



CUPE on Campus

CUPE 1615

FALL 2018

FROM YOUR PRESIDENT

By Theresa Antle

Hello Brothers and Sisters,



What a great summer we had!! I know it was too hot for some but I think us hearty Newfoundlanders and Labradoreans can handle what usually comes our way. We are now into the fall and I'm already wishing for those hot days again. Fall is a beautiful time of the year though, the air is crisp, the trees are changing color and it's a great time to get out and about.

Negotiating dates have finally been set. We have 3 days scheduled to start on October 24th, 25th and 26th. We will present our proposals to Memorial and they will present theirs' to us and then things should get interesting and quite possibly even controversial. We then get in to heavy discussions regarding the best possible outcome for a new contract. Bargaining is never an easy thing to do and I am guessing that this round may be even harder than previous rounds. With the financial climate in the province and here at Memorial, I'm not really sure what to expect from the Employer's side. I think a mindset is being created that we are lucky to have our jobs and we need to toe the line to keep these jobs. Sometimes we accept things that don't seem quite right, like workload issues for example. Yes, we are lucky to have our jobs, but we educate ourselves to get and keep

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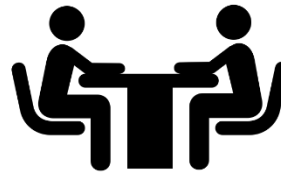
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these jobs, we work very hard at these jobs every day and without us doing what we do, Memorial wouldn't be the successful institution they claim to be. I do want to reassure all of you though, that your negotiating committee will be doing their best and working their hardest in securing the best possible contract for all of us. Keeping and improving the language we currently have is very important to us. Strengthening our language can only help all of us in defending our rights and creating safe and healthy workplaces. **I do want to make it clear that the negotiating committee does not know if pay out of our severance will be on the table.** We will have to wait and see and I will post updates on our list serve as much as can be shared at the time. I would like to thank all of those who agreed to sit on our negotiating committee, as this is very hard and time-consuming work. We all collectively work for the best possible outcome for our membership as a whole.

A reminder of who is representing you at the bargaining table:

Theresa Antle
Susan Kearsey
Keir Hiscock
Diane Johnson
Christine Gillard
Shawn Organ
Peggy Chafe
Jerry Smith (Alternate)



Created by irene hoffman
from Noun Project

Our pension committee is still working very hard for all of us too. We are coming very close to signing off on the joint sponsorship plan. The governance and trustees for the plan is one area we now know we will have an equal voice. The funding for the pension deficit from past years is still an unknown and being discussed. Before any joint sponsorship agreement is signed, your pension committee will have in writing exactly where this funding is coming from. Memorial has an obligation to make sure we are fully funded before any agreement is signed. The committee is now waiting for a meeting with government to discuss this among other issues. There is a training session coming up in January for Pension Committee Advisors and Trustees of the Pension. Our local will be sending 4 members of our Pension Committee to this training as we feel knowing and understanding these roles is vitally important at this stage in our pension negotiations.

It seems the redundancies that have been affecting us for quite some time have eased up somewhat. For the last couple of months we have had only two new redundancies. Two is still too much as far as I'm concerned, but I am hoping this is a sign that MUN has cut staff so much already that this may end now, one can only hope!! We have to keep in mind of course that many of our positions aren't being filled when retirements or resignations take place. I want to caution everyone that if your department is experiencing reduced staff for any reason and workload becomes an issue please contact me or one of our stewards. Keeping union work within union positions is also a factor. If you experience management or non-bargaining staff doing work of our bargaining unit, again, contact myself or one of the shop stewards to deal with this issue immediately.

With fall upon us and winter coming soon, I would like to remind everyone to be very careful and to always be aware of your surroundings. Rainfall causes many slippery areas both outside your buildings and inside. Snow and ice of course is always a major factor in slip, trips and falls on Campus and we should be constantly aware of our surroundings. If you notice any signs of danger or possibilities of incidents that could possibly occur please report it to your supervisor, your health and safety committee and you can even send an alert to the MUN SAFE app.

CUPE Education is always an important topic to our members. Please have a look at our website for any CUPE courses being offered. Educating ourselves only helps us defend ourselves better in the workplace.

