Hello Brothers and Sisters.

Well, fall is in the air and we should all take time to enjoy this beautiful season. It won't be long before the nasty weather hits.

Here's the latest local news:

First, our new trustees have just completed their official financial officers training; we'll put them to work very soon to do a full audit following which they will deliver their report.

Second thing is that our webpage is being updated, so very soon you will see some changes. It will have a brand new face with more links to lots of useful information. There are a couple of people on our website committee who are working very hard on this and I would like to give them a hearty thank you. To Patrick Tyler and Sandra Mills, you are doing a great job and I can't wait to see the finished product.

We also now have a Facebook page. This will keep you updated and informed of local activity and what is going on in other unions too. Simply log in to your Facebook account and search for CUPE 1615, then 'like' and 'follow' our page. Thanks to Christine Byers for setting this up and being our lead information provider on this. Great job, Christine!

We also have a Twitter account. This is just one more way to keep members up to date on issues of concern to us. Thanks to Shawn Organ for setting this up for us; great job, Shawn. Just go to your Twitter account and follow us @CUPE1615.

Kudos also must go out to our newsletter committee. This great publication comes to us through the hard work and dedication of Lorraine Jackson, Patrick Tyler and the volunteer writers. Without their tireless commitment and knowledge of layout and design we wouldn't be able to continue to deliver this much needed publication. There's also the crew who put on the mailing labels and get it out to you. Thanks one and all!

As you can see, many hands make light work. With the help of executive and committee members all of this comes together to make sure our issues are discussed and out there in many forums for all of us. Thanks to all for everything you do!!!

As you will see farther into the newsletter, a date for our Christmas party has now been set.

continued on next page
I hope many of you can make it as it is always a fun time and a great opportunity to meet old friends and co-workers in an informal and relaxed environment. A cash donation or food item for the campus food bank is the only thing we ask of you. I hope we will see lots of you there.

Our seniority list has once again been updated. It will soon appear on our website. This report comes directly from HR and has to be verified by you. If you see a mistake please contact me and I will make sure it is addressed. Your seniority date is very important; correct information is crucial.

I am very glad to report that our monthly membership meeting attendance has been growing. This is great to see and I would like to remind you that meetings are your chance to bring forward any issues you may have or want addressed. It is your opportunity to hear what is going on in your workplace and in your union. Please see our schedule for monthly meetings on the back page of the newsletter. The minutes for our monthly meetings are available only at the meetings and we do not post them on our website. If you would like a copy of our minutes, please contact me and I can send you a copy.

Finally, I hope you all enjoy the fall semester. Make sure you contact me or any other executive member with any issues or concerns you may have in your workplace, or questions you may have regarding your rights as an employee and with your contract. Together we must strive to make our workplace safe and ensure that we are all treated equally. As a union we must stand together for fairness and equality and we can only do this as one voice.

In Solidarity,
Theresa Antle

---

CUPE Cares Committee

Do you know of a member (active or retired) in your department who is in hospital due to illness or confined to their home due to illness for periods of two weeks or greater? Or maybe a member is celebrating the birth/adoption of a child.
If you do, please let one of the committee members know so we can send some expression of support (flowers or fruit basket) on behalf of 1615.
Or maybe a co-worker has lost an immediate family member. If you know of this, please let one of the committee members know, so they can extend the Local's condolences:
• to the family of a deceased Local member (active or retired) and
• to a member (active or retired) upon the death of an immediate family member.

<table>
<thead>
<tr>
<th>Executive Liaison</th>
<th>Diane Johnson</th>
<th>(709) 637-6249</th>
</tr>
</thead>
<tbody>
<tr>
<td>Carol Kennedy</td>
<td><a href="mailto:djohnson@cupe1615.ca">djohnson@cupe1615.ca</a></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ckenney@cupe1615.ca">ckenney@cupe1615.ca</a></td>
<td>864-3175</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Members</th>
<th>Kevin O'Leary</th>
<th>864-3085</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ingrid Verbree-Barnes</td>
<td><a href="mailto:kevino@mun.ca">kevino@mun.ca</a></td>
<td></td>
</tr>
<tr>
<td><a href="mailto:ingrid@mun.ca">ingrid@mun.ca</a></td>
<td>864-4307</td>
<td></td>
</tr>
</tbody>
</table>

<table>
<thead>
<tr>
<th>Catherine Ducey</th>
<th>Natalie Webber</th>
<th>864-4384</th>
</tr>
</thead>
<tbody>
<tr>
<td><a href="mailto:cducey@mun.ca">cducey@mun.ca</a></td>
<td><a href="mailto:natwebber@mun.ca">natwebber@mun.ca</a></td>
<td></td>
</tr>
<tr>
<td>777-6655 / 6896</td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

