Hello Brothers and Sisters.

Although fall is officially upon us, it is hard to tell sometimes with the continued high temperatures and great weather. It’s back to the grind for all of us with the return of students, the crowded hallways and the ever packed student centre. Bringing your lunch these days is a definite plus.

Our negotiations will be starting up again sometime this month. We are waiting to hear from HR on the definite dates and we will continue on from where we left off in March. As you know master bargaining has now been completed with the provincial government and both NAPE and CUPE have tentatively accepted the agreement pending ratification from its members. Please take note that this is not us. CUPE here at MUN negotiates on its own. We bargain directly with MUN, who is our employer, and we have not reached a settlement yet. The CUPE members included in this tentative deal are provincial government workers, school board workers, etc... not CUPE members at Memorial. Our negotiations have been going fairly well so far and the bulk of what we have left for discussion is financial issues. I think Memorial wants to have our contract settled before the New Year so hopefully we won’t have to wait too long for our own ratification vote.

CUPE National, in conjunction with the Federation of Labour and the Canadian Labour Congress and all of its affiliate unions are currently working on a campaign called “Together Fairness Works”. This campaign is basically trying to stress to all of us the importance of unions in the workplace and in society in general. We know the real strength of unions comes from our members and the power of solidarity. We achieve great things when we work together. We bring fairness to the workplace, raise the standard of living, and improve the quality of life for all working people.

Did you know we have three million union members across this country? Research shows that the majority of Canadians support the work of unions; they just need an opportunity to realize this for themselves. This campaign will strive to do just that. It will bring unionism and activism to the forefront and help all of us realize that we cannot work alone. We have to work as one solid unit so we can protect our rights and everything we have gained over many decades of negotiating for our members. This can only be done with your involvement. Many people make the statement “The Union” when really we should be saying “Our Union”. Together, we can make our union work for us. As the campaign states, “Together Fairness Works”, we cannot do this alone. You are
a valued member of this local and with your help we can all ensure fairness for all of us in the workplace and in our communities. Over the next number of weeks and months, I will be visiting many of you on campus to try and spread this message. I will also be asking for some help with this campaign, whether it is writing letters to the editor, advertising campaigns, or just having friendly discussions with your co-workers and employer, we can bring our message to many.

This campaign is just in the infancy stage right now and training has begun on how we should move forward in a successful way. So as I said, I will be visiting as many departments as I can but your help and solidarity are definitely needed and very important. Let’s get these conversations started about how your union brings fairness to the workplace. People need to rediscover the union advantage; but they need to do it based on their own values and what is happening in their own lives.

Understanding your contract is vital in your workplace today. I cannot stress enough how important this is. Our contract is available online as well as in paper format. Take the time to read it and if there is something you have questions on or don’t completely understand please contact me or one of the other executive members or your shop steward. Clarity in relation to your contract can only protect you and sometimes our contract is misinterpreted by HR and yes, even our members. Please ask questions so you know your interpretation is the right one. In the coming months I will be quoting some very important articles and will try to explain the interpretation as we should see it. If you have a particular article you would like to see discussed or clarified in the newsletter please let me know.

I have been assured by HR that with all of the problems they have been having with Banner reports an updated seniority list and an internal mailing list should be available to us very soon. When I do receive this information, it will be reviewed and then posted for all of you to review yourselves and to verify the information I have received is accurate and correct. Please keep an eye to our list serve for this information in the very near future.

I hope you all enjoy the coming fall, I know we are all working very hard at what we do every day but try and take the time to enjoy this wonderful season. As soon as I have more information on our negotiations I will let you know. Be assured your negotiating committee is doing all it can with your best interests in mind.

Yours in solidarity,
Theresa Antle
President

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*Excerpted from For the Fallen by Robert Laurence Binyon*  
*They went with songs to the battle, they were young,*  
*Straight of limb, true of eye, steady and aglow.*  
*They were staunch to the end against odds uncounted;*  
*They fell with their faces to the foe.*  

*They shall grow not old, as we that are left grow old:*  
*Age shall not weary them, nor the years condemn.*  
*At the going down of the sun and in the morning*  
*We will remember them.*  

*But where our desires are and our hopes profound,*  
*Felt as a well-spring that is hidden from sight,*  
*To the innermost heart of their own land they are known*  
*As the stars are known to the Night;*  

*As the stars that shall be bright when we are dust,*  
*Moving in marches upon the heavenly plain;*  
*As the stars that are starry in the time of our darkness,*  
*To the end, to the end, they remain.*

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*This year’s ceremonies:*  
Grenfell Campus, Wed., Nov. 6, at 11 a.m. in the Arts and Science Extension Atrium  
St. John’s campus, Fri., Nov. 8, at 11 a.m. in the D.F. Cook Recital Hall M.O. Morgan (Music) Building
KNOW YOUR CONTRACT

Article 30.03

Sick leave benefits for lesser periods will be granted in accordance with the following:
(a) - A “Reason for Absence Form” completed and signed by the employee, must be provided to the Human Resources Office through the Department Head. The Employer reserves the right to require a medical certificate. The nature of illness section of the form is voluntary and employees are not required to provide private, personal or confidential information regarding their illness.

