



# CUPE on Campus

CUPE 1615

SPRING/SUMMER 2018

## FROM YOUR PRESIDENT

By Theresa Antle



Hello Brothers and Sisters,

Summer is finally upon us!! I hope we have great weather so we can all enjoy any time off we might have. Just waking up to the sunshine even on a workday, puts a different perspective on our day.

This is our second newsletter since our committee has been resurrected. It couldn't have come at a better time as there are so many important things to report on. I would like to thank our Editor and all of those who submit articles for taking the time to contribute. Your experiences and input are what we value as CUPE members.

In the last newsletter, I reported our contract expired as of March 31<sup>st</sup>, 2016. I really thought we would have begun bargaining by now but that isn't the case. Memorial still hasn't approached us to secure dates to begin. I am thinking this probably won't happen until at least the fall. One of the factors I think holding up the start of our bargaining is the CUPE public sector employee's negotiations. We usually wait until they have completed or almost completed their bargaining before we begin. As I stated in our last newsletter, Memorial usually waits for their agreements to be signed off and we follow after that. I will keep you updated through our list serve, monthly membership meetings and our newsletter when we do begin and of course keep you updated as much as I can on any

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information we can provide from our negotiating committee.

A lot of people have been calling and emailing asking if we are going to have our severance paid out the same as other unions are. At this point I can't really answer that. My opinion would be that it will be on the table for us the same as the other unions. It seems the government wants this financial responsibility off their books and I think Memorial may be thinking the same thing. Please remember though, and I can't stress this enough, I am only guessing, there have been **absolutely no discussions** regarding this with me or any of our negotiating committee.

Your negotiating committee will be working very hard on your behalf once we get to the bargaining table.

With the financial environment, here at Memorial I'm not sure what we can expect in regard to increases, I don't have any great expectations of anything. Our language, therefore, is even more important to us than ever. We want to keep the language we currently have in our collective agreement; we want to strengthen the language we currently have in our collective agreement; and we have several new articles to propose for new language in our collective agreement.

I have reported many times about the redundancies affecting our local in the past. We have had several more over the last few months and the chain effect this creates is quite

upsetting for the initial person being made redundant right down to those effected by the bumps that follow. For the last several weeks there have been no further notice of redundancies and this is a huge relief to me, as chief shop steward, and of course to you our members. With these redundancies and through attrition duties are quite often being redistributed to other employees. I caution you to be very aware of the workload you take on. One person can only do so much in a workday and if you feel, you are being asked to take on too much, please contact me or one of your shop stewards. This type of thing should be dealt with as soon as possible. Discussions between you and your supervisor, dept. head or manager should take place before any changes to your duties are implemented. You need to

understand fully what may be expected of you and if it is reasonable and possible to take on this extra work.

We all have to be very vigilant in making sure non-bargaining or management does not take on any of our duties. This is union work

and should only be performed by CUPE members. In days gone by, redundancies came about because the work was no longer needed, today unfortunately, it is happening mainly because of budgetary reasons and we should not suffer because of this.

Discussions are still ongoing regarding the joint sponsorship of our pension plan. Things are going well and discussions have been very informative from both the union's and Memorial's perspective. I will be updating you as soon as things are finalized and we can bring



the information to a membership meeting for discussion.

We currently have several of our members who sit on CUPE National Committees, CUPE NL Committees, Federation of Labor Committees and District Labor Committees. I would like to thank all of you for taking on this very daunting and time-consuming work. The work you do as committee members is very important and benefits all of us as a whole. Keep up the good work.

Of course, I am always pushing our CUPE Education. Have a look at our website for upcoming courses this fall. If there is a course you would like to see offered please let me know and I can see if we can get it scheduled. These courses are at no cost to you and take

place on a full day Saturday and half day Sunday. We get great feedback on our courses and members find them to be very useful, informative and helpful in their workplace.

In closing, I would like to wish you all a very safe and happy summer. Wherever your vacations and weekends may take you please remember to always keep health and safety in mind. This means using sunscreen, using life jackets while boating, being careful around campfires and especially being careful when behind the wheel of any vehicle. Wherever you may find yourself, keep safety first. You and your families deserve this.

