The Employer’s grievance against CUPE Local 1975 was heard by an Arbitration board on March 29, 2017. As a reminder, the employer has filed a grievance to determine whether or not they have the right to make changes to our pension plan without our consent.

We are awaiting a decision by the Arbitration board – which may take several months. Both parties have agreed to put the union’s pension grievance against the University of Saskatchewan on hold while the parties discuss and negotiate pension matters during collective bargaining. We are hopeful that we can achieve a satisfactory resolution but if not, we can continue with the arbitration of our grievance. When we discuss pensions at the bargaining table, we will have the additional resource of our pension experts from CUPE National who will assist with that aspect of negotiations.

Several bargaining dates are set for May and June, and into the fall. We look forward to getting underway in the coming days and weeks and we will keep the membership posted.

Your bargaining committee knows how important our pension plan is, and we are prepared to do whatever it takes to protect it into the future.

If you have any further questions regarding this update, please call the Union office at 966-7015 and Evelyn will direct you to one of the members on our negotiating team. You may also go to our website page at www.cupe1975.ca.

Members of our Bargaining team are as follows: Craig Hannah, Bob Jones, Ryan Klassen, Jeff Theis, Natalie Laing and our CUPE National Representative; Ann Iwanchuk.
CUPE 1975
Retirees

Allen, Carmen
Bendig, Marylou
Biggs, Barbara
Boyko, Sonia
Brown, Deborah
Chint, Mateyenu
Coghlin, Catherine
Doell, Henry
Doell, Patricia
Fernets, Wendy
Fitzharris, Janice
Frayling, Dale
Frerichs, Sheila

Fyke, Dorena
Garasiya, Pirubhai
Gesy, Linda
Hagerty, Chamaine
Hahn, Shelley
Hanson, Mary Jane
Hawkins, Terry
Horosko, Jean
Isaac, Tekle
Kraft, Linda
Laberge, Theresa
Laing, Loranna
Lenton, Rhonda
Litwin, Lloyd

Llewellyn, Cheryl
Maksymiw, Elaine
McLeod, Evelyn
Neufeldt, Karen
Raney, Barbara
Riekman, Sharon
Santos, Margarita
Scappaticci, Teresa
Shirley, Ian
Wilson, Charliane
Wilson, Robert
Woodsworth, Mary
Zinkowski, Norma
When an employee does his/her job, one might think that it’s just to be expected, that thanks are not in order. But thank yous are in order. Just remember the last time your manager appreciated what you did and told you so. It just feels so good to be appreciated. The CUPE banquet is all about saying thank you for the many years of dedicated service to the University of Saskatchewan as a CUPE Local 1975 member.
CUPE LOCAL 1975 CANDDELIGHT BANQUET
TO HONOUR RETIREES AND LONG SERVICE MEMBERS

DATE: Friday June 2, 2017
LOCATION: Butler Buyers Room
Western Development Museum
COCKTAILS: 5:15 P.M.
SUPPER: 6:15 P.M.
AWARDS: 7:00 P.M.

Tickets for guests: $30.00
Long Service & Retirees receive two complimentary tickets

At the banquet Union members will gather to commemorate the journey of their dedicated, hardworking, disciplined travel through their years as workers and members of CUPE Local 1975 at the University of Saskatchewan. On this day the union will celebrate the efforts and dedication of those members listed on the previous page. Retirees and Long Service members will receive invitation letters from the Union in early April. Other members are free to purchase tickets to the event by phoning Evelyn at the Union Office at (306) 966-7015. Deadline: May 2, 2017 (If you have missed the deadline please phone the office as you may still be able to get a spot.)
Norm Quan Memorial Bursary

The bursary consists of four 1,000 cash awards annually to applicants who submit a transcript of their marks, a cover letter indicating why they should get the bursary along with a C.V of their volunteer work and community involvement. The bursaries are named in memory of Norm Quan who was employed in Audio Visual Services and served as a member of the Executive and Bargaining Committees. He was also active on the Education and Occupational Health and Safety Committees.

