Hello brothers and sisters,

The new semester has begun, and with it comes busier times for all of us. The fall is such a beautiful season in Newfoundland and Labrador, so I hope you take the time to enjoy all that the great outdoors has to offer.

It seems that lately, more often than not, news for our bargaining unit is grim. As you read in our last newsletter several redundancies have taken place. I'm sorry to report that a few more have happened in the past few weeks. We have had 2 positions in ITS made redundant. Of these two positions, one person has been successfully placed without bumping. The person who owned the other position has chosen to retire. It is so sad when your retirement is almost forced upon you. What a way for Memorial to say thank you for 30 years of hard work and dedicated service. With that said, whether you are a long time employee or a fairly new employee, the outcome is still the same. People are devastated when this happens and it certainly adds to their stress levels. All I can say to this is that we are here to help in every way to make things easier for you members who are affected.

I can't stress enough how important it is to protect the work of your bargaining unit. Make sure management or non-bargaining employees do not try to take on any of our bargaining unit work. It may seem like people are trying to help when they take on your duties or assume part of your role, and this may in fact be true. But this gradual shift of our work to others could be the start of departments trying to make CUPE positions appear to be unnecessary. You do have the right to say, “This is CUPE work and you should not be doing it.” If you aren't comfortable addressing something like this, contact me or one of the executive or shop stewards, and we can deal with it for you. One phone call or email is all it takes.

Another thing I feel really needs to be stressed in relation to CUPE positions is that any of you who are in contractual positions should be trying to secure permanent positions if they come available. Memorial can end contracts, and more of these positions seem to be under scrutiny. A contract has a start date and an end date, so the employer does not have to renew these contracts if they feel it isn’t necessary to do so. You should review article 19.06, role of seniority in Layoffs, because this explains how we could be affected should layoffs or bumping occur. I do have to remind you though, that if a contract does end on the date that was stated on your contract letter, you have no access to bumping. Contractual employees can only bump if you have been bumped out of your contractual position before the end date of your contract.

I would like to let you know that union positions aren’t the only ones being scrutinized; a couple of management positions have been made redundant in the last couple of weeks too. Even though none of this makes me happy, I am glad to see Human Resources reviewing all positions, not just unionized ones.

continued on next page
FROM YOUR PRESIDENT continued

This might seem like a lot of gloom and doom, but I can only report on what is going on within our union. I cannot sugar coat it, as I feel we all need to be aware and as prepared as we can be for what may come. To be honest, I think that since there isn’t going to be a “mini budget” this fall, only a “fiscal update,” things may start to improve for us. I have been told that the university seems to be realizing the savings they expected. So this is good news for us, but please still be aware of your duties and make sure they aren’t taken from you.

What’s happening this fall? There is a sectoral conference coming up in October and several CUPE members will be attending to see what is going on in the university sector across the country. There is also a Human Rights conference, a Women’s Conference and National Committee Meetings coming up in October and November. I am sure those attending will gain a great deal of knowledge and perspective and I look forward to hearing about what they learned.

You’re probably expecting a bargaining update at this point. Right now we haven’t set any dates for negotiations. Normally, we would wait until the public sector starts (Master Bargaining) and then we would follow close behind. To be honest, it doesn’t seem as if anything will start this fall but as soon as I have any news to report on this front I will pass it along.

I hope you all have a great fall semester, get outside if you are able and enjoy the beautiful fall weather. We all work very hard and deserve some down time so I hope you take some time for yourself. Please don’t forget, my door is always open if you have questions or concerns. Your shop stewards and executive are also available if you need them. Our local has been very lucky that we have a great supportive team and we are all here for you should you need us.

In Solidarity,
Theresa

ONCE THE DUST HAS SETTLED

By Sandy Williamson

The Tassimo machine sits on my kitchen counter collecting dust, like the 3 or 4 old computers I have stashed in my apartment, dying a slow death, or like the nightstand on the other side of the bed, where the lamps go to die.

I did buy that switchy-thing that had broken off, so I could use the nice lamp again. (my mother advised me years ago to invest in some good bedside lamps).

And so the appliances sit idle, a toaster someone gave me after I threw out the one that caused trouble, and finally the one that I use sometimes, but don’t trust. so stand over it until the toast is done.

And of course, no one uses plastic kettles anymore, so the new one I bought 5 years ago is in a box and I use a pot on the stove for my tea…

The telephone numbers on my landline call display don’t display properly anymore, so I bought a refurbished phone that still sits in my closet.

And the TV is only used to watch Big Bang Theory re-runs on the DVD player, the lone electronic feature in my apartment that hasn’t been abandoned.

I try to keep up and for the most part it’s passable, but I like to think I have a back to basics mentality, and am keeping things simple in these hi-speed times.

The last thing I’ll reveal is my latest achievement. I bought 3 frames from Dollarama for my Union workshop diplomas and handily hung them in a column on the wall. Maybe someday they’ll remind me of a time when we struggled to keep the solidarity alive, while simultaneously, complacency and doubt in the face of stacked odds, leaves many of us wondering what the answer is to the question “What can your Union do for you”?

Maybe it’s like the call that came out during a prior and arguably more troubling period – “Ask not what your Country can do for you – “, with a comparable response: “Ask what you can do for your Union.”

From South of the border to the most Easterly point in North America and pretty much across the planet, one can only hope that there are alternatives to swallowing a bitter pill, like many in the world have had to do, as those of us in Newfoundland and Labrador wait for the three largest public sector Unions in the Province to sit at the table for new and delayed contract negotiations - and we speculate whether both sides will be able to shake hands - once the dust has settled.

