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CUPE on CAMPUS

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www.mun.ca/cupe1615



Hello brothers and sisters,

A lot has been going on over the past couple of months and much of it is of very big concern to us as CUPE members.

First of all, there is the budget that was brought down by the Liberal government. This is certainly not a good budget with all the increases that came with it! Gas tax increases, the new levy tax, various fee increases, insurance rate increases, closing libraries, and so on. I can't fathom how the government thinks this budget is going to help any of us. This budget is going to hurt many of us who are already financially strapped, plus, it will create less spending and therefore not produce the results the government hopes for.

Many rallies and protests against this budget have been taking place with really good attendance – but your support is always needed. There is definitely strength in numbers and from some of the small changes that have already occurred we can see these demonstrations are having a positive effect for us.

Then there's the university budget. I attended a meeting with President Kachonowski along with several representatives of other campus unions. My first question was: are layoffs something CUPE should be concerned about? The answer I got: it is not the intention of the university to layoff any staff, but departments are expected to find efficiencies/savings with the reduced budgets they have been given. Departments will be doing

their own reviews in relation to any cost saving measures they can find. The administration will use attrition as the main saving and we have already seen that some contracts are not being renewed. We need to be vigilant and make sure management is not taking on any of our (CUPE) duties as a cost savings method. You have to make your executive know if you see this happening. We need to be on top of this type of thing immediately. We do not want any of our work and our jobs falling through the cracks.

Now for a little positive news.

CUPE NL held its annual convention in May with approximately 100 delegates in attendance. Our local sent eight delegates, some as first time convention attendees, and they all thoroughly enjoyed and participated in all aspects of the convention. Many resolutions were brought to the floor for discussion and voted on. Through these resolutions CUPE NL works on our behalf to make our workplaces, communities, and province as a whole a safer, more stable place to be every day. Wayne Lucas was re-elected as our provincial president. Wayne has been doing a great job for us over the last number of years and I'm sure he will continue to do so. Ed Whelan, from our own local, stepped down as treasurer of CUPE NL, after serving for more than 15 years, and I was elected as executive officer with CUPE NL. I felt that this was The right time to get more involved provincially as a representative for our local among other things.

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FROM YOUR PRESIDENT *continued*

Educating our members whenever we can is very important to us as a local. CUPE Atlantic region held its annual weeklong education school in Baddeck, Nova Scotia in May. We sent 13 members who attended various courses. Everyone who attended found the courses to be very informative and say they have many tools to take back to their respective workplaces. Our website should be updated very soon with courses being offered for the fall.

Last, but certainly not least, is our seniority list. The new list was supplied to us from HR and unfortunately there are quite a few mistakes. I am working with HR to correct the errors and I hope this won't take too long.

I want to reiterate how important it is to be vigilant in your workplace in regard to your duties, any changes you may see in your positions, and of course making sure

CUPE duties are performed by only CUPE members.

As always, my door is always open. Call or e-mail me anytime if you have any concerns or questions.

In Solidarity,
Theresa

THIS TIME IT'S DIFFERENT

By Lorraine Jackson



Photo by Ian Gillies

I've been working at MUN since 1983. I've been involved with the union to varying degrees since 1986, when I went to a Health & Safety conference – my first – and I got hooked. I've been at protests, rallies, and picket lines. I've marched and shouted and waved banners and flags and signs. I proudly wore my "Clyde Lied" t-shirt to meetings with management and my jacket has been adorned with the buttons for numerous union causes. Every time I'd go to a gathering I could always count on seeing the same people; the same union activists from the same workplaces, doing their best to see that a wrong is made right. These days I'm in the background, looking after this newsletter and taking in an occasional

meeting, content to watch new activists tackle the issues.