Who can apply?
Any student whose parents or guardian is a member of the University Employees’ Union CUPE 1975 (U. of S.) in good standing for at least 2 years.
OR
Be a Local 1975 member in good standing for at least 2 years and plan to attend a post-secondary Canadian institution full time.

Award
One of four $1000 bursaries are available.

Glen Makahonuk Scholarship

The scholarship is made possible by a trust fund established by President George Ivany and the University of Saskatchewan in memory of Glen Makahonuk (1951-1997) to recognize his nearly 20 years of leadership to members of CUPE 1975. Glen was a long-time Union activist who served the CUPE 1975 membership as President (11 years), and as the chair or a member of numerous other local committees. He worked tirelessly and in solidarity in the provincial, federal, and international arenas to make changes that would ensure rights to workers everywhere. Glen’s intelligence, perseverance, and incredible commitment to education, history, and unionism earned him the respect of his union colleagues as well as those he faced across the table.

The purpose of the scholarship is to provide awards for training and professional development to CUPE 1975 members in good standing who have demonstrated community volunteerism and/or union activism, with preference to applicants with union activism. The Scholarship will be awarded on the basis of demonstrated commitment to union-related activity and to an interest in studying it.

Please check for application forms on the CUPE 1975 Website or you may come to Room 21 McLean hall and pick one up.
AMENDMENTS TO THE CUPE LOCAL 1975 BYLAWS

MEMORANDUM

TO: The Members of the University Employees’ Union CUPE Local 1975

FROM: Craig Hannah, President CUPE Local 1975 & the Bylaws Committee

DATE: April 27, 2017

SUBJECT: Proposed amendments to Bylaws

The existing bylaws of our local state that “These bylaws will not be amended, added to, or suspended except upon a majority vote of those present and voting at a regular or special membership meeting following seven days’ notice at a previous meeting or at least 60 days written notice. “ (Article B.7.1)

According to CUPE 1975 Bylaws as they now exist they may be amended from time to time, and in the event of any conflict between these bylaws and the CUPE National constitution, the latter shall govern. The National President has the sole authority to interpret the CUPE National Constitution.

Over the course of the last few months the Bylaws Committee along with Ann Iwanchuk, CUPE National representative have made amendments to the Bylaws.

Please find attached a summary page listing all the proposed changes along with the full proposed Draft Bylaws. These Bylaw changes will be voted on at the June 13, 2017 Special General Membership meeting which will be held in room 1150 Health Sciences Bldg lecture theatre commencing at 12:00 noon. If you have questions or need clarification in regards to the bylaws you may bring these up at the May 23rd meeting.

Please make every effort to read the attached amendments. Questions will be answered by Ann Iwanchuk, CUPE National Representative at the Special General Membership meeting. After that time members will vote on the proposals.

In solidarity,
Craig Hannah, President CUPE Local 1975
On behalf of the Bylaws Committee
FOR IMMEDIATE RELEASE

Sask Labour Academic Investment with St. Thomas More College

Saskatoon (March 30, 2017) —

A key element of Catholic intellectual tradition includes support for social justice and working towards the common good. In that spirit, St. Thomas More College (STM) at the University of Saskatchewan is pleased to announce a generous investment by the organized labour movement in Saskatchewan to create new learning opportunities and provide financial support for post-secondary students at STM.

As part of this unprecedented funding commitment, CUPE Saskatchewan has committed $10,000 and the Saskatchewan Federation of Labour (SFL) an additional $5,000 to create an annual academic lecture which will explore issues pertinent to labour studies and the lives of working people in the province. Hosted on an annual basis, the lecture will be a central pillar in building labour studies education for all students at the University of Saskatchewan, creating new avenues for research, scholarship and teaching that will focus on the historical and contemporary issues facing Saskatchewan’s labour.

In addition, the Grain and General Services Union (GSU) has established a $2,000 continuing student bursary providing tuition support for deserving students attending St. Thomas More College. Preference will be given to students who are completing STM’s Critical Perspective on Social Justice & the Common Good Minor and single parents who are union members or single parents who are dependent children of any union recognized by the Saskatchewan Federation of Labour or Canadian Labour Congress.

