



Volume 25, Number 2  
March-April 2016

## INSIDE THIS ISSUE

.....  
Equality Statement 2  
.....

.....  
Art Inspiration on the Job 3  
.....

.....  
Health & Safety Facts for New and Young Workers 4  
.....

.....  
One Short Phone call 5  
.....

.....  
News From Elsewhere 7  
.....



## MOURN THE DEAD - FIGHT FOR THE LIVING

The National Day of Mourning, or Workers' Mourning Day is observed in Canada on 28 April. It commemorates workers who have been killed, injured or suffered illness due to workplace related hazards and incidents. Workers' Memorial Day was started in Sudbury, Ontario in 1984, and the Canadian Labour Congress officially declared it an annual day of remembrance in 1985 on April 28. It has since grown to be observed in over 80 countries.

In December 1990, this day became a national observance with the passing of the Workers Mourning Day Act, so that on April 28, 1991, it was officially the National Day of Mourning for persons killed or injured in the workplace: making April 28, an official Workers' Mourning Day.

Injuries and deaths in the workplace continue to be a matter of important concern across Canada. Many Canadians members work hard each day in an effort to minimize accidents and incidents. Risk is an inherent element of many jobs, and this is why safety is one of our core values. Since its inception, the observance has spread to over 80 countries around the world, but is known in most other countries as the

Workers' Memorial Day. The date 28 April was picked because on that day in 1914, the Workers Compensation Act received its third reading. In 2001 the International Labour Organization first observed World Day for Safety and Health at Work on this day. Commemorating those who have been hurt or killed in the workplace shows respect for the fallen, while serving as a reminder of the importance of occupational health and safety.

The Canadian flag is flown at half-mast from sunrise to sunset on all federal government buildings, including on Parliament Hill. Workers and employees observe this day in various ways including lighting candles, donning ribbons and black armbands, and observing a moment of silence at 11:00 am. The purpose of Day of Mourning is twofold- to remember and honour those lives lost or injured and to renew the commitment to improving health and safety in the workplace - to prevent further deaths, injuries and diseases from work.

Representatives from our local participate in the wreath-laying ceremony at Confederation Building.

**CUPE on CAMPUS**  
Editor  
Lorraine Jackson  
Layout & Design  
Shane Mills

**VISIT US ONLINE!**  
[www.mun.ca/cupe1615](http://www.mun.ca/cupe1615)

---

# 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.



MARK HANCOCK  
National President



CHARLES FLEURY  
National Secretary-Treasurer



# ART INSPIRATION ON THE JOB

When she is not surrounded by Maps in the Map Room at the QEII Library, Joanne Costello, a member of CUPE 1615 is either in her studio painting or exploring rock outcrops or beaches around Newfoundland. Joanne graduated with a Fine Arts degree from Brock University, St. Catharines, Ontario in 1989. In November 1989 she started work at the QEII Library and has been there ever since.