TREAT EMPLOYEES LIKE THEY MAKE A DIFFERENCE AND THEY WILL.
July 1, 2016 marked 100 years since the Battle of the Somme Offensive began in France during World War I. That day saw many Newfoundland families lose their sons, and it is not uncommon to refer to the lost generation of young men in Newfoundland.

There were many groups who travelled to France this summer to participate in honouring the service and the sacrifices of the brave men of the Newfoundland Regiment (later to be granted the designation of Royal). One such group was the 2515 St John’s Army Cadet Corps.

The cadet corps travelled through France, Belgium and England, visiting all 5 of the Caribou Monuments which honour the Newfoundland Regiment and their contribution and sacrifice.

CUPE 1615 was one of the many groups who made donations to help make this trip possible.

The commanding officer, Captain Barry Power, works in the Chemistry Department and he was honoured to be given a $200 donation from our membership. Two of the cadets in the group are children of CUPE members. Sgt Jon Babin is the son of Nathalie Vanasse of the Chemistry Department and Cpl Timothy Barnes is the son of Ingrid Verbree-Barnes of the Computer Science Department. The Local gave a donation of $400 to the Corps on their behalf. On a poignant note, Jon is the same age as some of the soldiers who gave their lives that day. The reality of that was a huge lesson for many of the cadets on the tour which helped to make the experience even more meaningful. It was an amazing trip full of emotion and pride at representing Newfoundland, and the memories will last a lifetime for Barry, Jon and Timothy. Another fact is that 2515 St John’s Army Cadet Corps is proud to wear the same cap badge as the Royal Newfoundland Regiment, and I am a former member of the unit and Timothy Barnes’s father, Spencer Barnes of the Marine Institute is currently a master warrant officer in the Royal Newfoundland Regiment.

This would not have been possible without all of the fundraising support and donations the corps received from such wonderful groups as our local. On behalf of Barry, Ingrid and I, please accept our deepest thanks for helping 2515 St John’s Army Cadets make this journey of a lifetime.

With gratitude,

Nathalie Vanasse, Department of Chemistry
**SICK LEAVE**

**FACT:** No, we are not allotted ten days to use for sick time. There is no bank of days from which to draw. The confusion likely comes from Article 30.03(b), which states that if you take more than ten intermittent days in a year, you have to provide a medical certificate. (You also have to provide a medical certificate if you’re away for four consecutive days.) That being said, if you have an occasional day when you are sick you need only complete the “Reason for Absence Form” and no medical certificate is necessarily needed. However, your supervisor may ask for a medical certificate at any time, especially if there is perceived to be a pattern to your sick days or if you have an excessive number of days off. Let’s say you call in sick on the Friday following payday for three months straight. That would likely be questioned by a supervisor! Remember - if you are summoned to a meeting about your time off, ALWAYS bring a union representative with you.

Any questions? Call one of your shop stewards.

**Peggy Chafe**
chafep@mun.ca 864-7992

**Catherine Ducey**
cducey@mun.ca 777-6655 / 6896

**Keir Hiscock**
khiscock@cupe1615.ca 864-8144

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

**Susan Kearsey**
skearsey@cupe1615.ca 864-2529
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 CUPE Cares Committee members know so we can send some token (flowers or fruit basket) on behalf of the Local.

Or maybe a fellow co-worker has lost an immediate family member. If you know of this, please let one of the CUPE Cares Committee members know, so they can extend the Local’s condolences: (i) to the family of a deceased Local member (active or retired) and (ii) to a member (active or retired) upon the death of an immediate family member. If you know of someone.

Executive Liaison: Ingrid Verbree-Barnes
ingrid@cupe1615.ca 864-4307

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

Kevin O’Leary
kevino@mun.ca 864-3085

Natalie Webber
natwebber@mun.ca 864-8532

MUNions

MUNion List
Library Assistant (Band 1) - $30,542 - $42,828
Clerk Steno (Band 2) - $32,670 - $45,810
Clerk (Band 3) - $34,952 - $49,008
Secretary (Band 4) - $37,353 - $52,383
Clerk (Band 5) - $39,910 - $55,962
Science Tech (Band 6) - $42,585 – $59,717
Engineering Tech (Band 7) - $45,383 - $63,642
Instructor (Band 8) - $48,338 - $67,781
Nursing Lab Instructor (Band 9) - $51,407 - $72,090
CUPE Band 10 - $54,631 - $76,607*

Sunshine List
University Librarian - $191,900
Dean (Humanities) - $205,400
Director (LINS) - $186,400
Dean (Business) - $275,700
Dean (Science) - $232,500
VP Research - $212,200
Dean (Engineering) - $205,400
Dean (Pharmacy) - $198,600
Dean (Nursing) - $181,800
MUN President - $466,500 *

*Note: This is the highest CUPE pay scale to compare to the highest paid person at MUN. The staff in the president’s office are on a different pay scale.
CUPE FUN DAY 2016

CUPE FUN DAY 2016

CUPE FUN DAY 2016

CUPE FUN DAY 2016
MEETING DATES FOR 2016

• September 13, 2016
• October 11, 2016
• November 8, 2016
• December 13, 2016

ST. JOHN’S
Members meet in 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
Susan Kearsey
skearsey@cupe1615.ca
864-2529

2ND VP
Keir Hiscock
khiscock@cupe1615.ca
864-8144

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

TREASURER
Rhonda White
rwhite@cupe1615.ca
864-4553

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

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

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

3-YEAR TRUSTEE
Steven Smith, steven.smith@mun.ca
864-8756

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Help make the union STRONG.