



# CUPE on Campus

CUPE 1615

Winter 2019

## FROM YOUR PRESIDENT

By Theresa Antle



Hello Brothers and Sisters,

Well winter is upon us. By the time you read this hopefully spring will be on its way!! I don't think we had a really bad winter but the extreme cold is something I think most of us could do without. Let's hope we actually get a real spring this year, with temperatures rising a little, the snow disappearing and the trees and grass showing signs of life once again.

Your negotiating committee has met several times with our National Rep. Our proposals for bargaining were presented several months ago at a regular monthly meeting and we have been reviewing this document to ensure we get the best contract language possible. Our language in our agreement is the only thing that can protect us and our rights.

Most of you are aware that Campus Enforcement have a tentative agreement with MUN, my understanding is that they will be ratifying this with their membership soon. NAPE custodial and maintenance groups have already ratified their contracts. We have bargaining dates scheduled for March 25<sup>th</sup>-29<sup>th</sup>. We hope our round of bargaining doesn't get dragged out to long, but as I said earlier, we do want to get the best possible agreement for all of our members going forward. I will definitely keep you updated as much as possible as things progress.

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One thing I would like to address in relation to bargaining is the payout of severance pay. I don't know if we will actually be getting severance paid out, but the other bargaining units did so I wouldn't be surprised if it is on the table for us too. I want to make it clear paying out severance isn't beneficial for everyone. Your severance is based on your salary and if you are not at the top of your pay scale, may get new positions in the future which could put you on a higher band level, etc... then you won't be getting the full compensation that would be there if it wasn't paid out today. I know the financial climate for many of us is that having this money paid out today will help with some financial obligations that are currently hard to meet, but as I said in the long run many of you will be losing out on quite a large amount of money.

Our pension committee has been meeting regularly with the ongoing discussions for the joint sponsorship plan. To date we are still waiting for Memorial to determine where the unfunded liability will be coming from. Memorial University has an obligation to make sure our plan is fully funded before any changes are made. We do have language created to support the joint sponsorship plan but until the unfunded liability issue is dealt with we cannot go any further. Four of our pension committee members attended a training session for Pension Advisors and

Trustees in January. 48 people from across the country attended this in total and all found it to be very educational and relevant to our plans. Once we do have an agreement in place the information and knowledge gained at this session will be beneficial for all of us.

We are always looking for new stewards and active members. Please have a look at our website, there is a list of all upcoming courses being offered this spring and into early summer. Registration for all of the courses we offer are at no cost to you. The information provided and the depth of knowledge you gain from these courses is invaluable. Even if you don't take on the role of a shop steward these courses give you so much insight into your rights as employees and definitely help you understand your contract in more detail. I am a fully trained CUPE Facilitator for these courses and having open discussions with our members and members from other locals at these sessions always sheds new light to those who have questions. Try one of our courses, you might be surprised what you will learn!!

In Solidarity,

Theresa



# NATIONAL CUPE SECTOR CONFERENCE

By Christina Corcoran

In October, I was given the opportunity to attend the National CUPE Sector Conference in Ottawa. My goal for myself at the conference was to:

- Learn more about how our union operates.
- Gain skills and knowledge to help me better understand what I vote for, how it affects all our members and a general idea of the bigger picture
- Bring back all I learn to help strengthen our local

The experience exceeded my expectations on many levels. I learned more than I ever thought I could in a week.

I could sit and write all day about this wonderful experience however, no one would read so I will leave you with some main points

- Our local is a part of a much bigger picture. It was so inspiring to hear battle stories of different locals and how other locals along with CUPE National, support each other in our fights and successes.
- It was interesting to hear of obstacles that locals are faced with and the means they used to make it right
- The conference was a place of positive discussion and brainstorming. "How does your local do it?" was a FAQ. To hear the many diverse suggestions and ideas was uplifting and motivating

Although the above points are where I feel I gained the most, the speakers and professionals were definitely instrumental to the success of my trip.

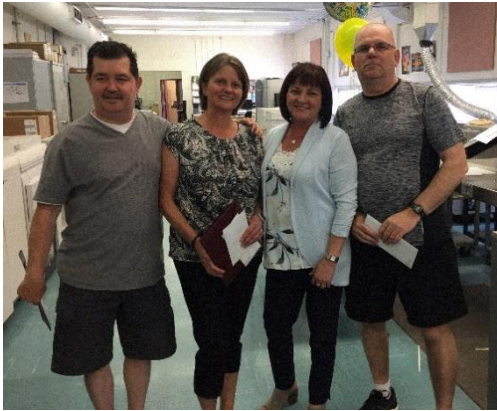
In conclusion, I would like to leave you with some observations:

- Our union is not just our executive. We are our union. If we do not fight for ourselves together as a local, no one will start the fight for us. But once we take a step, we have an army behind us
- What has my union done for me? Although you may not see or hear the real details, we could not succeed as a union without the blood sweat and tears that happen behind the scenes. The executive is what keeps us united and protected.
- Finally, if something isn't right, change it. Our members need to realize the importance and impact of showing up. Barely having enough members to run a meeting should not happen in a local of our size. **See the change. Be the change.** 17-25 people a month can make a change but it takes a whole local to keep everything fair, beneficial and successful in the end.

