Hello Brothers and Sisters,

Welcome to a new and busy semester for all. I’m sure most of you are the same as me; we jump back into the busy times with both feet, ready for action. As busy as we are at times we really do need to be aware of our limitations. Don’t try to take on too much at one time. You are only one person and can only do so much.

I have mentioned quite frequently in previous newsletters and in person where possible, that you need to ensure your workloads are not at an excessive level. Through retirements, contracts not being renewed, positions not being filled and yes some positions even being made redundant, (I will address this more a little further down) you have to always be aware of the extra work being added to or taken away from you. You also have to make sure that management or non-bargaining positions don’t take on any CUPE work. We need to be watchful that our positions are safe and the work of our bargaining unit is being carried out by only CUPE members. I can’t stress this enough, if you have any concerns in this area at all, please make sure you contact me.

With that said we also have to be aware of our physical and mental well being. If any changes to your position or duties are causing you any undue difficulty or stress please let me know. At least having a conversation about it we may be able to figure out the cause of the problems and try and get them addressed.

I was recently made aware of FIVE redundancies of CUPE positions in ONE department. To say this was a shock is an understatement. The employees involved of course were as shocked as I was. Thankfully, our contract does have a redundancy clause (see Article 22.03), so I will be working with these employees to secure new positions for them. Unfortunately, this may affect other employees as we begin the bumping process, but if others are affected, I will be helping these members as well. The only good thing that has come out of this so far is that two of these (redundant) positions were able to be saved as two other employees in the same department chose to retire to avoid job loss for two of their co-workers. This was a very thoughtful and considerate thing to do and I thank those employees who chose to retire.

At the risk of sounding like an alarmist, I think everyone needs to be aware of your positions and the work you are currently doing.

Memorial announced an “efficiency review” a year or so ago and I actually met with Kent Decker, VP Administration and Finance and was assured that this review was not about cutting jobs but to see if Memorial can find efficiencies in other ways. Today, I am not so sure about the real purpose as it was stated that MUN did realize monetary efficiencies and they could use this however they deemed necessary.

continued on next page
FROM YOUR PRESIDENT continued

In the meeting I had with the department involved in the redundancies it was stated that they were asked to do a “business review” and from this they saw that some of these positions were no longer necessary. Correct or not? I’m not really sure. The department really knows what is necessary operationally, but we still need to know what is going on and be aware that we are all probably under some form of scrutiny. Don’t forget, all of Memorial was asked to undertake this “efficiency” review. I don’t want to be gloomy but we need to be very aware of our duties and what is expected of us; we need to make sure that only CUPE members are doing CUPE work. I certainly am not aware of any other redundancies that may or may not occur, I just thought you should know what is happening.

Many departments are already finding efficiencies in others areas like attrition. Hopefully, this will be the norm and not the exception.

As you are aware, our contract is up this March. We will be voting for our negotiating committee at our October meeting. By the time you receive this newsletter the committee will have been chosen and announced. I am very confident that a good team will be selected and we will work together for better language, security in our jobs and fairness for all. We will be calling for proposals for negotiations soon and also sending out a survey which will really help your negotiating committee. I hope you all fill out the survey (will probably be out in late November or early December) and of course you can always e-mail me or the negotiating committee with any issues you feel need to be addressed.

Check the back of the newsletter for meeting dates and times here in St. John’s and Corner Brook. Your attendance and input are always needed and valued. I hope to see more of you at our monthly meetings. There is a lot of work to be done and having more support from you, our members, is always important and necessary.

Remember “U” are the Union.

In solidarity,
Theresa

AFTER HOURS
WHAT WE DO AT QUITTING TIME.

Do you ever wonder what your fellow CUPE members get up to when they’re not at work? There are lots of people in our local who do all kinds of interesting things at work, but there are also plenty of remarkable activities that occupy our members when they go off duty. Here’s just a couple of stories; in the coming issues of CUPE on Campus, we’ll feature some more.

AUTHOR - IAN GILLIES

Library. I have written for many years in a variety of formats, including music, poetry, and even a children’s book, but found my groove in historical romance. A love of my Scottish family history and everything Templar led me to the culmination of this first published work, One Knight Standing, and the personal distinction of Best Selling Author. Writing this book also gave me the excuse of a recent trip to Scotland for research. My longest wet but amazing day at Rosslyn Chapel and castle consisted of a twelve-mile trudge through the area surrounding the castle. My many pictures and measurements make the book very truthful in many ways, except for the passion, adventure and ancient secrets. Writing is a love of mine and the writing of an exciting story that includes other favorite interests makes it all that much more enjoyable for me. I hope you take the time to enjoy the book, treat it as a fun escape without the great expense of a trip.

