard work, think about trying grass-recycling. Did you know that 12% of the matter going to landfills daily is yard waste, including grass clippings and leaves? Grass-cycling is the natural practice of leaving clippings on the lawn when mowing. These clippings quickly decompose and return nutrients to the soil. Cut your grass when it is dry and free of leaves. Mow often enough so that no more than one-third of the length of the grass blade is cut. This allows grass clippings to fall easily through the grass to the soil. This process reduces the need for fertilizers and eliminates much of the waste entering our landfills.
CUPE 1615 Development Fund

CUPE Local 1615 members 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.

Application deadlines, committee meeting dates, and decision communication dates for September 2010 to May 2011 are outlined below.

<table>
<thead>
<tr>
<th>Application Deadlines</th>
<th>Committee Meetings</th>
<th>Notification by</th>
</tr>
</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>

A breakdown of all costs associated with attending the development event should be included with the application. Costs can include air transportation, ground transportation, meals, registration fees, and accommodations.

Membership fees are not funded.

CUPE Local 1615 members must also be able to demonstrate efforts made to secure funding from other sources. Successful applications usually are cost shared with your department, school, or faculty.

Please note that late applications will not be accepted.

For additional information members can visit the following websites:
CUPE 1615 Development Fund:  http://www.mun.ca/humanres/learn_dev/cupepdfund.php
Application:  
http://www.mun.ca/humanres/forms/Cupe_1615_PD_Application.pdf
Travel guidelines:  
http://www.mun.ca/policy/site/policy.php?id=140

Committee Members are:

Theresa Antle, CUPE 1615  
Robert Barker, Management  
Linda Corbett, Management  
Lisa Curran, Management  
Beverley Greene, CUPE 1615  
Mike Murphy, CUPE 1615  
Fred Walsh, CUPE 1615
BELIEVE IT OR NOT …..
THAT TIME IS APPROACHING

CUPE 1615’S PICNIC FOR
ALL AGES
DATE:  SEPTEMBER 11, 2010
LOCATION:  North Bank LOGDGE, Pippy park

THIS YEAR THERE WILL BE REALLY FUN THINGS PROVIDED BY
SKYHIGH AMUSEMENTS.

Bbq (hot dogs, burgers, veggies burgers)
chips, cheeses, cookies Juice, soft drinks
And much more !!!!!!!!
Mark it on your calendar.

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

Ingrid Verbree-Barnes  
St. John’s  
737-4307  
ingrid@cs.mun.ca

Diane Johnson,  
Sir Wilfred Grenfell College  
637-6200 ext. 6444  
djohnson@swgc.mun.ca
On The National Scene

Good union songs
New Unionism Network/CALM

GET UP, Stand Up by Bob Marley and the Wailers has won New Unionism Network’s readers’ poll for best workers’ song of the last 50 years.

The next four choices in the poll were There is Power in a Union (Billy Bragg), Between the Wars (Billy Bragg), Fight the Power (Public Enemy) and None of Us are Free (Solomon Burke and the Blind Boys of Alabama).

• www.newunionism.net

Harper government endangering workers
PSAC/CALM

THE PUBLIC Service Alliance of Canada is demanding that the Harper government take action to prevent workplace injuries and fatalities, after a damning report revealed it has been negligent in protecting workers under its jurisdiction.

According to the Canadian Centre for Policy Alternatives, the federal government is putting workers at risk by under funding and under staffing federal safety inspections. The federal government is responsible for protecting its own workers, those at Crown corporations such as Canada Post, as well as workers in the airline and trucking industries.

The rate of disabling injuries in federally regulated workplaces increased by five per cent between 2002 and 2007, while the provinces have managed to cut their disabling workplace injuries by an average of 25 per cent over the same time frame.

During this period, the government made cuts to the number of federal workplace inspectors or labour affairs officers who work for Human Resources and Skills Development Canada. As the “Success is No Accident” report reveals, 125 people are responsible for protecting more than a million workers.

At particular risk are the workers at Canada Post—where federal inspectors have effectively been stonewalled. In addition, there are currently no federal workplace inspections taking place on First Nations reservations.