I would like to thank my fellow members and executive for this opportunity. I see the value in national learning and support and I am committed to my continued involvement and look forward to future learning opportunities to help enhance our local.

The logo for CUPE·SCFP is displayed in a bold, magenta, sans-serif font. The text "CUPE" is followed by a dot and "SCFP".

## RETIREMENTS



Tony Dinn  
Brenda Lee  
Clyde Churchill  
*Printing Services*



Patti Bryant – Health Sciences  
*Library*



Brian Power - Technical Services



John Wells - 30 years



*Dave Edwards – Technical Services*



*Doug Osmond – Technical Services*



*Moya Clarke - Medicine*



*Joan Fowlow – QEII Library*



*Jane Ryan – QEII Library*

Oops, we made a mistake....



Christine Squires - 36 Years -

# HAPPY RETIREMENT!

## **CUPE 1615 SCHOLARSHIPS**

By Scholarship Committee

The deadline for scholarship applications is Thursday, April 18, 2019. Awards are competitive, based on marks obtained in fall 2018. The application is online on our website at <https://1615.cupe.ca/> under the “news” tab. A reminder will be sent via our listServ as the date for submission of an application and official transcript nears. Scholarships are available to children and spouses of members of CUPE 1615 who are attending post-secondary school on a full time basis<sup>1</sup>. Ten scholarships will be presented at the regular monthly meeting of CUPE 1615 in May.



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<sup>1</sup> Regulations for CUPE1615 scholarships are outlined on the application form.

# TOP 10 SNOW SHOVELS

By Newsletter Committee

Winter is here! Shoveling snow is a must!

However, how do you pick the best snow shovel and where do you buy it? Is price a limiting factor?

Ezvid Wiki gives this top 10 list:

1. True Temper AutoBoss Emergency
2. Orbit DriftMaster 80017
3. JM Enterprises TV206971 Snowplow
4. AAA 4004 Sport Utility
5. Snow Joe Shovelution SJ-SHLV01
6. Suncast SC2700 20-Inch
7. True Temper SnoForce
8. Garant YSP30DU Yukon
9. Suncast SC3250 Green 18
10. Garant GIPP21KDU Pro Series

You can purchase either one of these shovels online at Amazon.

For further information go to

<https://wiki.ezvid.com/best-snow-shovels> or

<https://www.consumerreports.org/tools-power-equipment/best-snow-shovels/>



Left: Suncast SC3250 Green 18 Inch

Right: Garant GIPP21KDU Pro Series

or watch the video at

<https://www.youtube.com/watch?v=giwgk52YG4Y>

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## Just a Little Laugh....

By Newsletter Committee



## NEW THINGS COMING FOR THE SOCIAL EVENTS...

By Susan Kearsey

Well, another year has come and gone with another great Christmas Party behind us. This year things were a little different with not having cash prizes. I hope members enjoyed the prizes they did win.

I will be retiring next year so I am stepping down as Chair of the Social Committee. My many years as Chair have been great and it has been an honour. How can someone not enjoy planning social gatherings for our members and families? Thank you to members who attended the Summer BBQ and Christmas party over the years. I want to thank everyone who has been on the Committee for all their hard work to make these events run smoothly and be successful. It time for “new blood” and new ideas. I am sure the events will be even better than before.

## IF YOU'RE IRISH... OR MAYBE NOT...

By Ingrid Verbree-Barnes

St. Patrick is the primary patron saint of Ireland<sup>2</sup>. It is said that Saint Patrick banished the snakes from Ireland. To celebrate his accomplishment why not play a few rounds of “Snakes and Ladders” at: <https://toytheater.com/snakes-and-ladders/> .

Want to see how much “irish-ness” is in your character? Try a quiz:

- 1) <https://www.irishtimes.com/life-and-style/abroad/st-patrick-s-day-quiz-17-questions-to-test-your-irishness-1.3012923>
- 2) <https://www.irishexaminer.com/ireland/quick-quiz-six-questions-to-test-your-irishness-335485.html>
- 3) <https://www.irishcentral.com/roots/how-irish-are-you-take-the-quiz>



Another way to discover more about your background is to become a genealogy detective. Create a family tree at [www.ancestry.ca](http://www.ancestry.ca) or [www.myheritage.com](http://www.myheritage.com) . These sites will help you find more links to your fore fathers using their large pool of user-supplied and data mined information. Another useful site is for Newfoundlanders and Labradoreans is “Newfoundland’s Grand Banks” at [www.ngb.chebucto.org](http://www.ngb.chebucto.org) . Here you can find church records, vital statistic record, electoral lists and more about our heritage.

Of course, a very powerful tool is google. Use a search token such as your last name and you will end up with a plethora of websites to browse. For example, searching google with “Surname Antle” yielded 16,800 results.

So this Saint Patrick’s Day, why not make a cup of green tea, play some “Snakes and Ladders” and then ponder your ancestry using your computer!