When not writing, I am employed as a Library Assistant at the Queen Elizabeth II
Two members of CUPE 1615 -- Nathalie Vanasse (Science Technician) and David Mercer (Library Assistant) -- spend much of their time expressing their musical abilities with the CLB Regimental Band. Nathalie is a talented flute/piccolo player, and David spends his time on the business end of a tuba. In fact, many band members enjoy a close association with Memorial University; more than half are students, faculty, staff, or alumni of MUN.

The CLB Regimental Band and the Tour of Honour

The CLB Regimental Band has been a prominent part of Newfoundland’s musical heritage for more than 120 years. With that kind of longevity, there is much that can be said about making a group like the CLB Regimental Band successful. This all-volunteer group shares tight-knit, almost family-like bonds among its members. The twice-weekly rehearsals, in addition to performances such as parades, church services and other ceremonies, result not only in a very full calendar, but in a close camaraderie that is often considered one of the remarkable things about the band. There are young musicians, not long out of high-school, enjoying their experience alongside other members who have served in excess of seventy years. The band has taken part in many significant events in its history that range from Royal visits to playing at the Janeway Children’s Hospital during Christmas. Maybe you’ve heard the band at the Royal St. John’s Regatta. In July of 2016, the band is embarking on something special. The band, along with a group of youth members of the CLB, will be travelling to France for the Tour of Honour - a 10 day commemorative visit to Newfoundland Memorial sites in France and Belgium.

Some War History

It is quite fitting that this band takes part in these ceremonies given the historical connections between the CLB and the Royal Newfoundland Regiment. Many people may not know for example, that the first person to enlist was a CLB member, Leonard T. Stick. The CLB provided the Regiment with tents, rifles, and other items that were needed for training at Pleasantville. The iconic blue puttees that were worn by members of the First Five-Hundred were supplied by the CLB’s Quartermaster’s Stores. The CLB Armoury was given over to the Newfoundland Government for the duration of the war and it became Regimental Headquarters and the Centre for Recruiting. Many former members of the CLB served with distinction: Thomas Ricketts (Victoria Cross recipient); William Franklin (first Commanding Officer); Cyril Gardner (captured 72 prisoners single-handedly); Adolph Bernard and Arthur Raley (led the Regiment when it crossed the Rhine into Germany); and many others who served with distinction. In fact, approximately 500 members of the CLB volunteered for service, 136 of them did not return.

It’s going to take a lot of work to get the band to France. Our local has already made a donation of $200 to our fundraising efforts and we gratefully acknowledge their support. However, there is still a lot of work to be done between now and July. The band is honouring the legacy of those who went before them, which is similar to the purpose behind the founding of the University as a living memorial. You too can help to honour the sacrifice of those brave Newfoundlanders by supporting the band’s Tour of Honour fundraising initiatives.

continued on next page
To aid in the band’s fund-raising, there are a number of items for sale such as:

- Newfoundland Chocolate Company bars - $5
- Lapel Pins - $5
- Limited edition sets of replica cap badges - $125

Each set contains the badges of the Church Lads Brigade, Catholic Cadet Corps, Methodist Guards, and Newfoundland Highlanders. These groups were called upon to aid in the founding of what would become the Royal Newfoundland Regiment. These sets are crafted in Pewter, named and numbered for a member of the First-Five Hundred.

- We are a charitable organization and can give receipts for donations of $10 or more. In addition to this, if you give a $10 donation, we will provide you with a postcard which is a print replica of the embroidered postcards from WWI. You can write a message on the postcard and return it to us. These postcards will be placed on display in the interpretation centre at Beaumont Hamel.
- There will be numerous fundraising events throughout the year like bake sales, BBQs, Valentine’s Cabaret, and much more.
- The band also has a gofundme page (www.gofundme.com/tourof honour) if you would like to make a contribution.

If you want to learn more about the band, visit the band’s webpage (www.regimentalband.theclb.ca), follow us on Facebook (CLB Regimental Band) and perhaps “like” us! In addition, maybe you, a friend, or a family member may have some musical ability that you would like to share. Come along and check us out, new members are always welcome!