In Solidarity,  
Theresa



## **BENEFITS NEWS**

From Your Benefits Committee

As you no doubt are already aware, the Board of Regents approved the benefit contributions for the 2018-2019 year in March as recommended by the university-wide benefits committee. The changes came into effect on April 1, 2018. For details, please see:

[http://www.mun.ca/hr/Active\\_Renewal\\_2018.pdf](http://www.mun.ca/hr/Active_Renewal_2018.pdf)

Please remember that it is best to get pre-approval for unusual/expensive claims such as home care or CPAP machines. Often, your doctor will need to complete additional forms to have these items covered. Telephone Medavie Blue Cross at 1-800-667-4511 for advice.

In addition, should you have a drug refused under special authorization, Memorial has an appeals committee to which you can apply to seek coverage of the drug in question. Contact Ingrid ([ingrid@mun.ca](mailto:ingrid@mun.ca)) for help with this request.

## RETIREMENTS



Bonnie Smith and Keir Hiscock

Bonnie Smith of Procurement Services in the Faculty of Science, retired on March 2, 2018. She worked for Memorial for 33 years.

Co-workers, family and friends were on hand to help Bonnie celebrate her retirement on March 2.

Keir Hiscock gave Bonnie a token of congratulations on behalf of CUPE 1615.

After 31 years at MUN bookstore, George Chafe retired on April 6, 2018.

Many co-workers, friends and family attended a celebration for George. Keir Hiscock was on hand to present a token of congratulations from CUPE 1615.



George Chafe and Keir Hiscock

Craig Skinner has given 34 years of service to Memorial in the Biochemistry department. His retirement party was held on April 20, 2018. Craig's co-workers, family and friends happily attended to wish Craig well.

As usual, Keir Hiscock presented a token of congratulations on behalf of CUPE 1615.

***CUPE 1615 wishes Bonnie, George and Craig all the best for a happy retirement!***



Craig Skinner and Keir Hiscock



## CUPE 1615 SCHOLARSHIP RECIPIENTS

From Your Scholarship Committee

CUPE 1615 awarded ten \$1000.00 scholarships for 2018 during the monthly meeting in May. We congratulate the following students:

Student	CUPE 1615 Member
Kirsten Costello	Joanne Costello
Hailee Hearn	Kim Hearn
Teresa Kennedy	Geraldine Kennedy
Brian Kidney	Lori Hogan
Hannah Morris	Claudette Kennedy
Tiffany Nottle	Brenda Crewe
Krystal Pike	Adam Pike
Kellie Snook	Rhonda Snook
Kai Stephenson	Monika Stephenson
Emily Wall	Sharon Wall

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“You have brains in your head. You have feet in your shoes. You can steer yourself, any direction you choose.”

– Dr. Seuss

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Scholarship Presentation (left to right): Hallie and Kim Hearn, Teresa and Geraldine Kennedy, Theresa Antle, Tiffany Nottle and Brenda Crewe, Kellie and Rhonda Snook.

## YOUR UNION OFFICE IS A BUSY PLACE

By Susan Kearsey, Secretary-Treasurer

As you know your CUPE Local, office is now staffed with two full time employees. We thought it would be a good idea to give you a breakdown of some of the work we do. Listed below are the statistics for the 2017-2018 fiscal year, which had 264 working days:

- Phone calls - 3410 (average of 13 per day)
- Emails - 3811 (average of 14 per day)
- Meetings - 624 (average of 2-3 a day)
- Texts - 161
- Grievances filed – 20

## PROFESSIONAL DEVELOPMENT

From the Newsletter Committee

Within our contract, we have two ways of obtaining help from our employer with additional education. Clause 34.02 give you the opportunity to attend 3 days of professional development per year. This education can be financially support by the Profession Development Fund out lined in Clause 34.03. A joint CUPE1615/Memorial committee reviews applications as **they come in on a monthly basis**. This program covers attending conferences, classes offered by other institutions, and even online sessions/courses.

Another avenue to beef up your education and qualifications is to participate on the one course per term available to you on campus under clause 34.01.