CUPE education
Union Development – Atlantic Region

Schedule for Remaining Fall 2014 Courses

**November 15-16**
**Sisters Asserting Our Rights**
(open to sisters only)
Location: St. John's
Application Deadline: Nov. 3

**November 22-23**
**Steward Learning Series**
• Conflict Resolution Skills for Stewards
• Resolving Grievances without Arbitration
• What you need to know about Arbitration
Location: Corner Brook
Application Deadline: Nov. 7

**December 6-7**
**Financial Officers Training**
Location: Corner Brook
Application Deadline: Nov. 21

For more information or to register, please contact:
Carol Kennedy  |  ckenney@cupe1615.ca
Retirement
Saying goodbye, good luck and thank you to Helen Houston for her many years of distinguished design work.

LEFT, CUPE 1615 president, Theresa Antle (right), congratulates Helen Houston on her retirement as a Graphic Artist (GA3) from the Division of Marketing and Communications. Helen brought to the Division a wonderful design sense that was both economical and elegant. During her 25 years of service, she won the university many design awards and accolades.

“She’s easily one of the best designers — if not the best designer — I’ve worked with,” said her colleague and the Division’s production co-ordinator, Patrick Tyler.

RIGHT, Helen is presented with a celebratory bouquet of flowers by the Division’s executive director, Victoria Collins.
Best wishes on your retirement, Helen!

Your Drug Plan - To Your Good Health!
From your Benefits Committee

So you have a prescription from your doctor...

First...
Go to your drug store. Show the pharmacist your Blue Cross card and give him or her your script.
It’s covered? Excellent! Here’s hoping you get well soon.

Beware!
Some drugs may need to have special authorization to be covered. Usually, the pharmacist will tell you that you need special authorization when the prescription is processed for the first time.

Need special authorization?
Get a special authorization form (either from your pharmacy, from Blue Cross or from HR in room A-4025). Have your doctor fill it out. Submit the form to Blue Cross and wait for their decision.

Approved? Congratulations!
Note: Your doctor may charge you a fee for completing this form. Unfortunately that cost IS your responsibility.

What if it is not approved?
Under university policy, Memorial has a special appeals committee (a sub-committee of the benefits committee) comprised of medical professionals from the university community, which can review your case. If the committee believes it is in your best interest to have that drug for your given condition, it can direct Blue Cross to cover your medication. Write a letter to them. With your letter, include:
• a copy of your special authorization form;
• a copy of the letter from Blue Cross as to why you were refused coverage;
• a letter from your doctor explaining why the decision of Blue Cross needs to be reconsidered, and, if possible,
• some research to support your treatment plan.
Send this letter to the committee via Glen Roberts in HR (A-4025).
After the committee has considered your situation and determined how to proceed, they will contact you with their decision. By the way ... All information sent to the committee is held in strict confidence by HR and members of the sub-committee.

Other important information
Memorial has a website to help you navigate through the world of the Blue Cross drug plan. You can view it here:
www.mun.ca/humanres/foremployees/special_auth.php
Regretably, some drugs are not eligible to be covered, even under special authorization. Only testing the waters as outlined above will provide you with this knowledge.
If you get a denial, you must pay for the drug yourself. Before you pay for the medication, talk to your doctor about his or her prescription. Your doctor may be able to prescribe a drug that IS covered by our drug plan.

Good health!
Members headed home to their communities from CUPE's sector council conference with new know-how and a renewed resolve to stand up for good jobs and public services.

The conference, a first for CUPE, drew nearly 1,200 members and staff. They connected across regions in 11 sector meetings, and connected across sectors in lively plenary sessions.

Speaking to participants, AFSCME President, Lee Saunders, drew on the words of Dr. Martin Luther King Jr., to describe the labour movement being "confronted by the fierce urgency of now."

CUPE National President Paul Moist said our members are in the eye of those urgent times, as we face tough rounds of bargaining, unprecedented attacks on our bargaining rights and threats to CUPE’s very existence.

Against this backdrop of these major challenges, members rolled up their sleeves to listen, learn and strategize. The positive energy was infectious.

"It's your participation that made this event such a success," said Moist. Members swapped everything from success stories to collective agreement language, and formed many new friendships.

Common to every single room was that everybody was participating — not just at the floor microphones but in round-table discussions. Everyone sat with people who weren’t from their local or region, laughing and sharing stories with people they hadn't met," said Moist.