---

Nathalie Vanasse, Department of Chemistry
nvanasse@mun.ca

David Mercer, Queen Elizabeth II library
djmercer@mun.ca

---

“This university was raised by the people of Newfoundland as a Memorial to the fallen in the Great Wars 1914-1918 and 1939-1945, that in freedom of learning their cause and sacrifice might not be forgotten.”

---

If you or someone you know does something After Hours that others would be interested in, write to me at lorraine@mun.ca

---

FUN DAY AND BBQ A HIT!

Keir & Theresa hard at work

I am very pleased to report that the weather did not stop CUPE 1615 members and families from having a great day at our annual Fun Day and BBQ. As the committee was getting everything ready we were very nervous that the rain would keep people from attending. As the morning passed the rain stopped – Mother Nature must be Pro-Union! Everyone had a great time and we want to thank everyone who joined us for the food and fun. The numbers were up from last year, 60 kids and about 150 people in total. Thank you to everyone for attending and making the day a wonderful success and hope you join us again next year.

Susan Kearsey for CUPE 1615 Social Committee
Christine is excited about the loot bags!

mmmmm... cake...

Sculpting is serious business

Decisions, decisions!

A roomful of happy folks chowing down

A budding artist shows off some work

Balloons!

Fun with velcro!
**CUPE 1615 BIDS FAREWELL TO TWO RETIREES**

Good luck & best wishes!

Bev Skanes worked 27 years at MUN, first at Grenfell and then at the Queen Elizabeth II Library.

Mike Murphy, Biochemistry, recently retired after 30 years; here he’s flanked by two other Murphys who are also retired: L-R, Henry, Mike, Paul.
You should be aware that if there are changes made to any positions and if you are not sure that this should be happening, you should refer to Article 5 in your contract. Sometimes duties change, classifications change, hours, etc... You may not be aware but this article states that HR is supposed to keep the union apprised of any changes being made to positions. They don’t always do that, so it is your duty to let me or one of the other executive know and we can follow up with HR to get some answers.

Section 5.02 (b) states very clearly:

When a bargaining unit position is vacated and the Employer intends to continue to have any or all of the duties performed or intends to refill the position the Employer shall notify the Union in writing. The notification shall indicate whether the Employer intends to modify the duties, title, classification, hours of work or status (i.e. whether permanent, sessional or contractual) of the position and the rationale for the change. Where there is no change, provision of a copy of the job posting shall be sufficient.

Section 5.03 is also very important:

(b) The university will also ensure that students, faculty and excluded personnel will not be utilized to fill vacated union positions.
(c) Both parties recognize the University’s role in the community and its responsibility to the students it serves. The parties further recognize that the provision of employment for students is in the interest of the entire University community. The parties recognize that employment of students is for the purposes of augmenting the studies of students with work experience. Such employment is not for the purpose of replacing existing bargaining unit members.

We all have a role in being responsible for what we see happening around us in our workplace. As I said earlier, if you are aware of something changing within positions bring your concern to me or one of the other executive. Unless we know what is going on we cannot investigate any of the changes being made. We have negotiated long and hard to get the positions we have and in order to protect these positions we have to be vigilant at all times. You know what is going on in your workplace and quite often, you are the only ones aware of any changes being made. If you do have a concern or a question please bring it to me immediately. The longer you wait, the more difficult it can be to correct any wrongdoings. If you are unsure if these changes are legitimate or have already been discussed with HR, then a phone call or e-mail to the executive is all it takes. Don’t be afraid of being labeled a trouble maker; it is your right to talk to your union representatives about anything in your workplace; in addition, all enquiries are kept confidential.

In Solidarity,
Theresa Antle

TREAT EMPLOYEES LIKE THEY MAKE A DIFFERENCE AND THEY WILL.
MEETING DATES FOR 2016

ST. JOHN’S
November 10, 2015 – ED 3034B
December 15, 2015 – ED 2018A
January 12, 2016 – ED 2018A
February 9, 2016 – ED 2018A
March 8, 2016 – ED 2018A
April 12, 2016 – ED 2018A
May 10, 2016 – 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

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 tantle@cupe1615.ca today 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 SECRETARY
Carol Kennedy,
ckennedy@cupe1615.ca
864-3175

SGT. AT ARMS
Shawn Organ
sorgan@cupe1615.ca
864-8906

RECORDING SECRETARY
Christine Byers,
cbyers@cupe1615.ca
864-4418