Hello Brothers and Sisters.

I hope everyone had a Merry Christmas and that your holiday was restful and rejuvenating. We are now into February so hopefully the worst of winter is behind us; compared to December and January of last year (remember DarkNL?) we haven't had it too bad so far. I think I will be optimistic and hope for a nice warm and early spring.

Starting in May our trustees will begin the tedious and time consuming task of auditing our books for the years 2010 onward. Full reports will be made available upon completion. I would like to thank the trustees for their commitment.

About the website update - well, we are just about there and I think our launch date for the new site will be in the next couple of weeks. It will have a brand new face with more links to useful information. We'll send out an announcement when the time comes, but in the meantime you can keep track of union news here:  www.mun.ca/cupe1615

Our annual Christmas party was once again a huge success. There was lots of food, prizes and fun for everyone, a few of you even had a twirl on the dance floor. It was great to see everyone; from the comments I received a good time was had by all. You'll find pictures in this issue. Thank you to the social committee for the many hours of planning and preparation they spent to make it a success. We had more members attend than expected, so we had a little glitch with the food, but it was quickly resolved. Next year we will definitely plan for more.

I have received many notes of thanks for the Dominion gift card that we all received before Christmas. The following is the message I sent out to all of you on December 20th on our listserv. I think it is worth sharing again:

"For those who have received their gift cards already I hope you enjoy. Many of you have been sending kind messages of thanks to me, I appreciate this and I will definitely pass..."
this on to the executive and other members. You should be thanking yourselves though. This is coming from YOUR Union and collectively we all make decisions on what happens in our union and financial decisions are discussed and voted on at our membership meetings."

I still stand by this as does the executive: YOU are the union and we make decisions as a whole. The following are comments I received on your behalf from appreciative members:

- *This is so awesome; it couldn't have come at a better time. Kudos to CUPE.*
- *What a nice surprise, it is much appreciated.*
- *Thank you CUPE for all you do, including voting on this gift card.*
- *We pay our dues without even thinking about it, this was a nice surprise and much appreciated.*
- *Thank you! Thank you! This is so nice of the union.*

As we all know by now our economy is taking a few hard knocks. Oil prices have plummeted and even though the savings on fuel at the pumps feels good in our wallets, it may impact the future of our province and our country. Our current government is dealing with a major deficit and though we don't have any immediate concerns here at Memorial, we still need to be vigilant on what is happening around us in regard to positions being filled, contracts being renewed, excessive workloads, etc.... *I can't stress enough how important it is for you to be ever watchful in your workplace;* if have any questions or concerns about what you see going on there, please contact me or one of the executive.

In closing, I would like to take this opportunity to thank all of you once again for giving me the honor of being your president. I am currently in my 4th year as your president and it is a job I take very seriously and put 100% into everyday. *Your concerns are definitely my concerns and no issue or question is too small or unimportant.* Sometimes all you need is an ear. As always, my door is open and I welcome your comments, feedback and suggestions.

Quite often it is a daily struggle defending our contract and ensuring our workplace is a safe, equitable and comfortable environment, but I feel I am still up to this challenge and will work for you and with you throughout 2015.

*In Solidarity, Theresa*

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**THESE ARE YOUR RIGHTS!**

1. **The right to KNOW** ...
   - all hazards and dangers present in your workplace as well as the right to information and training/education to ensure the protection of all workers. *(OH&S Act Section 5)*

2. **The right to PARTICIPATION and ASSOCIATION** ...
   - in activities that promote workplace health and safety. At least half the members of an occupational health and safety committee must be worker representatives. *(OH&S Act Sections 37 to 42)*

3. **The right to REFUSE** ...
   - unsafe and unhealthy work without fear of reprisal or retribution. *(OH&S Act Section 45.1)*
   - THESE RIGHTS ARE PROTECTED BY LEGISLATION!
   - YOU ARRIVED AT WORK SAFELY AND YOU HAVE THE RIGHT TO RETURN HOME SAFELY!
CUPE Education 2015 Winter/Spring Workshop Schedule

If you are interested in any of these opportunities, please contact Carol Kennedy by the dates below.

<table>
<thead>
<tr>
<th>Date</th>
<th>Workshop</th>
<th>Location</th>
<th>Apply by</th>
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<tbody>
<tr>
<td>Feb 28-Mar 1</td>
<td>Intro to Stewarding</td>
<td>St. John's (Ramada)</td>
<td>Feb 20</td>
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<tr>
<td>Feb 28-Mar 1</td>
<td>Financial officers</td>
<td>Corner Brook</td>
<td>Feb 20</td>
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<tr>
<td>Mar 21-22</td>
<td>Public speaking</td>
<td>St. John's</td>
<td>Mar 6</td>
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<tr>
<td>Apr 25-26</td>
<td>Facing management (CLC course)</td>
<td>St. John's</td>
<td>Apr 10</td>
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<td>May 9-10</td>
<td>Conflict resolution</td>
<td>Corner Brook</td>
<td>Apr 24</td>
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<tr>
<td>May 23-24</td>
<td>Steward learning series</td>
<td>St. John's</td>
<td>May 8</td>
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<tr>
<td>May 23-24</td>
<td>Sisters asserting our rights</td>
<td>Corner Brook</td>
<td>May 8</td>
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<tr>
<td>June 6-7</td>
<td>Intro to pensions</td>
<td>St. John's</td>
<td>May 22</td>
</tr>
<tr>
<td>June 6-7</td>
<td>Steward learning series</td>
<td>Corner Brook</td>
<td>May 22</td>
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- What's our duty
- Being an ally for equality
- Conflict resolution

May 23-24 Sisters asserting our rights
For Sisters Only!