One thing I would like to touch on briefly is the **legalization of cannabis**. There has been much discussion around this topic for quite some time and how it might affect people in the workplace. The only thing I would like to state here is that you **cannot** come to your workplace impaired under any circumstances, no matter what the substance: alcohol, cannabis, etc.... I do caution anyone who may partake of any particular substance whether recreationally or medically to abide by any guidelines that have been laid out in relation to the consumption and use of substances in the workplace. This also applies to anyone who may have an accommodation in place in regard to a prescription for medical marijuana. You will see further in the newsletter, links that Memorial University has supplied with guidelines, frequently asked question, etc....

As I stated earlier, negotiations will be starting late October and I will keep you posted as much as possible on the progress we make. I would like to add that there may be some things we can't report on immediately but keeping you informed as much as possible is very important to me and your negotiating committee.

I hope you all enjoy this wonderful fall season and I hope to see you at our St. John's Campus Christmas party on December 17th at the Breezeway. This is usually a fun time for all who attend.

Our Grenfell Campus Christmas Party is being held on Monday, December 10th, which I will be attending. I hope to see many of our Grenfell members there to celebrate the beginning of the Christmas Season.

This may be our last newsletter for this year so I hope you all have a Merry Christmas and a safe and healthy New Year.

In Solidarity,
Theresa

LEGALIZATION OF MARIJUANA

From the Newsletter Committee



At present here at Memorial, the following policies and practices will affect the use of marijuana by people on any campus:

- Cannabis in the Workplace (<https://www.mun.ca/hr/administrators/CannabisintheWorkplace.php>)
- Cannabis on Campus (<https://www.mun.ca/hr/administrators/CannabisintheWorkplace.php>)
- Smoking (<https://www.mun.ca/policy/site/policy.php?id=243>)
- Scent Free Workplace Initiative (http://www.mun.ca/health_safety/Safety_Orientation_Handbook.pdf)
- Workplace Accommodations (<https://www.mun.ca/policy/site/policy.php?id=287>)

The foregoing policies together with government regulations, both federal and

provincial, regarding purchase, possession, age restrictions and impairment will be used in our workplace as marijuana is legalized.

CUPE national has some important information on impairment, which can be caused by marijuana use or other (unexpected) sources. See

<https://cupe.ca/management-impairment-workplace>

For information, about cannabis go to the federal government website at

<https://www.canada.ca/en/services/health/campaigns/cannabis/canadians.html> .

Or use the website of the Government of Newfoundland and Labrador:

<http://www.shopcannabisnl.com/>

RETIREMENTS



Anita Crewe retired from the Faculty of Medicine after 20 years of faithful service to Memorial. A celebration of her retirement was held on April 20th, 2018.

After 39 years of dedicated service to Memorial in the QEII library, Gary Tucker retired on May 25th, 2018



Christine Squire, an employee with the Department of Biochemistry, retired on June 29th, 2018 after 32 years of loyal service with Memorial.



After 25 years with the Department of Earth Sciences, Robbie Hicks retired on June 29th. Pictured are Keir, Robbie and Amanda Langille, a new CUPE member, who will replace Robbie as Lab Instructor in Earth Sciences.





Greg Bourgeois, an employee in the QEII Library retired after 34 years of dependable service to Memorial. A gathering to celebrate Greg's success was held on August 3rd, 2018.

Bev Fraize in the Department of Education retired after 36 years of committed service to Memorial on August 29th, 2018.



Happy Retirement!

Congratulations to Anita, Gary, Christine, Robbie, Greg, and Bev, from all your friends in CUPE 1615. Enjoy this next adventure!

REPORT ON THE NATIONAL PEOPLE WITH DISABILITIES COMMITTEE

From Susan Kearsey

I am very pleased and proud to say I am a member of the National Persons with Disabilities Committee for another two-year term. CUPE National held an All Committees Conference in Ottawa on March 5-7, 2018. The NPWD Committee consists of 10 members, one from each province, and a staff advisor and a National Executive Board Liaison. It appears National decided to shake things up a bit by putting 5 new members and a new staff advisor on the Committee. To be honest I was concerned but I shouldn't have been. This Committee has hit the ground running. We reviewed and/or

updated the following: terms of reference, work plan for 2016-2017, site audit for 2017 National Convention, accessibility checklist for site audits, resolutions relating to equality committees adopted at National Convention, set up a work plan for 2018-19. We will be doing the 9-hour "Duty to Accommodate" course at our next meeting. At our third meeting of the year we hope to do "Train the Trainer", which is a course on mental health and psychological wellness in the workplace. I am looking forward to the next two years because I feel the Committee is going to get a lot accomplished.