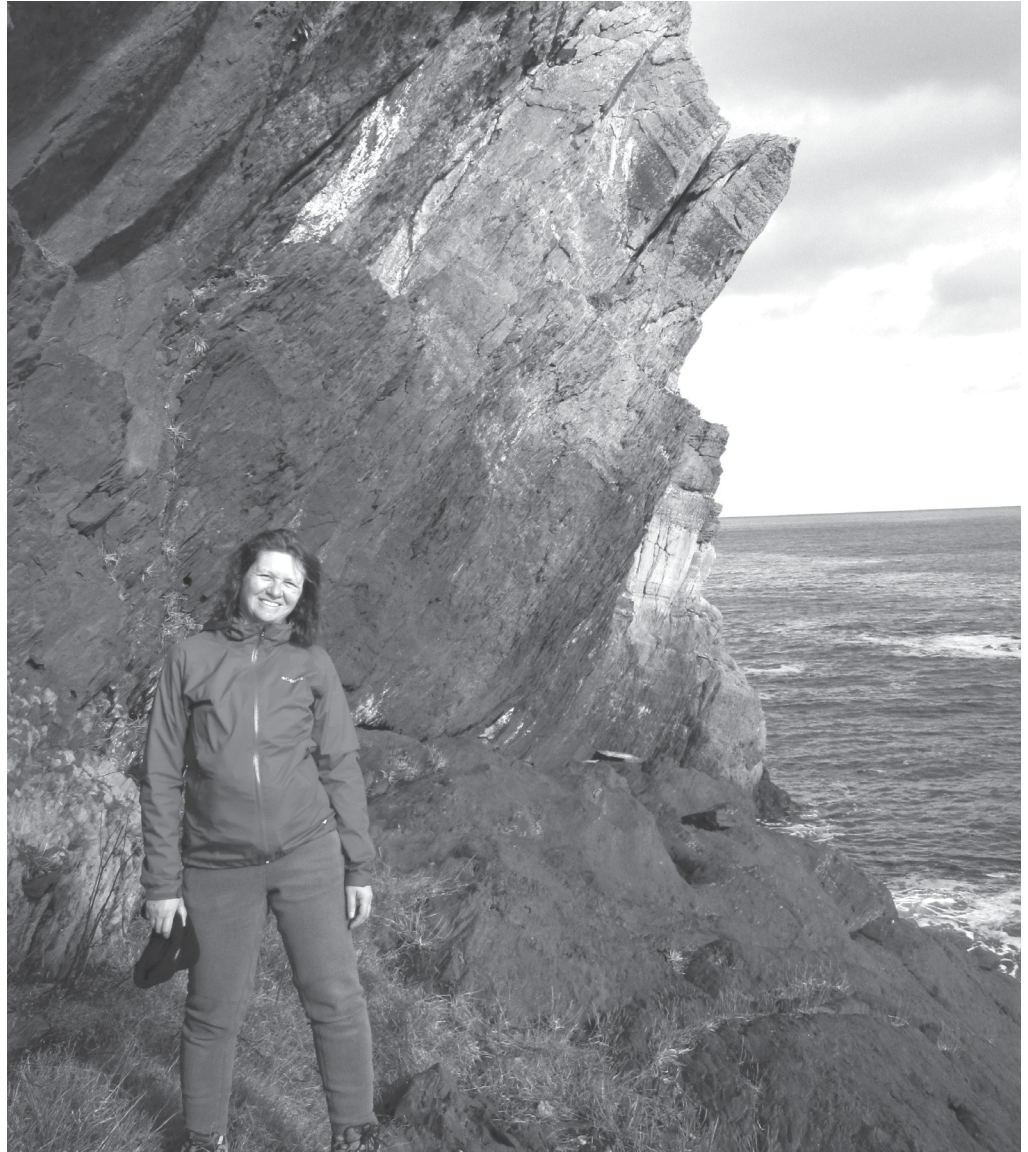
Strangely enough, her artwork has developed because of her work at the QEII. While taking painting classes in art school, her subjects were the rocks and beaches of Newfoundland, it was the way she stayed connected to the province and coped with living away from home.

Joanne always enjoyed the research aspect of education and in art school she found herself researching the beaches and landforms she painted. On visits home while in school she always frequented the QEII to find information to bring back to Ontario for her art work.

Working at the Library after graduation was a perfect fit. She found herself within easy reach of Newfoundland history, geography, geology and also the many art books in the QEII collection.

Eventually, Joanne got a job in the Map Room and has been there now for over 22 years. As a map cataloguer she finds inspiration from the maps she catalogues for the Map Rooms' vast collection. Working with geology maps gave her more knowledge about rocks in the province; topographic maps and air photos allowed her to find the way to the subjects she was looking for.

In the last several years she has been creating a body of artwork based on the surveys of James P. Howley, a geologist in Newfoundland in the late 1800's. A 1907 Newfoundland map created by Howley was donated to the Map Room in 2003 and the researchers that were interested in the map led her to learn more about Howley. The Archives and Special Collections Division of the QEII held most of Howley's field books and papers; Joanne spent many lunch hours and coffee breaks in the Archives researching this material and eventually became inspired to follow in his footsteps and visit some of the places he described and surveyed with the intention of creating a series of large paintings. These paintings



*Joanne exploring*

depict the structures Howley described on his explorations.

A project grant from the Newfoundland and Labrador Arts Council and a Deferred Leave of Absence from her job in the Map Room enabled her to get started on the project. To date she has almost nine paintings completed.

Working in the Map Room is only one source of inspiration, however. Joanne is also the coordinator of the First Space Gallery located in the Information Commons of the QEII. She plans and helps organize the exhibitions that are held every semester. Students and staff enjoy seeing the variety of artwork that is shown and emerging

artists have a public space to show work. "I get to meet a lot of artists," states Joanne, "from graduates of the Fine Arts program at Grenfell campus to other members of the Memorial Community who work full time and make art as well. It's a wonderful opportunity for me to infuse art into the workplace."