June 6-7 Steward learning series
- Creating harassment-free workplaces
- Handling discipline & discharge
- Representing members in front of management
Scenes from the CUPE 1615 Christmas party

Above (l to r): Roger Locke, Don Hussey, Fred Walsh, Mark Sheehan and Geoff Dawson, all of Tech Svs.

Below left (l to r): Keith White (ret’d), Pat Adams (MarComm) and John Crowell (HSIMS), show off their winnings from a doorprize draw. Below right (l to r): Mykila Sherren and Jennifer Armstrong (HSIMS)
Above Party-goers gather to have something to eat. Left: Ian Gillies prepares to pick a doorprize envelope from Susan Kearsey while Carol Kennedy looks on. Below (l to r) Sylvia Bartlett, Anita Davis, Cathy Antle, Rick Soper (ret’d.), Craig Barnes and Lisa Dunn enjoy sharing something to eat as well as each others’ company.
Welcome to the newest members of our CUPE community.

Born Nov. 2, 2014, weighing 8lb. 4oz., to Krista Delaney of the Queen Elizabeth II Library,
He looks pleased as can be in his CUPE onesie.

Liam Michael Ryan

Born Dec. 12, 2014, weighing 7lb., to Melissa Dalton of the School of Nursing
Lilly rocks her CUPE onesie with an accenting tutu!

Lilly Rachael Dalton

Has one of your co-workers just become a parent?

Tell the CUPE Cares Committee (see below) so that the newborn can get also get a CUPE onesie! The onesies are available in blue, pink, yellow, or green.

Carol Kennedy,
ckennedy@cupe1615.ca
864 3175

Diane Johnson,
djohnson@cupe1615.ca
(709) 637 6249

Ingrid Verbree-Barnes,
ingrid@mun.ca
864 4307

Kevin O’Leary,
kevino@mun.ca
864 3085

Catherine Ducey,
cducey@mun.ca
777 6655 / 6896

Natalie Webber
natwebber@mun.ca
864 4384

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Application form for CUPE Scholarships

All information supplied on this form is considered confidential.
PLEASE PRINT LEGIBLY.

Have you previously been awarded a CUPE Scholarship? YES _____ NO _____
Are you currently a full time student? __________

RETURN TO: Scholarships, c/o CUPE Local 1615, Box 110, Arts & Admin. Bldg.
Memorial University of Newfoundland, St. John's, NL. A1C 5S7

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<thead>
<tr>
<th>Family Name</th>
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<tr>
<th>Student Number</th>
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Program enrolled in

Student Address while attending school

Permanent Mailing address

Telephone Number

Telephone Number

Name of parent/spouse who is a CUPE member

Status of parent/spouse who is a CUPE Member current honorary retired deceased (circle one)

Address of parent/spouse who is a CUPE Member

MUN Dept. of parent/spouse who is a CUPE Member

I affirm that the information in this application is correct to the best of my knowledge.

Date: _________________ 2015   Signature ___________________________________________

QUALIFICATIONS FOR RECEIVING CUPE 1615 SCHOLARSHIPS

Only sons, daughters or spouses of current, honorary, retired or deceased members of CUPE Local 1615 are eligible to receive scholarships.

Scholarships will be open to students currently in fulltime attendance at any University or a program (of at least 2 years duration) at any other recognized post-secondary institution.

Scholarships will be based on an average of at least 65% in their previous full-time semester. (Please include official transcript with this application. If the transcript lists letter grades only (eg. A+, A, B, etc.) the student must also include an official notice from their institution, explaining the numerical value of the grade (eg. A+ = 90-100, A = 80-89, etc.).)

Scholarships will be based on Academic achievement only.

No person shall receive more than one (1) CUPE Local 1615 scholarship.

7 x $500 scholarships available, 5 of these will be reserved for Memorial University students assuming there are five applicants who meet the minimum requirements.

**Deadline Date for Application is Friday, April 24, 2015.**

Scholarships will be awarded at the meeting on May 12, 5 pm in ED 2018B (SU) and AS275 (CB)
Winter 2015 Membership Meeting Schedule

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

**St. John's**
March 10 - ED 2018A  
April 14 - ED 2018A  
May 12 - 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@cupe1615.ca

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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.

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Your Executive

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Theresa Antle  
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864-2393

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864-4553

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864-3175

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864-8906

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(709) 637-6249

**Recording Secretary**  
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