



CUPE on Campus

CUPE 1615

WINTER 2018

YOUR NEW EXECUTIVE AND TRUSTEES:

The biennial election of CUPE local 1615 was held on January 9, 2018. The following results were tabulated:

President:	Theresa Antle (Library)
1 st VP:	Keir Hiscock (Earth Sciences)
2 nd VP:	Christine Gollop (Tech. Services)
3 rd VP (CB):	Diane Johnson (Student Affairs)
Treasurer:	Susan Kearsey(Library)
Recording Secretary:	Christine Gillard (Botanical Gardens)
Correspondence Secretary:	Catherine Ducey(Medicine)
Membership Officer:	Shawn Organ(Engineering)
Trustee (3 year):	Natalie Webber(Biochemistry)
Trustee (2 year):	Bobby Cadigan(Ocean Sciences Centre)



Left to Right: Catherine Ducey, Christine Gollop, Keir Hiscock, Susan Kearsey, Shawn Organ, Christine Gillard, Theresa Antle, Natalie Webber, Bobby Cadigan.
Missing: Diane Johnson
Photo by Bill Gin

These members will serve from January 2018 to January 2020. Please refer to our website: www.mun.ca/Cupe1615 for contact information!

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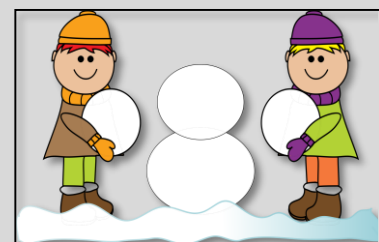
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Happy Winter!



FROM YOUR PRESIDENT:

By Theresa Antle

Hello Brothers and Sisters,

Well it's been quite a while since we have produced a newsletter. Thankfully, we had a member step up to the plate and volunteer to take this on once again. This is a great avenue to keep you, our members up to date with what's going on in our union and our workplace. So thank you to our new editor and the newsletter committee for taking this on. We also have our list serve where we send notices and current information for our members. If you would like to sign up for the list serve please follow these instructions.

Address an email to LISTSERV@CLIFFY.UCS.MUN.CA

Leave the subject line blank and remove any signature files.

In the body of the message, type **SUBSCRIBE CUPE1615-L Then type your name as you want it to appear. After you receive confirmation you will start receiving messages.**

I hope all of you had a very enjoyable and restful Christmas with family and friends. We are now a couple of months into the New Year and winter, so far things are pretty good for us on the snow front. Let's hope it stays that way and spring comes early to Newfoundland and Labrador.

As you all know our contract expired as of March 31st, 2016. A notice to bargain, (as we are required to do), was submitted to Human Resources, 6 months prior to our contract end date. We have not begun bargaining yet and are waiting for Memorial to schedule dates. For information purposes, all articles in our expired contract are still adhered to by both Memorial and the union until a new contract is signed. Memorial University usually waits for Public Sector employees to sign off on their contracts before we begin. This would be CUPE groups within school boards, Confederation Building, Public Libraries, City of St. John's, etc... My understanding is that their bargaining should be coming to a close hopefully very soon. With that said, as soon as we do begin bargaining we will keep you up to date on any information we can provide from our negotiating committee. I think from what we see in relation to other unions and the contracts being signed, any financial increases here at Memorial are going to be a very hard sell. Our contract language is vital to all of us and we are hoping to make our language stronger for all of our protection. There are many areas that are in need of stronger language and of course there is always room for new language. We take our lead for proposals for bargaining from you

our members. A survey was sent out to all members quite some time ago and the results from this survey is what leads our discussions with the Employer. As I said, your bargaining committee will keep you as up to date as possible, once we do begin the bargaining process.

Our pension is another big priority for your union right now. You should all be aware by now that Memorial wants us to develop a joint sponsorship plan. Your pension committee has been working very hard to make sure we get the best possible pension plan we can get under this new joint sponsorship. Discussions are still under way and you will be updated as things progress. A special membership meeting will be called once all discussions are completed and we will make sure all of you aware of the plan as we move ahead. There is an article in the newsletter detailing this joint sponsorship a little further.

Please have a look at our website, <http://www.mun.ca/cupe1615/> , for upcoming education for this spring. A list of latest CUPE courses being offered on weekends will be posted on our website very soon as I am waiting from our National Education Rep to supply me with the most current courses and information. Understanding your rights, learning about the CUPE structure both nationally and locally, OH&S, and understanding accommodations are just a few of the course we offer. Education is one of the most powerful tools we have. All of these courses are offered to you at no cost and would definitely help you in your workplace and in understanding your contract and your rights as union members.

In closing, I would like to stress the importance of protecting your union work. We have had many redundancies occur over the past couple of years and it is up to you to make sure management or non-bargaining positions don't take on any of our union duties. If you have concerns about this at all, please let me or one of our shop stewards know. We will have to deal with this immediately.

As always, my door is always open and I am just a phone call away for any concerns, questions or issues that may arise.

In Solidarity,

Theresa

PENSION NEWS:

From Your Pension Committee

During the last year or so, Memorial has been told by the provincial government to review the current pension funding model. The government wants to have both Memorial and the plan members (i.e. Memorial employees) to hold equal responsibility for the fund. Currently, Memorial and therefore by extension the provincial government are responsible for any funding shortfall.