Joanne's work can be seen on her facebook page – The Big Tree Studio  
<https://www.facebook.com/TheBigTreeStudio/>

More information about the James P. Howley project can be found on her blog:  
<http://joannecostello.blogspot.ca/>

# HEALTH AND SAFETY FACTS FOR NEW AND YOUNG WORKERS

(Excerpts from CUPE.ca – reproduced with permission)

New and young workers are more likely to be injured during the first six months of employment than at any other time. Between 2007 and 2009, 124 workers between the ages of 15 and 24 years died from work-related injuries. Almost 34,000 young workers were hurt badly enough to miss work. (Source: Association of Workers' Compensation Boards of Canada <http://awcbc.org/en/youngworkerresources/information.asp>)

The key to protecting new and young workers is to educate them on their rights, and the questions they can ask to stay safe.

## Why are new and young workers at increased risk?

All people are at particular risk of injury in the first six months of a job as they may be unaware of existing or potential risks. There is a direct relationship between the number of years experience and the number of injuries that happen on the job.

New and young workers may lack experience and may be required to perform tasks they are not familiar with.

They are usually unaware of their rights, and may be afraid to raise concerns about health and safety issues for fear that they might lose their job.

They are often given the more tedious and even dangerous jobs that no one wants to do.

They may be eager to impress or please people with whom they work.

They may not have reached physical maturity and therefore lack the strength demanded.

Other job-related factors include lack of training and supervision, unsafe equipment, stressful conditions and working too quickly.

## Knowing your rights

All provinces and the federal jurisdiction have an Occupational Health and Safety Act and regulations that provide fundamental rights to Canadian workers while they are performing their jobs. The three basic rights are:

The right to refuse unsafe work.

The right to participate in the workplace health and safety activities through Joint Health and Safety Committees or as a worker health and safety representative.

The right to know, or the right to be informed about, actual and potential dangers in the workplace.

## Questions to ask

To start things off on the right foot, ask for a health and safety orientation to your worksite. Here are some questions to ask:

1. *What are the hazards of my job?*

By law, your employer must tell you about hazards at the workplace.

2. *What training will I receive?*

Everyone needs training and to have their job duties or tasks explained to them. For example, if you are required to work with or near any hazardous chemicals, your employer will have to provide you with the appropriate training.

3. *Is there safety equipment I'll be expected to wear?*

Depending on the type of work you do, certain personal protective equipment (PPE) may be required. If PPE is necessary, you need to know what it is, and how and when to use it.

4. *What do I do if I get hurt?*

The law says your employer must provide on-site first aid equipment. Most employers are required to have people present with first aid training; however you should be aware of the procedures to follow if you or someone else is hurt on the job.

5. *Who do I go to with safety concerns?*

When something happens at work, and you don't think it's been handled correctly, or you see something that doesn't seem safe, don't be afraid to report it. Typically you would start by speaking to your supervisor about these concerns. CUPE members with a safety concern that their supervisor won't address or take seriously should speak to their union steward and/or a member of their joint health and safety committee.

## The CUPE 1615 Health & Safety Committee is:

*Executive Liaison:*

Keir Hiscock  
khiscock@cupe1615.ca 864-8144

*Members:*

Theresa Antle  
tantle@cupe1615.ca 864-2393;

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

Steve Smith  
steven.smith@mun.ca 864-8756;

Nathalie Vanasse  
nvanasse@mun.ca 864-8138;

Natalie Webber  
natwebber@mun.ca 864-8532





# ONE SHORT PHONE CALL

I am pleased to announce that my application to serve on the National Persons with Disabilities Committee (NPWDC) has been accepted for a second term. Words cannot describe how wonderful and hardworking the Committee members are. They have made me realize what it means to have a disability and how to live a happy, healthy life no matter what your struggle.

My disability is an invisible one so a person can look at me and never know I have a mental illness, depression and anxiety. I see people around the university all that time with physical disabilities and at this time of year I am so grateful I do not have to think about or overcome those kinds of obstacles in my daily life. However, since I have been part of the NPWDC I look at things differently. Before my involvement with this committee, a snow covered pathway or a poorly cleared parking space would be a minor annoyance, but now, this is one of several things that I see differently.