You can find more information about these programs in your CUPE 1615 union contract and on the Memorial website at: <http://www.mun.ca/policy/site/policy.php?id=259>

## BULLYING AND HARASSMENT

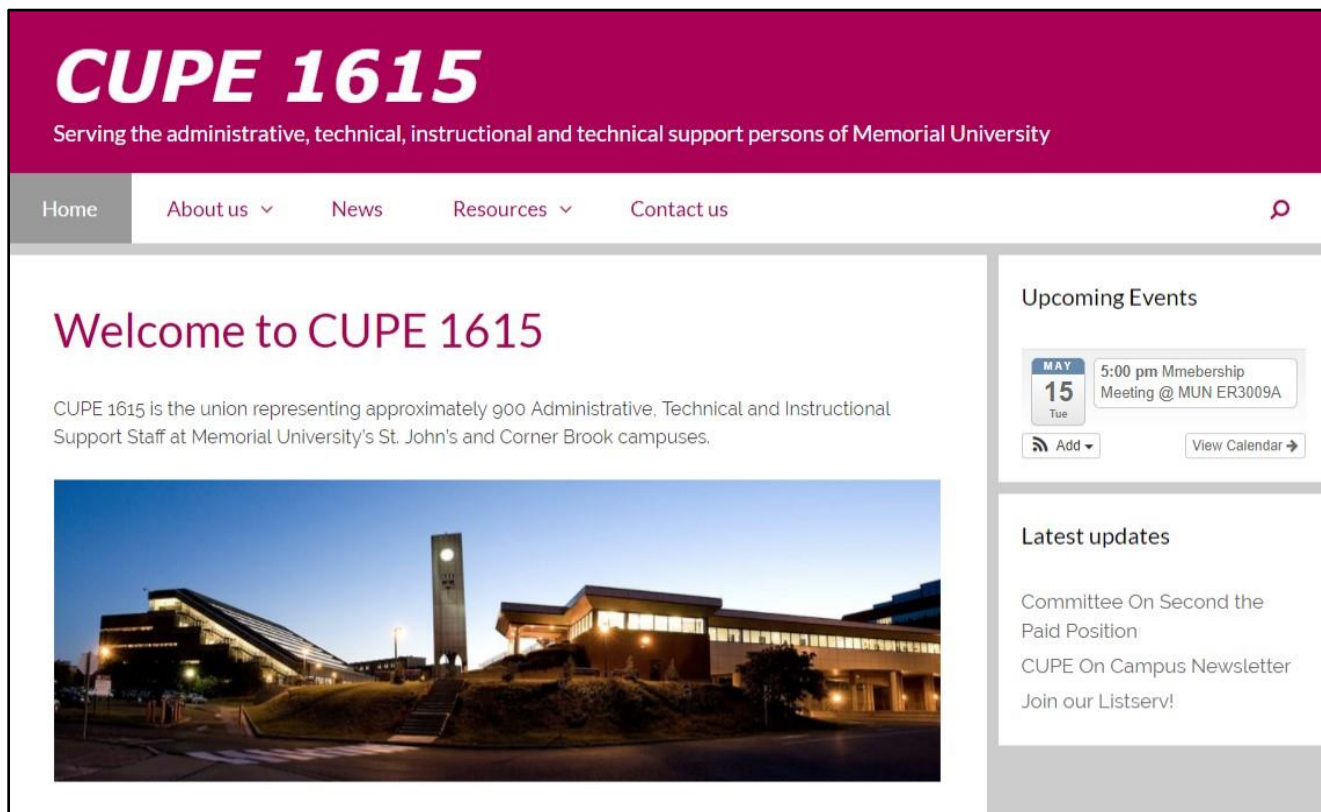
From the CALM

So, what constitutes bullying and/or harassment? Here are a few examples:



## OUR NEW WEBSITE

From Your Website/Social Media Committee



CUPE 1615's new website is up and running! Over the past few months, the committee has been working with CUPE National to help develop our new webpage. The new site is now hosted by CUPE servers and is no longer affiliated with Memorial's Computer Support Services (CSC). This move gives us greater control over our website and its content. Our new website is easier for users to navigate through and is also very mobile friendly. It works and looks great on your phone or tablet! The old website will no longer be used, so be sure to make updates to your web browser bookmarks.

Remember, our new website isn't the only place to find out what's on the go with the local...



