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Hello Brothers and Sisters,

Happy New Year to all of you. I hope you all had a great Christmas. So far our winter hasn't been too bad, let's hope it continues this way. Enough with the shoveling!!! Personally, I'm all for the sunny weather, but to you winter enthusiasts, I hope you enjoy your skidoing, skiing, skating, snow shoeing and everything else.

Our Biennial Election took place on January 12. Your new executive is:

<i>Theresa Antle</i>	<i>President</i>
<i>Susan Kearsy</i>	<i>1st Vice President</i>
<i>Keir Hiscock</i>	<i>2nd Vice President</i>
<i>Diane Johnson</i>	<i>3rd Vice President (Grenfell)</i>
<i>Christine Byers</i>	<i>Recording Secretary</i>
<i>Rhonda White</i>	<i>Treasurer</i>
<i>Ingrid Verbree-Barnes</i>	<i>Correspondence Secretary</i>
<i>Shawn Organ</i>	<i>Sergeant at Arms</i>
<i>Steven Smith</i>	<i>3-year Trustee</i>

Well, the fall was a very interesting time for all of us with the elections both provincially and federally. I have the impression that many of us are very wary about what is yet to come. With the recent announcement that the government is expecting to realize 30% savings over the next 3 years it's hard to predict what will happen; I guess for now it's a wait and see situation. I want to assure you that we are always in contact with CUPE Newfoundland and CUPE National

offices and whatever situations may arise will be communicated immediately. We know that MUN has been finding savings through attrition, by not filling some vacant positions, and by not renewing some contracts. While we don't agree with this fully, we hope this is all we see with regard to union positions. As always, please let me know if anything in your department changes, or if you have any concerns at all. Keep an eye on changes in your workload because your physical and mental health needs to be protected at all costs.

Your Bargaining Committee was selected at our October meeting and they are: Theresa Antle, Susan Kearsy, Keir Hiscock, Shawn Organ, Christine Byers, and Diane Johnson, with Peggy Chafe as alternate. I know the committee will do its utmost to negotiate the best contract for us.

By now you should have received a copy of our Bargaining Survey; paper copies have been mailed out, but it will also be available on our website and distributed via the listserv. Your replies are very important - only you can tell us about the issues most important to you. Please fill this out and submit it by the deadline date of April 29th, 2016. We don't expect to start bargaining until early fall. You will definitely be notified when we do begin. A call for proposals for bargaining was also made at our December meeting, so if there is anything that you want addressed please send it to a member of the negotiating committee.

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CUPE on CAMPUS

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VISIT US ONLINE!

www.mun.ca/cupe1615

FROM YOUR PRESIDENT *continued*

CUPE National has many committees that do a lot of important work for all of us and a few of our local's members sit on these committees. There will be an "all" committees conference in early March to determine the committees' plans of action over the next two years.

Newfoundland's national committee members from 1615 are:

<i>Theresa Antle</i>	<i>Health and Safety</i>
<i>Keir Hiscock</i>	<i>Global Justice</i>
<i>Susan Kearsay</i>	<i>Persons with Disabilities</i>
<i>Steven Smith</i>	<i>Post-Secondary Education</i>

I have been getting many questions about the current seniority list, which is badly out of date. I have been asking HR for this for many months now and actually submitted a grievance on it. Our collective agreement states that they should send us the updated list twice a year and for some reason HR is having difficulty producing an accurate list. I

did receive one a few months ago but there were so many mistakes that I didn't post it. I ask you to be patient a little longer as I am really hoping to have it in my hands by early spring.

As you all know a motion to give each current member of the local a \$50.00 gift card was brought to the floor again this year. I heard from many members thanking the union for this generous gift. I know getting a little something in return for all the dues we pay and the hard work we do is always welcome. I hope you enjoyed the gift and speaking for the executive I say thank you for being a part of our great local. Your support and activism is always needed, so keep up the good work. It was great to see new faces in attendance in January and I hope we will see more of you at our regular monthly meetings. Dates and locations are listed on the back of the newsletter. Meetings are generally only about 1-1 ½

hours long and don't forget supper is included!