Since the provincial budget was delivered in April, things seem very different than they were years ago. Union members who never go to anything but a ratification vote are turning out at demonstrations. People who are not members of unions are showing up and shouting as loud as anyone. Thousands of people, with kids and dogs in tow, are taking to the streets all over the province to voice their anger about the budget and at the government who delivered it. This time it's different. Shouts of "No Justice, No Peace!" are coming from the throats of people who might previously never raise

their voices at all. One journalist said that it seems that the citizens of the province are galvanized by a common cause with the kind of collective passion that we haven't seen in decades. Hundreds of people are writing to MHAs to protest the "austerity budget" – including people like me, who don't normally write to MHAs, ever.

As of this writing, the Levy has been revised. Did the people who took to the streets make that happen? It certainly makes you think. More demonstrations are planned which will focus on other topics in the budget. Taxes, libraries, schools – we may not affect all of it, but from what I've seen the government had better not blink.

WHY GO TO A RALLY, OR PROTEST?

I went to the #NL Rising march and rally at Confederation Building on May 7, 2016. I went because:

- **I don't agree with the drastic measures set out in the budget as proposed by the Dwight Ball Government.** This will affect my family, and everyone living in Newfoundland and Labrador! As a population there will be many effects long-term on our standard of living as well as the immediate effects on the vulnerable members of our population. It is simply not acceptable to cut supports for schools, libraries, and health care. Once these changes are made, there is little hope that any of these systems will ever rebound completely no matter what future budgets bring.
- **I want to give my support to the union leaders who advocate for the Good of the Union every day.** They do a lot on our behalf, but they are too few to fight this budget alone.
- **The protest was good for my soul.** To stand united with my brothers and sisters from many unions made me realize that as

a union member, I am part of a large entity which is willing to fight for me and for the future of our children and our province. It gave me hope and made me feel less alone.

- **It was fantastic to see so many people from so many walks of life.** There were students, people with pets, children accompanying their parents, union members and non-union workers. It is inspiring to see youth engaged in such an event. It reminded me of a time when I was a student and my mother would not come on campus to drop me off because there was a picket line. It was an action that led to a conversation about what unions are and do. Some of these children may grow up to be union members and some may become management. Either way sharing the ideals of unionism and the desire to fight for right and equal treatment is a great thing to be doing. These parents are to be commended.

Did I enjoy the rally? Well it was a long period of standing on concrete and it was noisy. Quite honestly I am sure that all of us might have preferred to sit on a



#NL Rising Button

deck in the sun with a cup of tea or a cool drink. The point is that sometimes we need to do what is right and not take the easy road. I was proud to participate with so many great women and men. I hope you can see your way clear to coming out to an event soon.

In solidarity

Nathalie Vanasse
Chemistry Department

DAY OF MOURNING

In Corner Brook on April 28th, the St. John the Evangelist Church was packed to the limit as members of the Corner Brook and the surrounding area gathered to mark the National Day of Mourning for those injured or killed on the job. The event was organized by the Corner Brook and Area District Labour Council. At this year's ceremony about 70 wreaths were presented on behalf of families of deceased workers, unions, government, and labour organizations. It was a very heartfelt and emotional ceremony that I was glad to be part of by placing a wreath from CUPE 1615.

Diane Johnson
3rd V.P. – Grenfell
CUPE 1615





Photo by Gordon Little



Photo by Juanita Frye



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CUPE WEEKLONG



Weeklong 1615 attendees

HUMAN RIGHTS CLASS ENLIGHTENING

From Sunday, May 15th to Friday May 20th I was fortunate to have attended the CUPE Weeklong School in Baddeck, Nova Scotia. It was the third time I took advantage of one of these learning opportunities. This year I attended the Human Rights Course. It was one of the best learning experiences I have ever had. I even learned a great exercise for remembering people's names in large groups. It sounds silly but each person introduced themselves using their real full name and then introduced themselves again using a type of food as their last name. The food had to begin with the same letter as their first name.