CCPA’s report recommends that the federal government immediately hire more labour affairs officers and ensure they are properly compensated. Labour affairs officers are the worst paid of any federal safety inspectors, making it difficult to recruit and retain them.

PSAC maintains that the cuts to the labour affairs officers follow a general trend by the federal government—away from government regulation and toward self-inspection by industry.

“We saw a similar pattern at play with the reductions in federal meat inspectors,” said Patty Ducharme of PSAC. “Tragically, this led to the death of 22 people who ate meat contaminated with listeriosis. How many more deaths will it take for this government to wake up?”

Visit policyalternatives.ca, to download a full copy of the CCPA’s report, Success is No Accident.
Living wage law fights poverty
CUPE/CALM

A B.C. CITY council has adopted the first municipal living wage policy in Canada—a move that should become a standard for municipalities across the country.

New Westminster city council voted unanimously for a living wage bylaw based on a calculation of the hourly wage required to keep a family with two children and two working parents above the poverty line.

New Westminster’s living wage policy applies to full-time and part-time employees, direct staff and contractors performing physical work on city properties.

Expand CPP to ease pension problems contact/CAW/CALM

AN EXPANSION of the Canada Pension Plan is the most effective way of addressing Canada’s pension problems, says a recent report by the Canadian Centre for Policy Alternatives (CCPA).

Pension expert Monica Townson, a CCPA research associate, looked at the options for expanding the CPP to ensure all Canadians have adequate retirement incomes.

“There is now widespread concern that unless changes are made, a significant number of workers will reach retirement age without sufficient income to support themselves,” Townson says. Here are some findings from the report:

- the CPP is by far the most secure and cost-effective way to deliver a pension benefit for retired workers—11 million employed Canadians have no workplace pension plan other than the CPP
- RRSP schemes do not fill the gap
- most Canadian workers have no RRSP because they can’t afford it (last year, only 31 per cent of eligible Canadians contributed to their RRSP, and the unused RRSP contribution amount now exceeds $500 billion)
- RRSP payouts after retirement are inadequate and unreliable: current retirement-age RRSPs would provide monthly pensions of only $250, on average
- experts are now supporting expansion of the CPP to replace 50 per cent or even 70 per cent of pre-retirement earnings (compared to 25 per cent today). These include experts like David Denison, CEO of the CPP Investment Board and Bernard Dussault, former chief actuary for the CPP.
- expanding the CPP is financially possible, and would produce a fairer, less expensive, and more secure pension system.

To read the full report, go to: www.policyalternatives.ca/publications/reports/options-pension-reform

Copy levy solution to minister’s illegal iPod
Actra/CALM

PERFORMERS HAVE a simple solution to Industry Minister Tony Clement’s illegal music collection—he should extend the private copying levy to MP3 players in Canada’s new copyright bill.

The minister has confessed to the media that he has filled his iPod by copying CDs and shares music with his family, activities that are illegal under Canada’s antiquated copyright laws.

“It shouldn’t be illegal for Canadians to buy a CD and copy it to their iPod. Luckily as the minister responsible for Canada’s copyright laws, Clement has the power to fix his problem by simply extending the private copying levy to include digital devices,” said Ferne Downey, president of ACTRA.

Last revised in 1997, the Copyright Act specifies that the private copying levy, which compensates rights holders when Canadians make copies of their work for personal use, only applies to blank media like audio cassettes, mini-discs and CD-Rs. By extending the levy to devices Canadians use today, artists will continue to have this important source of revenue while making it clear that Canadians are legally able to make copies of musical works for private use.
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:
August 15

Contact:

Editor: Levinia Vatcher
lvatcher@swgc.mun.ca

Assistant Editor: Linda Carroll
lcarroll@swgc.mun.ca

Meeting Schedule

**Tuesday, September 14, 2010  5:00 p.m.**
St. John’s ED 1014, SWGC AS275

**Tuesday, October 12, 2010  5:00 p.m.**
St. John’s ED 1014, SWGC AS275

**Tuesday, November 9, 2010  5:00 p.m.**
St. John’s, ED 1014, SWGC AS275

**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.