Our local is always supporting CUPE education for our members. Please see our webpage for a listing of courses being offered. Information for registration is also included on the webpage and of course this would be of no cost to you, we take care of the registration fees. Quoting Nelson Mandela, "Education is the most powerful weapon which you can use to change the world"

I hope spring comes early for us and also that we have good things coming our way in regard to our workplace and our bargaining. As always, my door is always open if you need to talk or I am just a phone call or an e-mail away.

In Solidarity,

Theresa

CUPE NATIONAL CONVENTION - VANCOUVER 2015

*By Christine Byers,
Recording Secretary*

The 2015 convention was my first national convention, and it was definitely an interesting experience. From our executive I was joined by Theresa, Keir, Susan, and Diane.

The 4.5 hour time difference to Vancouver and the full day of flights made me a little hazy upon our arrival, but I was very happy that our union flies us in a day early to help us recuperate. On the Sunday we arrived various sector council meetings were held throughout the day. Convention is a Monday-Friday, 7 hours a day schedule, but there are always extra morning, lunch, and evening meetings, and social events to participate in as well.

2200+ delegates from across the country met daily to discuss issues regarding new resolutions or constitutional amendments. All issues were discussed at pro and con microphones, and most votes went with very little disagreement. A couple of hot topics were regarding shortening our days without strike pay, and adding some new positions to our national committee to represent some minority groups. Both of these did not pass.

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Theresa, Susan, Keir, Diane, and Christine at National Convention.

We also heard reports from the national committees and working groups, which included Keir with the Global Justice Committee, Theresa with the Post-Secondary Education Task Force and Library Workers' Committee, and Susan with the Persons with Disabilities Committee. We also heard a summary of the last two years from our National Secretary-Treasurer, National President, National Trustees, and a report on Administrations. CUPE National presented their strategic directions for 2015-2017.

A significant development was the retirement of Paul Moist, CUPE National President for 13 years. He was very well liked and there were many heartfelt tributes. This of course meant we needed to elect a new National President. The vote was a close running between an Ontario candidate and a BC candidate, and the latter, Mark Hancock, won the vote.

We also were fortunate to have some awe inspiring speakers at the conference. Some of these include: Lee Saunders: president of the AFSCME (our US counterpart), Tom Mulcair, Hassan Yussuff, Steven Lewis and more. Some memorable speeches were also given by Naomi Klein: activist and award-winning journalist, who encouraged us all to sign the Leap Manifesto, an environmental movement suggesting we need to make some big changes to combat climate change; Mohamed Fahmy: the Canadian journalist who was falsely arrested and jailed in Egypt for over 400 days (look for the article on him in this newsletter). And the most memorable for me was Honourable Justice Murray Sinclair: chair of the Truth and Reconciliation Commission of Canada whose heartbreaking summary of the accounts of the Canadian residential school system didn't leave a dry eye in the room.

Our visit wasn't all business, as food and shopping were a priority of some of our delegates, and the evening social events were also a lot of fun (albeit difficult to stay up late). Personally, I needed to catch some nature, and having never really adjusted to the time change meant I was able to go for a few sunrise (well daylight - it was raining most of the time) bike rides, including in Stanley Park. I've been to the west coast a few times, but I'm always awestruck by the enormity of their trees.

I want to thank all of our members for supporting our delegates in attending National Convention. It is a very important role we have in being a part of a national union, to give our voice, and stand proud to support our 634,000 members. The 2017 Convention will be in Toronto.

NATIONAL CONVENTION HIGHLIGHTS

Library: Library workers from across Canada kicked off the 2015 CUPE convention on Sunday morning with a keen focus on precarious employment. Noting that half of library workers are in part-time or casual employment, the workers agreed to make precarious employment the focus of one of their priority resolutions.

Post-secondary: A panel discussion at the post-secondary sector meeting addressed several important issues, including significant developments in pensions that could impact plans across the country, participation of members in Quebec's common front, and issues around distance learning. Delegates also discussed resolutions coming before the convention.