I picked this course because I have always had an interest in human rights. Mostly I have always wondered where does one person's rights end and another person's rights begin. I am sure we have all asked ourselves that question when we hear about

human rights issues. I expected this course to be based mostly on case law and how the outcomes related to the Charter of Rights and Freedoms.

The course was not like that at all. If I have one complaint about the course it was probably the course name. The course looked more at human diversity than human rights. This did not diminish the effect it had on all of those who attended. We looked at areas related to stereotypes, prejudice, discrimination, and privilege. Harassment, gender identity, immigration, homophobia, ableism, and child care were also covered during this course.

Two of the most interesting and thought provoking areas for me were the segments we did on colonialism and the history of indigenous people. Two different topics that had a strong connection to today's reality. Colonialism talked about how those that make rules make them to their advantage. Therefore those who are similar to them become advantaged as well and

those that differ fall farther behind. Our course instructor, Monique "Marmalade", had exercises we participated in to help us better understand each topic. One of the exercises used in the racism section of the course also drove home the idea of advantage.

For this topic we all stood against a rail outside as she asked a series of questions that related to negative experiences that you felt when applying for a job. If you did not experience anything negative you took one step forward. An example is, "did you ever feel you might not get a fair chance in an interview because of the color of your skin"? As a white male I think there was only one question I did not move on. Many of the white women were only two to three steps behind me. One of our member facilitators was a black woman, Liz "Lettuce". I think she only took two steps away from the rail. The distance we were from the rail compared to her was very effective in getting these points across.

The second exercise that really affected me was the exercise we did around Indigenous People and how the treaties they signed are vastly different from the reality they exist in today. We started with the floor of our room covered in blankets. The blankets represented the land these people owned. We stood on the blankets to represent the Indigenous People. The blankets were rolled up and removed as different rules and laws were made. These rules were made by the privileged to benefit the privileged. They

eroded the treaties they had signed. Many of us had to sit down as events happened that decreased the indigenous population. This version seemed so different from the history lessons I had learned in school. Of course the school system was run by the privileged for the privileged.

In closing I would like thank our facilitators for such a thought expanding experience. They included Monique "Marmalade", Liz "Lettuce", Jim "Jam", and Michelle "M&Ms." I

would also like to encourage all members to take advantage of learning opportunities like this. Courses like these expand the way you think about your surroundings. You meet new people and you have a little fun as well. It was a great experience.

Respectfully submitted,

Kevin O'Leary
(a.k.a. Kevin "Kale")

MENTAL HEALTH AND THE WORKPLACE

Another CUPE Atlantic week-long has come and gone. I attended the course Mental Health and the Workplace. In addition to gaining lots of information help our local I also find that every time I go to week-long I am rejuvenated by my fellow sisters and brothers from the Atlantic region.

There was so much information packed into the week it is hard to condense, so I will start with a few definitions.

Mental illness – a diagnosed medical condition that affects a person's thoughts, behaviour, and mood. They can take many forms and are treatable.

Mental distress – the worker's physical, emotional, and psychological reaction to the psychosocial hazard. Put another way, it's the effects of the psychosocial hazard on a worker's mental and physical health. Mental distress is often referred to as "workplace stress" or "toxic stress".

Mental injury – an injury to a worker's mental health, caused by their work environment and conditions. A mental injury can be a form of mental distress.

Psychologically healthy and safe workplace – a workplace that promotes and protects psychological well-being, and prevents harm.

Mental wellness – a state of well-being. A person's ability to realize their own potential, and cope with the normal stresses of life. It can be connected to physical health as well, e.g., a physical injury can lead to poor mental health.

All of us are going through a difficult time right now with Memorial's and Provincial

Government's budgets. The concerns about these two budgets can affect our workplaces. This is a time of various levels of stress in our lives and it will be seen in the workplace. We all handle stress in different ways so please be patient and understanding with your co-workers. Mental health and mental illness are intertwined. Mental wellness can be fragile for some of us. You may not be aware that a co-worker has a mental illness. Some people are very private about personal matters and this should be respected. We spend most of our waking hours with our co-workers so we need to be in a healthy place. Gossip about a co-worker or an incident in a workplace affects everyone. If everyone is on edge how can it be a good place to work?