This past winter I've noticed the disabled parking spaces in my lot were not being cleared very well. The main pathway from that space to the accessible door was also poorly plowed. I was aware that the parking space was used regularly and a student in a wheelchair who dropped off at that entrance every day. I am sure you know how they feel. I know I'm not pleased when I drive into a parking lot and see parking spaces poorly plowed and useless. I walk up to a pathway or door or stairs blocked with snow and feel frustrated.

I know most of you have run into situations like this but there is a big difference if you are not physically disabled in some way. There are some of you who have been physically



Getty Images

disabled for a short period of time with a broken leg or sprained ankle. It made life difficult for a short while. Think if you have to live with a cast on your leg for the rest of your life. Not nice.

I would like you to help me in a very easy way. I am asking you to be a little more observant as you travel around our campus. If you see a poorly cleared parking space, pathway or entrance please phone Facilities Management and let them know. I made

that call and I am so glad to say the parking spaces, pathways and entrances were cleared well after I phoned. One minute out of your day to make one short phone call makes a big difference. It will make you feel good to know you have helped someone.

*Susan Kearsey*

*National Persons with Disabilities Committee  
1st Vice President*

## TREAT EMPLOYEES LIKE THEY MAKE A DIFFERENCE AND THEY WILL.



# Perspective

(author unknown)

Today was the absolute worst day ever

And don't try to convince me that

There's something good in every day

Because, when you take a closer look,

This world is a pretty evil place.

Even if

Some goodness does shine through once in a while

Satisfaction and happiness don't last.

And it's not true that

It's all in the mind and the heart

Because

True happiness can be obtained

Only if one's surroundings are good

It's not true that good exists

I'm sure you can agree that

The reality

Creates

My attitude

It's all beyond my control

And you'll never in a million years hear me say that

Today was a good day.

**[NOW READ FROM THE BOTTOM UP]**



## NEWS FROM ELSEWHERE:

# PUBLIC SECTOR BARGAINING: THE NEW BOSS LOOKS A LOT LIKE THE OLD BOSS

By Teuila Fuatai

Bargaining is off to a rocky start between the new Liberal government and PSAC representatives. The Public Service Alliance of Canada (PSAC) returned to the bargaining table this week for a second round of contract negotiations under Justin Trudeau's Liberal government.

### The situation so far

The collective agreements for five PSAC bargaining units, representing nearly 100,000 public servants, expired in the summer of 2014.

While bargaining with the Treasury Board began under Stephen Harper's government, the Conservatives' resolve to minimize the collective bargaining process and weaken union powers -- through legislation like Bill C-59 -- meant little progress was made in the past two years.

When bargaining resumed in February, representatives at PSAC were hopeful for a fresh perspective from the new Liberal government.

However, contract proposals tabled by the Treasury Board -- under the stewardship of president Scott Brison -- indicated a significantly different situation.

### Major issues

PSAC believed the Liberal government's move to reverse parts of C-59, which enabled the elimination of the sick leave plan from its collective agreement, as well as its mandate for improved relations with unions signalled a more amicable environment at the negotiating table.

However, the new government's proposal to continue with the removal of the sick leave plan, while continuing to reverse the appropriate C-59 legislation, made it apparent negotiations were unlikely to be as clean as PSAC had anticipated.

"There were some improvements but certainly we were looking to improvements to the sick leave and not a continuation of the short-term disability program," PSAC president Robyn Benson told *ipolitics* after last month's negotiations.

"The Liberals had [made] huge promises over their campaign about bringing forward a new mandate but there was very little indication that there was going to be change."

According to the Conservatives, elimination of the sick leave plan would have created \$900 million in savings for the federal government. The savings estimate was based on the amount of sick leave civil servants had accumulated over the years. PSAC vehemently disputed the figure, and said the liability amount being touted by the Conservatives did not exist.

Following the February negotiations, the Treasury Board told reporters that while reversing the C-59 legislation was "the right thing to do" it did not mean the government supported rolling over the same sick leave benefit system from old contracts.

In addition to the sick leave changes, PSAC also raised concerns over the government's commitment to repealing changes made under Bill C-4.

C-4 minimized the rights of public service employees in collective bargaining, including the right to strike, and undermined health and safety provisions for workers. So far, the Treasury Board has only committed to consultation meetings with public sector groups to discuss the legislation.

PSAC representatives have also outlined fair wage increases and reasonable treatment for members contending with changes in service delivery as negotiation focus points.

### What Trudeau promised

An open letter to public servants from Trudeau during the federal election campaign promised a new era in government and union relations.

Sent in September, Trudeau stated his government would be committed to "bargaining in good faith with public sector unions".