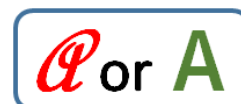


CURSIVE WRITING AND OUR CURRENT STUDENTS

In Newfoundland and Labrador, children in school are not taught cursive writing skills. This is something most of us who interact with students should keep in mind. Because students have not learned cursive writing themselves, most are not able to read notes written in it. An interesting article about this trend appeared in the Evening Telegram recently.

Please read it at: <http://www.thetelegram.com/news/local/many-are-shocked-that-students-in-newfoundland-and-labrador-arent-taught-handwriting-in-school-but-is-it-necessary-239941/>

So, we should keep this tidbit in mind and print any information we want to give our current students.



SUMMER BBQ A BOOMING SUCCESS

From Your Social Committee

The CUPE 1615 Summer BBQ was a great success again☺. It was held at the Rotary Sunshine Park Chalet for the second year. Everyone seems to like this venue. We had a total of 139 register for this fun filled day. Sky High Amusements was there with a bouncy castle and the famous sticky wall. The sticky wall always has a line up and it is wonderful to watch the children enjoying it so much. Don't forget to mark your calendar for mid-August 2019 because we will be having another one next year. Of course, your Social Committee will let you know the exact information when it is available.



CHRISTMAS PARTY PLANNED for St. John's

From Your Social Committee



**CUPE 1615 CHRISTMAS PARTY
BREEZEWAY BAR**

Monday, December 17, 2018

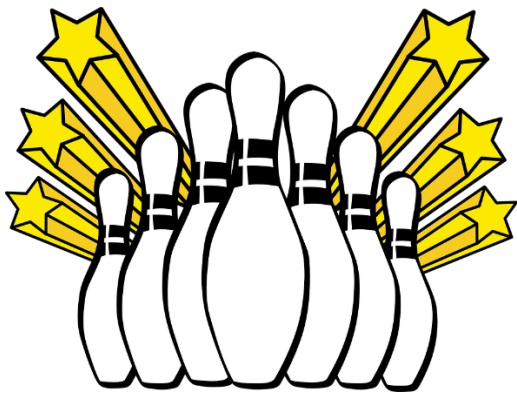
5:00PM -10:00PM



FALL SOCIAL IN CORNER BROOK WAS A HIT!

From Your Administrative Committee

On Sunday Sept. 30, CUPE local 1615 gathered at the Corner Brook Centre Bowl for our Fall Social. In all 23 members and family enjoyed bowling and supper. Ages included 2 years old to retired. Fun was had by all in attendance!



IMPORTANT DATE CHANGE

Please note the following change to the date for our regular membership meeting in November. The meeting will be held on **Wednesday, November 14, 2018**, not November 13th as previously published. This meeting will take place at the same time: 5:00pm. It will be in the same locations: ER-3009A in St. John's and AS275 in Corner Brook.



CHRISTMAS SOCIAL PLANNED for Corner Brook

From Your Administrative Committee



**CUPE 1615 CHRISTMAS SOCIAL
ELK'S CLUB**

Carmen Ave, Corner Brook

Monday, December 10, 2018

7:00PM



NOTICES

CUPE 1615 Executive Contact Information

President

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2nd Vice President

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3rd Vice President

Diane Johnson –
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Treasurer (& Office Administrator)

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Recording Secretary

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Correspondence Secretary

Catherine Ducey
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Membership Officer

Shawn Organ
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Other Contact Information:

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

Website: <https://1615.cupe.ca/>

ListServe: listserv@cliffy.ucs.mun.ca

(Please see our website for info on how to join this list)

Meeting Dates

The dates for the next four meetings are:

- **November 14, 2018 (Wednesday)**
- December 10, 2018
- January 2019 February 2019

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

If you have comments, ideas, and questions about "CUPE on CAMPUS", please send an email to

ingrid@mun.ca, tantle@cupe1615.ca, and/or skearsey@cupe1615.ca

The deadline for WINTER edition of the newsletter: Friday, January 18, 2019

TO CUPE 1615 Member:

Ingrid Verbree-Barnes

Faculty of Science

Dept. of Computer Science