Sharing ideas has brought big results, said CUPE National Secretary-Treasurer Charles Fleury. "In three short days we've done so much to build our internal unity and solidarity," he said. "We can go home to our regions knowing we are part of a very strong, very determined and very united movement. Let's remember that when they take one of us on, they take us all on."

While members in each sector identified and strategized about specific issues they are facing, they also flagged many common challenges and concerns. Moist said workers in every sector reported they are under pressure on many fronts: legislative threats, attacks on pensions, cutbacks and underfunding were prominent issues, as were the rise of precarious work, privatization, and health and safety at work.

"Hearing what others have achieved expands our knowledge. Knowing you’re not alone strengthens our collective resolve. It strengthens our collective power," he said.

The importance of mobilizing grassroots members was another common theme. Moist committed that CUPE's Fairness project will continue to give locals the tools they need to have those conversations.

Members were also clear about the importance of electing progressive governments at all levels. Fleury said CUPE has its eyes firmly focused on the coming federal election in 2015 - and there is only one party that supports good jobs and public services.

"In Strategic Directions, you gave us a mandate to not just defeat the Harper government, but to work to elect Canada's first federal New Democratic government, said Fleury. We can't forget the Liberals raided the Employment Insurance fund, cut transfers to the provinces and were mired in corruption."

Moist thanked participants for their dedication. "We know there's never been a tougher time to be an activist. The members want and need your leadership to resist concessions, achieve pensions, win real wage increases and ease workload."

Locals will receive a report from their sector meeting in the coming weeks, and will be asked for their feedback in an online survey.
The “eyes” have it.

Below are fourteen pictures of famous peoples’ eyes (and some infamous). Your challenge: to correctly identify them. First entry drawn with all correct answers wins $25. In the event of no entries with 100% correct answers, the prize will be awarded to the entry with the next highest percentage of correct answers. PLEASE PRINT YOUR ANSWERS.

Win $25

Mail your entries to CUPE1615, Rm ER4050. Please mark the envelope “Eyes Contest”.

Name
Room Number
Phone / Email
Scenes from Fun Day
(Annual CUPE 1615 Picnic)
Mental Illness Awareness week was Oct 5-11, 2014. Mental illness gets more press these days but not nearly to the extent that is necessary to help minimize the stigma associated with being affected by some sort of mental illness. According to statistics, 1 in 5 Canadians will suffer some form of mental illness in their lifetime. In comparison, 10% of the population is left handed, and less than 6% of people in the world have red hair. It is more probable that you know someone who suffers or has suffered some form of mental illness than someone who is left handed. It is even greater probability than knowing a left handed redhead.

It is important to take care of ourselves and take time for ourselves and our dependents. Good sleeping, eating, and exercise habits all keep the body healthy and help to keep the mind healthy too. Sometimes that is not enough. Just like a broken leg or a badly sprained ankle require medical attention so also do the different types of mental illness. And this is where the problem can become worse. Those of us of a certain age remember jokes about getting paid to drop someone off at The Waterford Hospital. I have even heard some people refer to University departments as the academic wing of the Waterford. The stigma associated with mental illness makes it worse for those suffering and creates a workplace environment that can add to the problem of prevent a person from seeking the help they require.

The Mental Health Commission of Canada has the following information:

**What is stigma?**
- Stigma (or prejudice) describes a negative and unfavourable attitude.
- Stigma causes those living with a mental illness to be labelled, stereotyped, and feared.

**What is discrimination?**
- Discrimination is the action that results from stigma.
- It is how you treat those living with mental health issues because of how you think about them.

**Why does it matter?**
- Many people living with mental illness say the stigma is worse than the illness itself.
- Stigma is seen as one of the key barriers preventing people from seeking help.

As members of CUPE, we strive for fair treatment and equality in the workplace. This treatment needs to extend to how we treat those who may be suffering from mental illness. Workplace mental injury can result from bullying, stress due to deadlines or inadequate time or staff to perform a task, or ignoring someone. The Mental Health Commission of Canada has developed and offers a Mental Illness First Aid Course. I will be taking this course in the near future as a part of a supervisory skills program offered by our employer. I would like to see every building have one person with this course as one of the building First Responders. If you are interested, look for a course happening in your area, and think about applying for it perhaps under the employee Professional Development fund.

The costs associated with mental illness are sizable. "Mental illness costs the Canadian economy an estimated $33 to $50 billion per year in lost productivity" This lost productivity spills over into the quality of people's home life and thus encompass every facet of the life of those suffering and those around them. Mental illnesses arise due to a variety of factors and cannot be prevented but they can be treated. "A mental illness, like many chronic illnesses, requires ongoing treatment. Fortunately, much progress has been made in the last two decades in treating mental illnesses. As a result, many mental conditions can be effectively treated with one or a combination of the following therapies:

- Medication
- Psychotherapy
- Group therapy
- Day treatment or partial hospital treatment
- Specific therapies, such as cognitive-behavior therapy and behavior modification.