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<sup>2</sup> [https://en.wikipedia.org/wiki/Saint\\_Patrick](https://en.wikipedia.org/wiki/Saint_Patrick)



# ACTIVITIES of CUPE LOCAL 1615

By Newsletter Committee

Over the last few months our members have participated in both training and social activities. Below are some highlights.



**CUPE NATIONAL**

**Sectorial Meetings**

**CUPE NATIONAL**

**Pension Training**



**Christmas Party at Grenfell Campus**



**Here at Memorial...MUNFA RALLY**

## GREEN TEA: A HEALTHY CHOICE

By Newsletter Committee

The benefits of drinking a cup of green tea each day seem too good to be true. Some of the benefits we found are: *Improves Brain Function, Lowers Blood Sugar, Stabilizes Cholesterol levels, Reduces body weight, fights aging and lowers blood pressure*<sup>3</sup>.



Looking at a list like that, who wouldn't try it to improve one's health? Well I did and I hated the taste! Adding sugar and milk as if it was orange pekoe or black tea didn't make it any better. What to do, what to do? Turns out that the way you brew this tea can make it very, very bitter. Boiling water is its enemy! So next time you try some green tea stick to this brewing practice, if no instructions are included with the tea<sup>4</sup>: (1) Heat your tea pot (2) Add green tea leaves – one teaspoon per cup (3) pour in water which is NOT boiling; between 160°F and 180°F is best. (4) Cover and steep for 1 to 3 minutes. (5) Pour and add lemon and honey or sugar to sweeten to taste. DO NOT ADD MILK (6) RELAX and Enjoy!

## PEACE BY PIECE QUILTS

By Newsletter Committee



To recognize the 100<sup>th</sup> Anniversary of the Battle of Beaumont Hamel, Cabot Quilters Guild

oversaw a project which became a set of 17 quilts and a book titled "Peace by Piece: Quilted Memories of Newfoundland in the Great War". At the 2018 Remembrance Day ceremony, here at Memorial these quilts were given to the university. The first of these quilts, "Living Memorial", has been installed outside the office of our university president. This quilt is the work of the memorial university community, several of whom are CUPE 1615 members. The remaining quilts will be mounted throughout the university over the coming months.

<sup>3</sup> From <https://www.webmd.com/food-recipes/features/health-benefits-of-green-tea#1>

<sup>4</sup> From <https://www.thekitchn.com/how-to-brew-green-tea-cooking-lessons-from-the-kitchn-203091>

## **UNION EDUCATION**

By Newsletter Committee

Throughout any given year, CUPE National and CUPE Newfoundland and Labrador offer many educational opportunities to our members. Most training can be done in a two day weekend session in St. John's or Corner Brook. Our local gives members support for attending these workshops. This includes paying for child or elder care, a per diem to help with expenses like parking or lunch and payment of the registration fee. The following is a table of the opportunities available in the coming months. Contact Theresa Antle or Susan Kearsey in our local's office for help with registering for any course which interests you!

<b>Course</b>	<b>Location</b>	<b>Dates</b>
<b>Steward Learning Series</b>	<i>CUPE St. John's Area Office</i>	<i>June 8 – 9, 2019  </i>
<b>Steward Learning Series</b>	<i>CUPE Corner Brook Area Office</i>	<i>June 22 – 23, 2019</i>

## **CUPE NS calls for transparency legislation governing public-private partnerships**

By CUPE National

CUPE Nova Scotia released several recommendations to government this week, calling for transparency and accountability legislation to govern public-private partnerships. The recommendations are based on research and discussion coming out of a panel discussion on P3s and transparency held in Halifax on November 13, 2018.

“We need to stop the drain on our finances, and one of the first steps we can take is to legislate disclosure in reporting how our money is spent,” says CUPE Nova Scotia President Nan McFadgen. “There should be no secrets when public money is spent on public infrastructure and services.”

The recommendations call for a fully transparent process and a full costing against a public sector option before a P3 project can go ahead.

CUPE also recommends that the Auditor General be given access to all P3 documents and records and be allowed to examine the methodology behind the choosing of a P3 model.

CUPE is further calling for transparent disclosure and reporting standards for all public or private operations that provide public services and receive public funding, regardless of their operational structure.

“Without checks and balances the government cannot be held to account for its spending decisions,” says McFadgen. “We only have to look at the recent buy-out of school leases to see the cost to the province of secret deals. The hundreds of thousands of dollars in over spending could have been put to use in health care, education or on more kilometres of safe highways.”

# NOTICES

## CUPE 1615 Executive Contact Information

### **President**

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### **Correspondence Secretary**

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### **Membership Officer**

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

## Meeting Dates

The dates for the next several meetings are:

- April 9, 2019
- May 14, 2019

The meeting room in St. John's is ER-3009A,  
while Corner Brook meets in AS-275

If you have comments, ideas, and questions about "CUPE on CAMPUS", please send an email 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 SPRING edition of the newsletter: Friday, May 3<sup>rd</sup>, 2019

## TO CUPE 1615 Member:

**Ingrid Verbree-Barnes**

**Faculty of Science**

**Dept. of Computer Science**