"The Liberal Party of Canada opposed the provisions in the Conservatives' Bill C-59, which will create a new sick leave regime, implemented through legislation, completely

outside the collective bargaining process," the letter said.

Trudeau also addressed changes ushered in under C-4 and acknowledged it "stacked the deck against workers with regards to their choice of dispute resolution and arbitration." "We will consult with unions to revision the offending C-4 legislation," he stated.

These promises have been cited by PSAC as expectations during the negotiating process.

### Looking ahead

Outcomes from this week in Ottawa will determine what happens next for PSAC. When asked about the current negotiations, the union declined to comment -- saying all interviews would be deferred until the conclusion of this round of bargaining.

Another round of bargaining has already been planned for April.



*Teuila Fuatai is a recent transplant to Canada from Auckland, New Zealand. She settled in Toronto in September following a five-month travel stint around the United States. In New Zealand, she worked as a general news reporter for the New Zealand Herald and APNZ News Service for four years after studying accounting, communication and politics at the University of Otago. As a student, she had her own radio show on the local university station and wrote for the student magazine. She is *rabble's* labour beat reporter this year.*

# MEETING DATES FOR 2016.

## ST. JOHN'S

April 12, 2016 - ED 2018A  
May 10, 2016 - ED 2018A

## CORNER BROOK

Members meet in AS275

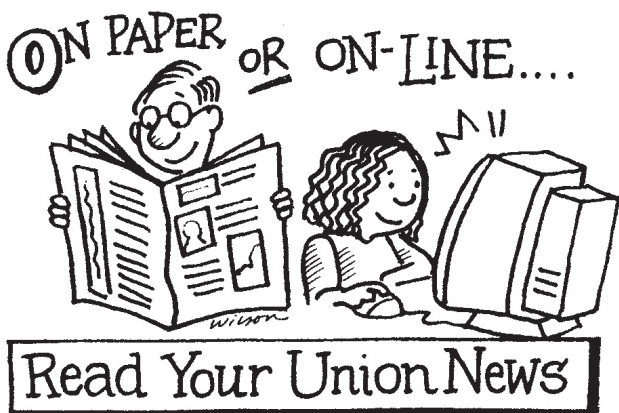
## AGENDA

- 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](mailto:tantle@mun.ca)

If you no longer want a paper copy of CUPE on Campus, please email [tantle@cupe1615.ca](mailto:tantle@cupe1615.ca) today to have your name removed from the distribution list.



# YOUR EXECUTIVE

## PRESIDENT

Theresa Antle,  
[tantle@cupe1615.ca](mailto:tantle@cupe1615.ca)  
864-2393

## CORRESPONDENCE SECRETARY

Ingrid Verbree Barnes,  
[ingrid@mun.ca](mailto:ingrid@mun.ca)  
864-4307

## 1ST VP

Susan Kearsley  
[skearsey@cupe1615.ca](mailto:skearsey@cupe1615.ca)  
864-2529

## SGT. AT ARMS

Shawn Organ  
[sorgan@cupe1615.ca](mailto:sorgan@cupe1615.ca)  
864-8906

## 2ND VP

Keir Hiscock  
[khiscock@cupe1615.ca](mailto:khiscock@cupe1615.ca)  
864-8144

## RECORDING SECRETARY

Christine Byers,  
[cbyers@cupe1615.ca](mailto:cbyers@cupe1615.ca)  
864-4418

## 3RD VP

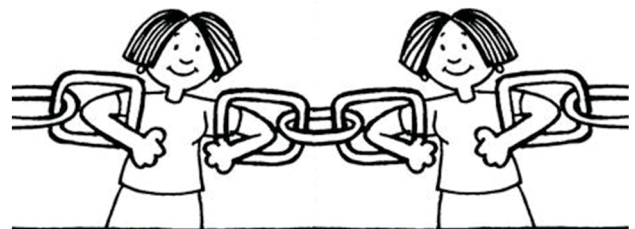
Diane Johnson  
[djohnson@cupe1615.ca](mailto:djohnson@cupe1615.ca)  
(709) 637-6249

## 3-YEAR TRUSTEE

Steven Smith,  
[steven.smith@mun.ca](mailto:steven.smith@mun.ca)  
864-8756

## TREASURER

Rhonda White  
[rwhite@cupe1615.ca](mailto:rwhite@cupe1615.ca)  
864-4553



HELP MAKE THE UNION  
STRONG