You might think what I am saying is a load of crap but you are incorrect. If someone is off for surgery or a broken limb no one talks about them as if they have done something wrong. Most often people will send a card or flowers, or sometimes visit; when this person comes back to work everyone welcomes them back and hopes they are doing ok. It should be no different when someone returns to the office after being off for a mental illness. Why does this person get no flowers? Why are they the subject of gossip? Why is it that they will walk back in the office and no one asks how they are doing? If you don't demonstrate some concern it actually affects their mental health. Being unwell is being unwell no matter what the cause.

We have to get rid of the stigma of mental illness in our workplaces. We have to educate ourselves. We have to be more understanding of our co-workers, family and friends who have a mental illness. We have to try and make our workplaces healthy for everyone. So let's all take a little step to towards that.

Susan Kearsey
1st Vice president
Member of the National Persons with Disabilities Committee

Definitions taken from:

Health and Safety Series: Preventing mental injuries at work, participant workbook. CUPE Education April 2016

Mental health in the workplace: a union perspective, participant material. CUPE Education May 2016

MORE ON MENTAL HEALTH

I had the privilege of attending CUPE Weeklong School in Baddeck, NS from May 16-20th.

I took the Mental Health in the Workplace course.

I learned so much about Mental Health and how it affects so many people on a daily basis, both at home and in the workplace.

We need to educate our members about the stigma surrounding Mental Health and how to recognize the signs, so if help is needed, we can all do our part.

Also I learned about issues surrounding privacy and confidentiality, and the union and employers duty to accommodate.

There is so much information out there, we just need to make ourselves aware.

It was a great week and I feel more equipped to help my fellow members.

Catherine Ducey



Social Media Workshop attendees

SOCIAL MEDIA

I was pleased and honoured to be given the opportunity to attend the CUPE weeklong School at Baddeck Nova Scotia in May. There were thirteen of us from CUPE 1615 in attendance, and there were five courses offered in the following areas:

- Social Media
- Human Rights
- Mental Illness
- OHS
- Stewarding

Vanessa Coish, Shawn Organ, Ingrid Verbree-Barnes, and I did the Social Media class. Our facilitators were John McCracken, CUPE Nova Scotia Communications Officer and Chris Melanson. John will be retiring shortly so it was an honour to take the last course which he will facilitate at a weeklong school. It was Chris' first time co-facilitating and he did an awesome job. We also had a day with Ian Clysdale, CUPE Communications Officer, which was interesting and informative. None of this would have been possible without the efforts of Lynn McDougall, CUPE Atlantic Education Rep.

Many of us use Facebook, and there are people who have already ventured into the world of Twitter. We also learned about

YouTube, as well as some introduction into web design. We talked about the do's and don't's of social media. For example, it is very important not to put any sensitive work related information online. If you wouldn't want to see something you said, or a picture of yourself on the front page of the paper, then a good general rule is not to put it on Facebook, YouTube, Twitter, Snapchat, Instagram...and the list goes on. There are instances of online information being used in dismissal of workers or in proceedings concerning injury cases.

I learned a lot about how to use social media for my own entertainment but being as it was a Union school, there was great emphasis on using social media as a tool for effective activism. The cool thing about social media is that you don't have to create the story, yet it is very effective to share it. If you see a union or labor related article on Facebook or an interesting link on Twitter then share or retweet. Your entire list of friends or followers will see it and some of them will share. It is literally like the scenario, "I told two friends and they told two friends ..."