Follow us on Twitter @CUPE1615



Check out and like our Facebook page <https://www.facebook.com/cupe1615/>

Why not visit the NEW website at [https://1615.cupe.ca/ ?](https://1615.cupe.ca/)

# TRUSTEES REPORT 2014-2015

From Your Trustees

In December 2017, our trustees presented their report for the 2014-2015 year. Below is the income and expenses sheet included in the report. This report has been approved by CUPE National.



<b>TRUSTEES' REPORT FOR THE PERIOD</b>		<b>April, 14</b>	<b>TO</b>	<b>March, 15</b>
<b>CUPE Local 1615</b>				
<b>ALANCE FROM PREVIOUS REPORT:</b>		176,891.35		
<b>INCOME AND EXPENSES FPR THE PERIOD</b>				
<b>INCOME</b>				
Per Capita		630,247.63		
Other		2,631.03		
<b>TOTAL INCOME:</b>		<b>632,878.66</b>		
<b>EXPENSES</b>				
CUPE National		371,262.85		
CUPE Division		13,013.75		
Fed of Labour		9,721.44		
District Labour		2,738.00		
Salaries		91,322.85		
Office (supplies, postage, etc.)		6,378.44		
Phone		2,913.44		
Flowers, Gifts & Donations		11,299.39		
Bonding		-		
Conventions/ Conferences		29,252.96		
Education		17,407.17		
Banking		715.04		
Executive Committee		3,514.50		
Negotiations		-		
Social Committee		14,206.62		
CUPE Cares		54,876.61		
Other Committees		937.45		
Monthly Meetings		3,174.40		
Other		20,471.78		
<b>TOTAL EXPENSES:</b>		<b>653,206.69</b>		
<b>Surplus/Deficit</b>		<b>-20,328.03</b>		
<b>BALANCE FOR THE YEAR:</b>		<b>156,563.32</b>		
<b>NUMBER OF MEMBERS</b>				
<b>Date</b>	<b>Full-Time</b>	<b>Part-Time</b>		
Beginning of Period:	870	20		
End of Period:	859	25		
<b>Difference :</b>	<b>-11</b>	<b>5</b>		
<b>Per Capita Rate:</b>		<b>1.5</b>		
<b># of Local's Affiliated:</b>		<b>0</b>		
<b>ASSETS AND DEBTS</b>				
<b>ASSETS</b>				
Bank Balance:		156,563.32		
Per Capita owing:				
Investments Owned by Local:				
Value of Property and Equipment (at cost)				
<b>Other</b>				
Strike Fund		999,950.40		
Term Deposits		88,320.91		
<b>TOTAL ASSETS:</b>		<b>1,244,834.63</b>		
<b>DEBTS</b>				
National per caps for pay period #20		13,900.43		
<b>Other</b>				
<b>TOTAL DEBTS:</b>		<b>13,900.43</b>		
<i>For further information on the responsibilities of the trustees, please refer to Article B.3.12 of the National Constitution</i>				
We, the undersigned, have examined the books and records of CUPE Local 1615 for the period above, and have found everything in order and correct with the following exceptions:				
(1) The local is missing all cheque stubs after 2400 starting with 2401, which correspond to half of the fiscal year. The local is still searching for these stubs. (2)The deficit of \$20,328.03 was due to the combination of an arbitration in August and the distribution of \$50 gift cards to all members for christmas. (3) Assets in terms of property and equipment could not be assessed for 2014-2015 as assessing these assets from 3 years ago would not be feasible (too much time has passed to make this assessment). (4) The local has missed a per caps payment to national for pay period 20. The total amount owed for this pay period is \$13,900.43 which comes from 14 new members (\$14 initiation fee) and a per caps payment of \$13,886.43. However, due to a combination of monthly overpayments and underpayments during this fiscal year to National, National was overpaid \$35.54. As such, the net amount owed by this local to national is \$13,850.89. See attached dues spreadsheet for details.				



# ATTRITION, RESIGNATIONS and WORKLOAD at Memorial

By Ingrid Verbree-Barnes

As of January 2018, CUPE 1615 has 875 full-time members and 45 part-time members. Based on the latest seniority list, approximately 185 of these members are eligible for retirement in the next five years. That is approximately 20% of the membership of CUPE 1615.

How will these retirements and resignations affect you? How will the workload be distributed or redistributed amongst the remaining workforce and newly hired employees in your department?