(b) - For periods in excess of four (4) consecutive days, or in excess of ten (10) intermittent days in the aggregate in a fiscal year, a medical certificate must be provided to the Human Resources Office through the Department Head.

What CUPE Members Need to Know

While section (b) unequivocally grants the employer the right to ask for a medical certificate for the terms referenced—“four consecutive days” and 10 intermittent days in the aggregate in a fiscal year”—the clause does nothing to derogate from the employer’s right to ask for a medical certificate for any medical absence—regardless of how short the absence—as set forth in article 30.03 (a): “The employer reserves the right to require a medical certificate.”

To reiterate, and the thing to be clear about here, is that the employer has the right to ask for a medical certificate for any medical absence. While the employer has traditionally restricted its request for medical certificates to the 4 and 10 terms, it doesn’t mean that it can’t or won’t ask for a certificate for shorter absences, and, in fact, has been doing so in a growing number of instances in response to what they believe is excessive intermittent use of the sick leave benefit.

Yours in solidarity,
Theresa Antle.
PICNIC A HIT!

Another CUPE 1615 picnic has come and gone. It is scary how quickly the time passes especially the summer months. Our picnic was a big success again this year. Mother Nature was on our side and gave us a beautiful day. The Social Committee was very pleased to see 120 people attend! We thank you for making this event very enjoyable. The new “Sticky Wall” from Skyhigh Amusements was a big hit. The Crayola Bouncing Castle was enjoyed by a number of kids (of all ages).

I would like to send out a very big thank you to all the Committee members. The success of the day made it clear that the team worked together really well.

The Committee hopes to see everyone again next year and hopefully a number of new faces. Remember it is open to all members (with and without children). It is a nice time to relax, talk with fellow members, watch children have fun and enjoy a barbeque.

Susan Kearsey
Chair of the Social Committee
WINNER OF THE MYSTERY MEMBER CONTEST
Story and Photo image by Patrick Tyler

Bill Gin (Biology) receives a cheque for $25 from CUPE 1615 president, Theresa Antle, for correctly identifying the mystery member in the CUPE on Campus (Sept. 2013) GUESS WHO? contest. Gin correctly identified the mystery member as Susan Kearsey, CUPE 1615’s 1st Vice-president.

According to Kearsey, the picture dates back to the mid-60s. “I remember the car . . . but I don’t remember any of the circumstances surrounding the picture,” she said.

When asked how he came to guess Susan’s name Gin said having known her for many years, he saw certain characteristics—like her dimples—that brought her to mind. “It was just instinct really,” he said. “At one point I was going to put in a different name, but decided to go with my instincts,” he said.

And that makes Kearsey happy. “I’m just happy that someone guessed it,” she said. “I wasn’t sure how much I had changed between the picture and now. A fair bit I’d have said. So it makes me happy that someone guessed it.”

This month you have a chance to win $25 by completing the union crossword puzzle on the next page.

CONGRATULATIONS TO PATTI BRYANT

Our own Patti Bryant is this year’s recipient of the President’s Award for Exceptional Community Service. Patti is being recognized for her “volunteerism and tireless dedication” to Epilepsy Newfoundland Labrador. She is also being commended for her role in establishing the Canadian network, dravet.ca, in support of families of children with Dravet Syndrome. She has also succeeded in achieving charitable status for this organization and in having Health Canada provide children with Dravet Syndrome access to a drug that was previously unavailable. The award includes a cash prize, a personalized scroll, and a permanent notation on a University display.

Congratulations, Patti!

RETIREMENT

Theresa congratulates Marlene Hooper on her retirement after 40 years at MUN.
YOUR CHANCE TO WIN $25

Complete the crossword and submit by internal mail to CUPE 1615, ER4050. Please mark the envelope "Crossword". Be sure to put your name and internal Tel.: # on your entry. The first correctly answered puzzle drawn will be awarded the prize. **Entry submission deadline: Dec. 2, 2013.**

**ACROSS**
4. Toil
5. Required number
6. Item of agreement
11. The activity of the union
12. 1615 recording secretary (last name: LN)
13. Say “yay” or “nay”
14. Agent
15. Union-speak for female participant
21. 1615 Sgt. at arms (LN)
22. Historical political affiliate
24. Put up for election
26. Suspect resource agency
27. 1615 2nd VP (LN)
29. Policy gathering
30. Hit sharply
31. Complaint
32. Comes before hall and made
33. Gain advantage from

**DOWN**
1. 1615 3rd VP (LN)
2. Our union
3. Union-speak for male participant
6. Non-partisan ruling process
7. 1615 president (LN)
8. Vote into office
9. Membership fees
10. Withhold vote
16. Opposite of lefts
17. Sister union
18. Equality’s goal
19. Timely report
20. 1615 1st VP (LN)
21. Wound covering
23. Aspect of a strike
25. 1615 treasurer (LN)
28. 1615 correspondence secretary (LN)
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.

Child care costs/commitments keeping you from attending meetings?
Your union will pay for your childcare so you can attend the monthly meetings. Just contact Theresa Antle at 864 2393, tantle@cupe1615.ca.

CONTACT INFO:
Patrick Tyler
ptyler@cupe1615.ca