We created a Facebook group: Siri-ously Social CUPE weeklong 2016. We Tweeted, Youtubed, and Facebooked all week. The beeps and dings from everyone's devices as people shared and reacted to our work was

quite entertaining. Mike Tobin, a classmate from another St. John's local, shared with us a compiled list of good twitter feeds to follow. They are @NLFL_labour, Michael Gorman (@michaeltgorman), CBC Nova Scotia, NS Fed. of Labour, CBC Nfld, The Rick Howe Show, Sheldon MacLeod, News 95.7, HfxGov, Halifax Media Co-op, RankandFile.ca, Suzanne McNeil, Global Halifax, Halifax Labour, Cape Breton Labour, Charles Fleury, haligonian: hfx news, Cupe National, BreakingNSNews, Metro Halifax, @VOCMNews, NTV, Tony Tracy, @NLTweets, @NLinsider, Mary Shortall, CUPE1615.

Look them up on Twitter and your feed will soon be full of stories worth reacting to or retweeting and you'll be an activist. Again, I would like to thank the local for the opportunity to attend the course. I would like to thank my CUPE brothers and sisters from Newfoundland and Nova Scotia with whom I shared this experience, especially my travelling companions from CUPE 1615. I highly recommend attending a weeklong, you'll meet great people, learn new things and you might even learn something new about yourself.

Respectfully submitted,

Nathalie Vanasse

2016 SCHOLARSHIP WINNERS



Some of our scholarship winners were in attendance at our May meeting to receive their awards. L-R: Alexander Smith, Spencer Noseworthy, Kristie Mullaly, Theresa Antle, our president, Kevin Maher, Erika Hatcher, Daniel Codner, Emily Clark
Missing from photo: Keisha Whelan, Fan Jiang, Colin Hunt

STUDENT

Fan Jiang
Colin Hunt
Erika Hatcher
Spencer Noseworthy
Kristie Mullaly
Keisha Whelan
Kevin Maher
Emily Clark
Alexander Smith
Daniel Codner

PARENT OR SPOUSE

Lian Shi
Donna Hunt
Lori Hatcher
Linda Noseworthy
Julie Broderick
Agnes Whelan
Jacqueline Turner
Trevor Clark
Bonita Smith
Helena Codner



RETIREMENT NEWS



Diane Johnson (left) congratulates Pam Parsons who has retired after 32 years working with ITS at Grenfell.



Keir Hiscock presents Nancy Dawe with a gift from the union upon her retirement following 36 years with MUN.



Theresa & Keir join in the retirement celebrations for Fraser Rodgers (20 years) and Ralph Dawe (pictured Below) (32 years).



BEST OF LUCK TO YOU ALL!

UNION GRANDMA!

Jane Ryan, a long serving CUPE member in the Queen Elizabeth II Library, has become a grandmother! Her granddaughter, Clare Allison Ryan (born August 2015), is totally adorable in her CUPE onesie!



FROM CUPE NATIONAL:

Back In House: Why Local Governments Are Bringing Services Home, a new report from the Columbia Institute, is about the emerging trend of remunicipalization. Services that were once outsourced are finding their way back home. Most often, they are coming home because in-house services cost less. The bottom-line premise of cost savings through outsourcing is not proving to be as advertised.

Other reasons for insourcing include better quality control, flexibility, efficiency in operations, problems with contractors, increased staff capacity, better staff morale, and better support for vulnerable citizens. When services are brought back in house, local governments re-establish community control of public service delivery.