Provincial governments & crown corporations: Members described the negative impacts of austerity and privatization in their workplaces. They discussed how the public sector is suffering from a crisis generated by the private sector. Harjap Grewal from the Council of Canadians presented some possible solutions.

National President Paul Moist praises workers for their solidarity. Giving outgoing National President Paul Moist seven standing ovations, delegates gave a very warm thank you as Moist delivered



CUPE 2015 National Convention

his final convention report. Moist used his speech to strike an optimistic tone about the future of CUPE and for Canada as a whole

Referring to the results of last month's federal election, Moist celebrated the defeat of Stephen Harper and the end of his anti-worker policies. "Old Age Security will move back to 65 years of age from 67, and the Canada Pension Plan will be expanded" said Moist.

Participants at the CUPE Equality Forum discussed equality issues past and present and recharged for the struggles ahead. Throughout the evening, the cappella trio Asani, musicians and educators Ndidi Cascade and Kia Kadiri, and graphic facilitator/illustrator Sam Bradd, presented music, poetry and art on social justice and labour history. The equality history project, a digital timeline of CUPE's equality achievements since our foundation in 1963, was presented during the evening.

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NATIONAL CONVENTION HIGHLIGHTS *continued*

Recipient of the inaugural Ed

Blackman Award, Elizabeth Paris of CUPE 2330, is a true example of how CUPE activists affect positive change in the community. Her efforts to fight for racial and social justice are an inspiration to all members. "The CUPE rainbow is an unbreakable force," said Paris.

Mark Hancock elected CUPE National President:

Delegates to the 2015 national convention have elected Mark Hancock as their new national president. Hancock thanked members for their support. "To all of our members in every sector, I am so honoured to have the opportunity to be your national president and to work with all of you." Hancock saluted Fred Hahn for his candidacy and his ongoing leadership in CUPE.

Delegates at the Global Justice

Forum considered new organizing and mobilizing strategies to address workers' changing conditions around the world. Guest speakers included Yiorgos Archontopoulos, president of EYATH Workers' Union in Greece, and Berenice Celeyta, director of NOMADESC (Social Action and Research Network) in Colombia. They shared ways to fight back in the

face of austerity programs, neoliberal globalization, precarious work and global labour migration. A CUPE member since 1984, Hancock has been president of CUPE BC since 2013 and served on the CUPE BC executive board for 12 years. He was the president of CUPE 498, Port Coquitlam Municipal Employees, for 15 years.

Yussuff calls on CUPE members to hold

Liberals to account: The next four years present an opportunity to build the Canada we want, Canadian Labour Congress President Hassan Yussuff told delegates. "The work you did and our movement did across the country was absolutely stellar," he said. "We had to defeat the Stephen Harper government and it was such a pleasure to watch his sorry ass walk off that stage." Yussuff called on CUPE members to be united. "The enemies of this organization are not in this room," he said. "When you leave, leave as 600,000-plus united, and tell the employers: You attack one of us, you attack all of us."

Strategic Directions: Building workers' power: Debate over the last two days on CUPE's action plan focused on our activism, building a better country – and world. Connecting with members, building a more

inclusive union, creating safe and healthy workplaces, and fighting privatization were common threads. Other important themes included the need for ongoing political action at all levels, CUPE's role in our collective leap to a low-carbon economy and good green jobs, and the importance of international solidarity in fighting globalized corporate power.

Pearl Blommaert, a long-time activist in Saskatchewan and CUPE 4980 president, is CUPE's 2015 Health and Safety Award winner. Blommaert set an important precedent by pushing her employer, and the province, to adopt violence prevention policies and legislation in the early 1990s. She is the first woman to win the award.

Ann Ramsay wins National Disability Rights Award:

A life-changing accident in 2009 left PEI school bus driver Ann Ramsay with paralysis of the lower body. Ramsay retrained and went back to work as a receptionist and added disability rights activist to her union work. Honored for her strength and resilience, Ramsay received the CUPE 2015 National Disability Rights Award for her activism.