Time spent with a psychologist can be quite costly at a value of $125 to $150 per hour. Considering that our health plan only covers a maximum of $500 per year for a psychologist, you can see that obtaining
treatment can be a costly proposition.
It is time to take away the stigma and stop looking sideways at people with the fear that they will wig out, lose it or go postal. As has been pointed out to me in the past, comments about substance abuse, or OCD like tendencies (when referring to neatness and not true OCD) or saying that my parents beat the ADHD out of me are insensitive and incorrect. Take the time to talk if someone is interested in opening up to you. Take the time to inform yourself about how you can help if someone suffers a mental illness crisis or at least find out who to call.

There is hope. Recovery is possible.
There are effective treatments.
Mental illness is an illness like any other.
It’s important to seek help.
But we all have a role to play.

1www.mentalhealthcommission.ca/English/system/files/private/Stigma_Facts_ENG_0.pdf accessed Oct 9 2014

On September 24, 2014, I attended the Workplace Health Safety and Compensation Commission (WHSCC) Safety Symposium at Holiday Inn. It was a daylong event and Keir Hiscock, Matthew Pittman and I were in attendance as members of CUPE 1615. The 100 + attendees included supervisors, OHS Committee Members and frontline workers from a variety of occupations. As always when attending such workshops or presentations, there is often much to learn from other people in attendance and the value of such networking opportunities should not be discounted.

The symposium was offered at no cost, and began with an address from Leslie Galway, CEO WHSCC. She spoke about the Commission and its role in safety in the workplace. The number of lost lives due to workplace accidents has decreased as a result of safety initiatives and the implementation of OHS committees which act to identify hazards before they become risk statistics. It is encouraging to see this but a key point of her address was that "Prevention is Key" and that the work is not done until every worker goes home safely each and every day. There were four sessions offered throughout the day with choice of topics for each time slot. Some of the topics included: "Violence Prevention and Working Alone: Protecting Your Workers"; Global Harmonization System Implementation" and "Practical Ways to Conduct Risk Assessments in the Workplace".

At lunchtime the keynote speaker was Jackie Manuel, CEO of NLCSA (Newfoundland and Labrador Construction Safety Association). She spoke about the challenges of working in safety and attributed much of her success to lessons learned from her grandmother. She was an entertaining and knowledgeable speaker.

Keir, Matthew and I were able to attend this symposium at no cost to CUPE due to our involvement in our OHS Building Committees and the employer allowed us to be off site for that time. I would like to encourage and challenge all CUPE members to become more aware of safety at work, and to take advantage of such training opportunities when they are made available. Information about upcoming workshops being offered by WHSCC can be found at www.whscc.nl.ca/prevention/new_workshops.whscc

Respectfully submitted,
Nathalie Vanasse

Pictured above, left: (l to r): Matthew Pittman, Mary Shortall, Nathalie Vanasse, Keir Hiscock.
No good deed...
A short story
by Patrick Tyler

As older children and teenagers growing up in Alberta, my brothers and I spent a fair amount of time stream fishing with Dad.

From our earliest trips, Dad drilled it into us: "If you get lost or we get separated, follow the stream back, opposite to the way you were fishing it, until you get to the car . . . then wait there!"

Even with this constant drilling, my next oldest brother lost himself in the brush next to a fairly remote river we'd been fishing in British Columbia. The thing is, with many of the locations we travelled to, the brush was typically thick and close to the water, so thick and unremitting that you could easily pass a person by fewer than 10 feet and never see him or her. We were very lucky however, and found Tim . . . but it was a disturbing sight.

Within minutes of being separated — and the potential for how dire a situation he'd gotten himself into had started to play on him — he was practically feral: eyes wild, not registering our voices, snot all over his lip, hyperventilating. I remember my father sitting on a stump with Tim in his lap, trying to calm him, all the while Tim crying, "Why did you leave me?! Why did you leave me?!

It took a long time to calm Tim and a much longer time for my Father to forgive himself for letting it happen. Which was why he never missed an opportunity to remind us: "If you get lost or separated, follow...."