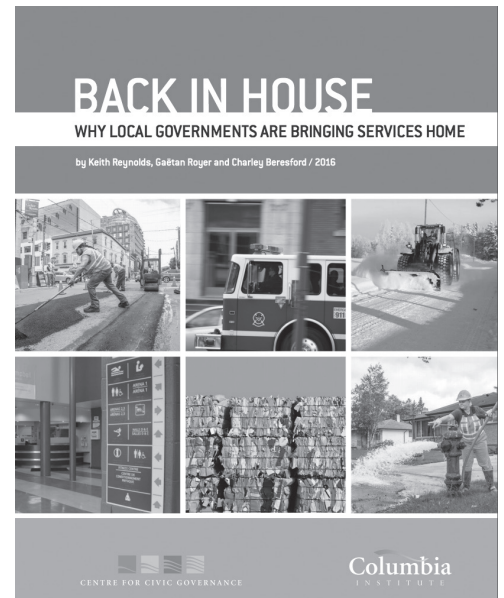
The report examines the Canadian environment for local governments, shares

15 Canadian case studies about returning services, follows-up and reports back on two earlier studies promoting contracted out services, provides a scan of international findings, and shares some best practices and governance checkpoints for bringing services back in house. Many of the local governments examined employ CUPE members.

As part of our ongoing work to promote the value of publicly-delivered services, CUPE helped fund the production of the Columbia Institute report *Back in House*.

The full report, by Keith Reynolds, Gaëtan Royer and Charley Beresford, is available here:

<http://www.civicgovernance.ca/back-in-house/>



TREAT EMPLOYEES LIKE THEY MAKE A DIFFERENCE AND THEY WILL.



CUPE EQUALITY STATEMENT

Union solidarity is based on the principle that union members are equal and deserve mutual respect at all levels. Any behaviour that creates conflict prevents us from working together to strengthen our union.

As unionists, mutual respect, cooperation and understanding are our goals. We should neither condone nor tolerate behaviour that undermines the dignity or self-esteem of any individual or creates an intimidating, hostile or offensive environment.

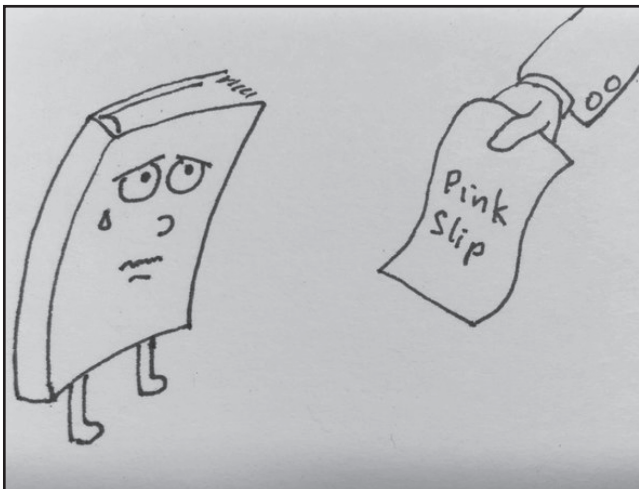
Discriminatory speech or conduct which is racist, sexist, transphobic or homophobic hurts and thereby divides us. So too, does discrimination on the basis of ability, age, class, religion, language and ethnic origin.

Sometimes discrimination takes the form of harassment. Harassment means using real or perceived power to abuse, devalue or humiliate. Harassment should not be treated as a joke. The uneasiness and resentment that it creates are not feelings that help us grow as a union.

Discrimination and harassment focus on characteristics that make us different; and they reduce our capacity to work together on shared concerns such as decent wages, safe working conditions, and justice in the workplace, society and in our union.

CUPE's policies and practices must reflect our commitment to equality. Members, staff and elected officers must be mindful that all persons deserve dignity, equality and respect.

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.



"Library Cuts" - Gordon Little

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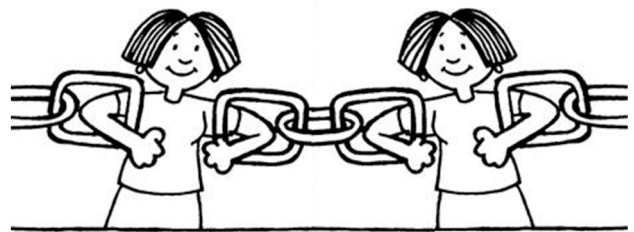
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HELP MAKE THE UNION
STRONG