A CALL FOR GLOBAL JUSTICE

An address to the 2015 National Convention by Keir Hiscock, member of the National Global Justice Committee

Truly, the strength and effectiveness of our defence here at home depends on our commitment to our international solidarity and defence abroad. I'd like to take this opportunity to thank the National Executive Board for your leadership and unwavering support over the years for our international solidarity and global justice.

Sisters and brothers, we not only fight for decent and fair wages at home and abroad, CUPE is on the frontline with our international sisters and brothers in their fight and struggle for basic human rights, decent working conditions, workplace health and safety, woman's rights, resisting the privatization of public services, and fighting exploitation of aggressive multinational corporations (some of which are our own Canadian resource extraction companies).

I'd like to remind our delegates that standing

up in support of worker rights, fairness, justice, and freedom in many parts of this world can and does come with a heavy price. In their attempt to get basic human rights, many trade unionists along with their supporters and even their families are threatened, jailed, abused, and even murdered. Let me give you some examples:

In the Philippines and Guatemala, workers are being murdered just for organizing. In many countries, workers are summarily fired for just peacefully demonstrating!

In Columbia, union activists require body guards. They and their families are regularly threatened and at times must go into hiding in order to protect themselves.

Just last year in Zimbabwe, hundreds of desperate women were beaten by police, some severely. Accompanied by their



children, they were only demonstrating to try and help their husbands get outstanding salaries that their employer owed them. In countries like Qatar, migrant workers are treated like modern day slaves with absolutely no rights, not even the freedom of association!

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In Mexico, one of Canada's biggest trading partners, basic collective bargaining is virtually non-existent! In fact, companies sign contracts with corrupt organizations to help ensure that bargaining is kept far from the workplace. Job benefits and conditions notwithstanding, we need no longer wonder why autoworkers in Mexico receive 1/10 of the wages that their Canadian counterparts receive.

Yes, sadly, according to the International trade Union Conference, nearly half of our World's countries take no responsibility whatsoever in protecting its workers!

Over the recent number of years, the Mediterranean Sea has become nothing more than a mass cemetery; entire families desperately trying to get to a safe place where they can have a chance at basic survival have perished beneath its surface. Many of these victims are migrant men and woman, dads and moms looking for work so that their families can survive.

Our hearts were torn apart when back in Sept. the body of a dead little boy washed onto a beach near a tourist resort in Turkey. This little boy along with his brother and mom drowned while trying to escape war ravaged

Syria. He was not just another nameless and faceless little child; his name was Aylan Kurdi and he was 3 years old. He was your child, he was my child, and he deserved a chance at life!

Sisters and brothers, an injustice to one of us is an injustice to all of us! Worker rights are human rights! We must stand and continue to stand, not only with our fellow citizens here at home, but also with our international sisters and brothers... no matter where in this world they are!

MOHAMED FAHMY

Convention delegates gave former Al Jazeera Cairo bureau chief and award winning Canadian journalist Mohamed Fahmy a hero's welcome on Thursday as he delivered one of his first major addresses since being pardoned by Egyptian President of the bogus charges that saw him imprisoned for more than 400 days.

Fahmy thanked CUPE and National President Paul Moist for CUPE's efforts to help him win his release, and said the worldwide movement to support him was key to his pardon and return to Canada.

"This convention is democracy in action," Fahmy said. "People all over the world quite literally have died fighting for the right to assemble and express their opinions, and the opportunity to address you is absolutely inspirational to me."

While Fahmy was awaiting his retrial in Cairo he and his wife Marwa Omara established the Fahmy Foundation. The Foundation's purpose is to champion free speech and fight the suppression of the press and to advocate for the more than 200 journalists currently imprisoned by regressive governments around the world.

CUPE National President Paul Moist said that Fahmy's ordeal is just one example of the dangerous conditions journalists and activists face in many countries. "Mohamed Fahmy is a real hero. No one should ever have to face



Mohamed Fahmy at Convention.

the ordeal he's undergone, and it's in part due to the efforts of our union and our members that he's finally free and home in Canada."