There has been a sub-committee of the pension committee discussing a new funding and governance model for the Plan. That sub-committee made recommendations to the Board of Regents which included Memorial University funding the current deficit and restructuring the Plan to

resemble the Provincial Public Service and Teacher's Pension Plans. Memorial University has now approached all Unions who have members participating the Plan (CUPE, NAPE and MUNFA) to begin a negotiation process to deal with the funding shortfall and governance issues.

Three issues are of big concern to your pension committee, the executive local and CUPE National. First, how our union will be represented on the joint sponsorship board. If all parties agree to convert the Plan to a joint sponsorship our local wants equal representation to all other parties on this board. Second, is the arrangement of the new pension plan with regard to contributions, funding shortfalls, and pension

benefits and finally, the transfer of funds from the old plan to the new plan is to be agreed upon. We have Theresa Antle (CUPE 1615), Dawn Learning (CUPE National Representative serving CUPE 1615) and Mark Janson (CUPE National – Pensions Specialist) representing our interests in these discussions.

On Thursday, January 4, 2018 the local held a meeting to approve funding for legal and actuarial advice upon which our representatives in the pension talks will base their position. Money for procuring these professional opinions was approved by the membership.

Information will be shared with members as discussion progress.

YOUR HEALTH AND DENTAL BENEFITS FOR 2018

From Your Benefits Committee

Members of the university-wide benefits committee have met and received renewal proposals for drug coverage, health, dental, LTD, and life insurance(s), etc. Your CUPE

1615 representatives participated in this meeting and we are now reviewing the information provided. Glen Roberts is also making further calculations for the

committee. These numbers will be circulated, then further discussions amongst the university-wide benefits committee will happen via email and at in-person

meeting(s). When the renewal rate recommendations are agreed upon by the committee, the rates package

will be submitted to the Board of Regents for their approval.

Once the renewal rates are recognized they will be

published by HR for the information of all employees and retirees

A MEMBER'S RETIREMENT

On January 12, 2018, a party was held to celebrate the retirement of Pam Snow-Wade.

Pam has worked at Memorial for 33 years and is retiring from her position at Printing Services.

Keir Hiscock attend the party on behalf of CUPE 1615 and presented a cheque to Pam.

Pam, from all your friends here at CUPE 1615 – Good luck and enjoy retirement!



CUPE SCHOLARSHIPS

From Your Scholarship Committee

As outlined in the CUPE 1615 constitution, again this year, in our monthly meeting in May we will present 10 - \$1000 scholarships to deserving students from both college and university.

Scholarships are available to full-time student in college or university. Eligibility guidelines are defined on the

scholarship application which can be found on our website at www.mun.ca/CUPE1615 . Applications must include an official transcript showing marks obtained in the fall 2017 semester.

All applications must arrive at the CUPE 1615 office by Friday, April 13, 2018 and can

be address to our President, Theresa Antle.

Please contact any member of the scholarship committee via email should you have any questions about CUPE 1615 scholarships.

A scholarship application is attached for your convenience.

WHAT'S THE NEWS

From Your Newsletter team

Through the newsletter, we hope to bring you up-to-date information about current activities of your union at the local, provincial and national level. We will be asking members to submit articles about their working lives, working conditions and working triumphs. As well we will be looking for stories about CUPE activities that our members participate in such as weekend workshops and affiliated committee work. We will also provide reports from our local's working committees.

We are planning a Winter issue, a Spring/Summer issue and a Fall issue. Winter is expected to be published in late January or early February of each year. Spring summer will follow in May/June and Fall in September/October. We expect that the deadlines for submission of articles will be mid-January, mid-April and mid-September.

NOTICES

CUPE 1615 Executive Email Contact

President: Theresa Antle - tantle@cupe1615.ca
1st VP: Keir Hiscock – khiscock@cupe1615.ca
2nd VP: Christine Gollop – cgollop@cupe1615.ca
3rd VP: Diane Johnson – djohnson@cupe1615.ca
Treasurer: Susan Kearsey –
skearsey@cupe1615.ca
Recording Secretary: Christine Gillard –
cgillard@cupe1615.ca
Correspondence Secretary: Catherine Ducey –
cducey@cupe1615.ca
Membership Officer: Shawn Organ –
sorgan@cupe1615.ca

Other Contact Information:

CUPE OFFICE: ER-4050
CONTACT PHONE: 864-2393 (Theresa)
864-8476 (Susan)
Website: www.mun.ca/Cupe1615
ListServe: listserv@cliffy.ucs.mun.ca (please see our website for instructions on how to join this list)

If you no longer want a paper copy of CUPE on Campus, please email skearsey@cupe1615.ca

Meeting Dates (Feb-May 2018)

- St. Johns meets in room ER-3009A
- Corner Brook meets in AS275.
 - ✓ Tuesday, Feb 13th
 - ✓ Tuesday, March 13th
 - ✓ Tuesday, April 10th
 - ✓ Tuesday, May 15th

Your union will pay for childcare or senior care so you can attend the monthly meetings. Just contact the president of the local.

Comments, ideas, and questions about this and future "CUPE on CAMPUS" issues can be addressed to ingrid@mun.ca

The deadline for articles to be submitted for consideration for the Spring/Summer edition of the newsletter is:

Friday, April 20, 2018