A number of years later, I had the opportunity to fish with him on the Dungarvan (Creek) just outside of Waterton National Park in southwestern Alberta. It was still early in the year so the stream was running higher than usual. But not so high as to interfere with the many pools we knew of and vied to fish first. Indeed, it soon became almost a race. As fast as one would reach a pool, the other one raced ahead to claim the next one. After a while of this "leap-frogging", it suddenly occurred to me that I hadn't seen Dad in quite some time. I decided I'd go up the stream a couple of more bends to see if I'd missed him passing me on the bank. Three turns later I'd still found no sign of him; no whistling, no smell of cigarette smoke, no response to my repeated shouts. "He must still be behind me," I thought — but without any great certainty — which then had me thinking: "What to do?"

I didn't take me long to draw on Dad's mantra: "Follow the stream back, opposite to the direction you'd been fishing it, and follow the stream back to the car." Which I proceeded to do . . . and within about 40 minutes, and with no sight of Dad, I was back at the car feeling rather proud of myself.

I decided I'd light a fire so Dad would have something to warm himself against when he got back. (Truth is, I just loved to light fires, and was responsible for coming close to burning down more than a few forests over the years.) And so I sat around the campfire contemplating the praise I was going to receive and my Dad's pleasure at my having listened well.

About 45 minutes later I began hearing the crunch and crackle of breaking undergrowth, which got progressively louder as it neared the car. It suddenly occurred to me, "Jesus! What if it's not Dad? What if it's a grizzly?" (an animal not infrequently seen in that part of Alberta.)

I moved closer to the car door, putting the fire between me and the approaching noise. Happily, a few minutes later I could see the brown of my father's cowboy hat bobbing through the trees, and I moved forward to greet him.

I was somewhat uneasy to see how agitated he was, expecting, as I was, to be greeted with a profound grin of relief and a proud you-did-well hug. What I got was: "What the hell do you think you're doing?!?

You scared the shit out of me! Do you realize I could have passed you in that brush — pointing to the tree line — and never have seen you?!?!", he shouted . . . all the while closing the gap between us . . . and ending his angry denunciation with a slap that put me on my ass.

"What the hell was that for," I wailed in stunned disbelief. "I did exactly what you've always told us to do in case we got separated! I thought you'd be pleased with me!"

"Well you scared me," he offered weakly, the heat of his anxiety having been used up by his slap.

Well, that was the end of the fishing trip, at least for that day and that creek. Everything else that went after — the dousing of the fire, the storing of the gear, grabbing a bite to eat — was done in a brittle silence.

Now my father is not a man given to apologies, even when they are richly warranted.

Rolling down the highway later, after lighting a Black Cat filling the car with cigarette smoke (a smell that still brings me forcefully back to him) Dad asked: "So what do you do if you get separated or lost on the river?"

The cheekiness of his question was about as close as I was going to get to an acknowledgment from him that his slapping me had been a mistake.

"Stay bloody missing," I muttered.

A barely perceptible smile crinkled his lips as he drew on his cigarette and we chased the highway north.
CUPE 1615 Christmas party

ST. JOHN’S CAMPUS
@ The Breezeway
Thu. Dec. 11, 2014
5 - 11:00 p.m.

Come join us for merriment:
One free drink ticket
Food
Door Prizes
Dancing
And good company, of course!
Please bring a non-perishable food item or a cash donation for the Campus Food Bank.

CORNER BROOK CAMPUS
The Elks Club on Carmen Ave.
Mon. Dec., 15
7 p.m.
Fall Semester 2014
Membership Meeting Schedule

Food served at 5 p.m., meetings start at 5:30.

**St. John's**
October 14 - ED 2018A
November 4 - ED 3034A
December 9 - ED 2018A

**Corner Brook**
Members meet in 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
- Committee reports
- Unfinished business
- New business
- For the good of the union

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

Come and eat with us before the start of the proceedings. WE lay on the spread, so 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 or email tantle@mun.ca

---

If you no longer want a paper copy of CUPE on Campus, please email wtyler@mun.ca before the next issue is published to have your name removed from the distribution list.

---

Your Executive

**President**
Theresa Antle
tantle@cupe1615.ca
864-2393

**1st VP**
Keir Hiscock
khiscock@cupe1615.ca
864-8144

**2nd VP**
Susan Kearsey
skearsey@cupe1615.ca
864-2529

**3rd VP**
Diane Johnson
djohnson@cupe1615.ca
(709) 637-6249

**Treasurer**
Rhonda White
rwhite@cupe1615.ca
864-4553

**Correspondence Sec.**
Carol Kennedy
ckennedy@cupe1615.ca
864-3175

**Sgt. at Arms**
Shawn Organ
sorgan@cupe1615.ca
864-8906

**Recording Secretary**
Christine Byers
cbyers@cupe1615.ca
864-3329