The Foundation is inspired by the unprecedented global support of millions of people who supported Fahmy since his arrest in December 2013 and during his subsequent 438 days of incarceration in Egypt on bogus terrorism charges. "Too many journalists are being wrongly thrown into prison, effectively silencing their voices," said Fahmy. "Hundreds

of support letters lifted my morale in prison, yet equally important was the money donated by honourable people and media defence organizations alike. Only then, was I able to pay the majority of my legal fees. Our mission is to give back, advocate for and financially support imprisoned journalists and their families."

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RETIREMENT NEWS

The executive has recently been very busy saying goodbye to retirees. They are: Gerry Caul and John Scott, both of whom leave long careers at Printing Services; Gerry with 41 years and John with 30 years. George Summers is leaving Memorial after 31 years in Student Services; Debbie Bruce departs after 36 years of service at the Biology Department; and the Queen Elizabeth II Library has bid farewell to Judy Smith after 25 years and to Joan Barry who served for 34 years. Good luck and best wishes from all of us.



Judy Smith



Gerry Caul and John Scott



George Summers



Joan Barry



Debbie Bruce

HEALTH AND SAFETY: IMPORTANT AT HOME AND AT WORK!

By Nathalie Vanasse,
Department of Chemistry

How safe are your workplace and home? Do you ever take shortcuts that are unsafe because you are in a hurry; stand on a chair instead of getting a step ladder, carry too much weight rather than make two trips, drive to work with your car still covered in snow? I could list more and I am sure so could you!

Health and Safety are certainly more in the news than ever before and although as a society we continue to make improvements towards safer environments, there is still a long way to go. "We've always done it this way" is a commonly heard statement but we should all realize that a history of behaviour doesn't make it right! When I worked in circulation at the QEII shelving books, it was common to climb the shelves instead of moving a ladder into place. This was over 15 years ago and I certainly hope things have changed!

In the fall, I attended a Safety Summit on campus, it was excellent and when they repeat it next year, I urge people to attend if possible. It was run by the EHS, Environmental, Health and Safety Department. They presented a Gap analysis and safety culture report. Not surprising over half the people surveyed at Memorial – in St. John's and at Grenfell – reported they did not feel there is good communication of Health and Safety Issues, and many had not received a safety orientation upon hire. EHS, and the Office of Risk Assessment are working to improve these and other items. Some things to be aware of:

- The "right to participate" to be part of the process of identifying and resolving health and safety concerns
- The "right to know" about any hazards to which they may be exposed. The requirements of the Workplace Hazardous Materials Information System (WHMIS) are an important example.
- The "right to refuse work" that they believe is dangerous and, under certain circumstances, certified Joint Health and Safety Committee members can stop work that is dangerous.
(Source: <http://www.labour.gov.on.ca/english/hs/faqs/rights.php#what1> accessed January 19, 2016)

The Right to Participate has led to the legally mandated OHS building Committees at Memorial. Do you know who your committee members are? The list of names, the date and minutes of each meeting are required to be posted in an easily accessible place. I serve as a member of the Committee in the Chemistry-Physics Building and I know that we have reported several items which have since been rectified. Submission

EMERGENCY CONTACT NUMBERS



.....● TO REPORT AN EMERGENCY

Dialed from a campus phone:

St. John's Campus – **4100 / 864-4100***

Ocean Sciences Centre – **9-911**

Marine Institute – **9-911**

Grenfell Campus – **2888**

Harlow – **9-999**

* When dialed from the Health Sciences Centre or from a non-campus phone

.....● WEBSITES:

Emergency Management
www.mun.ca/emergency

CEP
www.mun.ca/cep

Health and Safety
www.mun.ca/health_safety/

Enterprise Risk Management
www.mun.ca/erm/

Grenfell Campus
www.grenfell.mun.ca/emergency

Marine Institute
www.mi.mun.ca/emergencymanagement

.....● BLUE PHONES

* Follow instructions posted on each blue phone. Emergency calls from blue phones go directly to CEP.