CUPE 1615 would prefer to see any new vacancies made by retirements and resignations filled through firstly promotions and then hiring new people. However, it is likely that the university will want to use attrition (retirement and resignations) to deal with the on-going budget shortfall.

Please remember, that workload is always negotiable between you and your supervisor. You can always bring a union shop steward to any meeting you have with a supervisor or other management personnel.



We must make it clear to the university that we will not tolerate being over-worked or doing the work of other employees along with our own. In addition, we do not want management to be taking on responsibilities that have been evaluated to be part of a CUPE 1615 position. Should your responsibilities change, especially if duties are added, remember that you can submit a new JOB FACT SHEET to have your position re-evaluated.

Being overworked is bad for your health<sup>1</sup>. Furthermore, research has shown that being overworked causes more sick leave<sup>2</sup> and burnout<sup>3</sup>. In addition, being over-worked affects the quality of the work performed.<sup>4</sup>



Please feel free to contact any member of the executive, grievance committee or job evaluation committee, if you have questions about your workload, job evaluation or the role of management with regard to attrition, resignations and workload.

<sup>1</sup> <https://blog.hubspot.com/marketing/overwork-bad-health>

<sup>2</sup> *ibid*

<sup>3</sup> <https://www.forbes.com/sites/learnvest/2013/04/01/10-signs-youre-burning-out-and-what-to-do-about-it/3/#4c890a764be1>

<sup>4</sup> <http://work.chron.com/overworked-employees-quality-work-22958.html>

## SUMMER BBQ

From Your Social Committee

# IT'S THE ANNUAL SUMMER BARBEQUE AND YOU'RE INVITED!



Date: Saturday August 18, 2018

Time: 12:00 noon to 3:00pm

Place: Sunshine Camp on Thorburn Road



Skyhigh Amusements will be there.

Information on registration will be out in early July on the webpage  
(<https://1615.cupe.ca/>) and listserv.

# NOTICES

## CUPE 1615 Executive Contact Information

### **President**

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

### **1<sup>st</sup> Vice President**

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

### **2<sup>nd</sup> Vice President**

Christine Gollop –  
[cgollop@cupe1615.ca](mailto:cgollop@cupe1615.ca)  
864-8324

### **3<sup>rd</sup> Vice President**

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

### **Treasurer (& Office Administrator)**

Susan Kearsey  
[skearsey@cupe1615.ca](mailto:skearsey@cupe1615.ca)  
864-8476

### **Recording Secretary**

Christine Gillard  
[cgillard@cupe1615.ca](mailto:cgillard@cupe1615.ca)  
864-4418/8590

### **Correspondence Secretary**

Catherine Ducey  
[cducey@cupe1615.ca](mailto:cducey@cupe1615.ca)  
777-6655/6896

### **Membership Officer**

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



## Other Contact Information:

CUPE OFFICE: ER-4050

CONTACT PHONE: 864-2393 (Theresa)  
864-8476 (Susan)

Website: <https://1615.cupe.ca/> (\*\* NEW \*\*)

ListServe: [listserv@cliffy.ucs.mun.ca](mailto:listserv@cliffy.ucs.mun.ca)  
(Please see our website for info on how to join this list)

\*\*\* If you no longer want a paper copy of CUPE on Campus, please email [skearsey@cupe1615.ca](mailto:skearsey@cupe1615.ca)

## Meeting Dates (Sept-Dec 2018)

There will be no general membership meetings in June, July or August

Meetings begin again in September. The dates for the Fall Meetings are:

- September 11, 2018
- October 9, 2018
- November 13, 2018
- December 10, 2018

The meeting room in St. John's is ER-3009A, while Corner Brook meets in AS275.

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

If you have comments, ideas, and questions about this "CUPE on CAMPUS" issue, please send a message to

[ingrid@mun.ca](mailto:ingrid@mun.ca), [tantle@cupe1615.ca](mailto:tantle@cupe1615.ca), and/ or  
[skearsey@cupe1615.ca](mailto:skearsey@cupe1615.ca)

The deadline for submission of articles for consideration for the AUTUMN edition of the newsletter is:

Friday, September 21, 2018

**TO CUPE 1615 Member:**