.....● CALLING 911

Dialed from a campus phone: **9-911**

.....● ADMINISTRATIVE OFFICES

Campus Enforcement & Patrol:

St. John's Campus – **8561**

Grenfell Campus – **6210**

Security Services:

Marine Institute – **0456**

Ocean Sciences Centre – **3275** or **3231**

Harlow Campus after hours – **07847 795896**

Work Control – Facilities Management:

St. John's Campus – **7600**

Grenfell Campus – **4096**

Marine Institute – **0510**

Service Desk – Information Technology Services:

St. John's Campus – **4595**

Grenfell Campus – **2049**

Marine Institute – **0628**

of committee minutes to NL Safety (WH-SCC) is a legal requirement.

The "Right to Know" is very important when it comes to any chemicals used in your workplace. This includes not only substances in use in labs, but also cleaners and construction/repair materials such as contact cement, paint, epoxy to name a few. If you are concerned ask to see the material safety data sheet, MSDS, (soon to be called a safety data sheet, SDS, under WHMIS 2015). If your job requires you to work with substances which are regulated under WHMIS, your employer has a responsibility to provide you with WHMIS training.

The right to refuse unsafe work is important. "Right to refuse provides a worker with the right to refuse to do work which he or she has grounds to believe is dangerous to his or her health or safety or that of another person." If you find yourself in this position, the first step is to report the problem to your supervisor. They are not then allowed to assign the work to anyone else without notification that someone else has refused to perform the task for a safety concern. (http://www.servicenl.gov.nl.ca/ohs/legislation_summary.html accessed Jan 19, 2016)

We are all responsible for our own safety and the safety of those around us. If you see

something in your workplace that concerns you, send the OHS committee in your building an email. If you want to report an incident or hazard ANYWHERE on campus, you can fill out an e-alert at: <https://mims.mun.ca:9443/d3vsoc/ealert/>

And on a final note, if you are part of any kind of committee or group which meets on a regular basis, you might be interested in the Safety Moments compiled by our EHS (environmental health and safety) department, there are 52 available at http://www.mun.ca/health_safety/training/Safety_Moments/Safety_moments.php

Inform yourself; be proactive with your health and that of your coworkers, and family. Stay safe and enjoy life! One of my favourite quotes is "The door to safety swings on the hinges of common sense" (author unknown).



MEETING DATES FOR 2016.

ST. JOHN'S

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

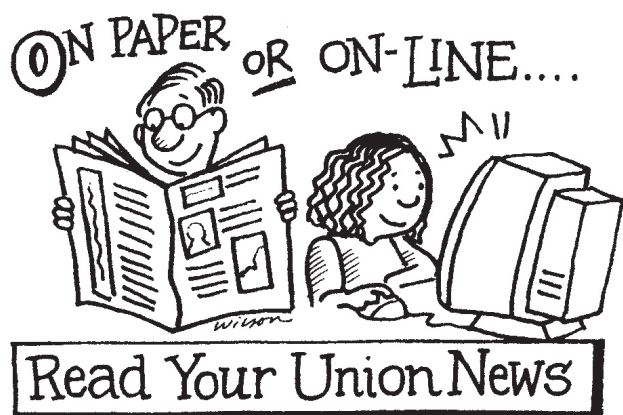
AGENDA

- 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.



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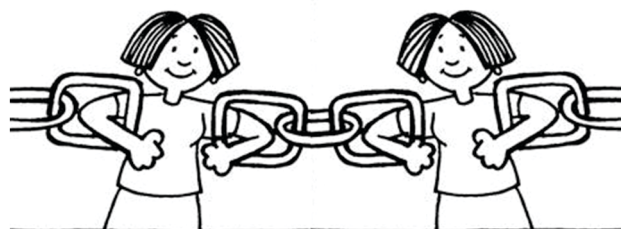
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HELP MAKE THE UNION
STRONG.