St. Thomas More College (STM), Saskatoon’s only Catholic liberal arts college, is federated with the University of Saskatchewan. Approximately 3,500 full or part-time students are registered in over 230 STM Arts & Science course offerings as part of their U of S degrees. The College welcomes students from all backgrounds and values diversity. Students are challenged to grow intellectually and personally, thinking creatively and critically as they prepare to take their place in the world.

For STM course offerings, faculty listings, student award opportunities and College news, please visit
stmcollege.ew.ca

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For further information, please contact:

Charles Smith, PhD
STM College
University of Saskatchewan
306-966-8128
profsmith@ask

For donation and scholarship information:

Karen Muzzett, BA
Director of Development
STM College
306-966-8101
kmuzzett@stmcollege.ca
Each year NAOSH week comes and goes and the attention on workplace safety takes an increasingly smaller part in everyone’s consciousness. Workplace accidents continue to happen; small and large, and unfortunately many are preventable. One of the reasons people organized many years ago was to negotiate better working conditions for their members. It really wasn’t that many years ago that North American workers went through the same appalling workplace conditions and low safety standards that people in China and other countries are experiencing right now. No one goes to work in the morning expecting their commute or their workplace to be unsafe, however, people continue to suffer injuries each and every day, or work without the proper PPE around dangerous materials and chemicals. Each year at the Saskatchewan Federation of Labour convention they hold a candle lighting ceremony for those who have perished in workplace accidents commuting to their jobs or from complications of working around asbestos and other hazardous materials. It is a incredibly moving ceremony that unfortunately seems to have more fatalities each year. Along with all the fatalities that occur, an even larger amount of life altering injuries occur that impact people for the rest of their lives. Mental well being is considered to have a large impact on workplace accidents. Many things can distract us and put ourselves in harms way at work; problems at home, financial pressures, high workloads, conflict with others, etc. We are fortunate in this day and age to have better resources at workplaces such as The University of Saskatchewan, to cope with many of the pressures that present themselves to us. The Employment Assistant Program (EAP) provides counselling to our members, free of charge, to help cope with life challenges. I believe our society is less judgmental of people seeking help than it was in the past and possibly they are more concerned about those who do not seek help. Workplace safety is everyone’s responsibility and I urge you to work safely for those that mean the most to you.

Bob Jones
1st Vice-President, CUPE Local 1975
KNOW YOUR NUMBERS!

We all have those important numbers; birthdays, anniversaries, etc. which mean a lot to ourselves and our family. We also have those numbers that impact us on a daily basis and mean so much more.

Some of these important numbers are blood pressure, blood sugars, and other health related measurement data. These numbers can be an indicator of a person’s health or a signal of problems to come. Our health and getting these numbers can sometimes be last on our list of priorities. Men in general, are especially negligent. A recent study shows that a large percentage of males don’t have a family doctor. They rely on walk in clinics to assist them in times of need and possibly don’t get the same attention they would receive from someone more familiar with them. Women tend to focus more on their family’s health than on their own. The University of Saskatchewan in partnership with CUPE 1975 will be operating some clinics in the coming weeks on campus, to help identify any of these numbers which may need an additional look at. These clinics will be operated by an independent health provider and all the results will be kept strictly confidential. You will receive time away from your workplace to participate in this pilot program. Programs such as this which have been conducted in other workplaces have uncovered instances where people needed immediate follow up with a physician. The University has an investment in each and every one of us and they are doing this to protect that investment. We have been told that if there is enough uptake on this project that it will be expanded to include some of the other bargaining units on campus. Please participate and do it for the people that need you in their life. Your CUPE 1975 executive will be participating in this pilot project and we hope you attend one of the clinics.

Bob Jones, CUPE Local 1975
1st Vice-President
POSTINGS:
I am applying for a CUPE position through the University Job postings. The words “this is a term position with the possibility of becoming permanent”. What exactly does this mean.

Dear Member: This means that if you received the position and if and when the position does become permanent, you automatically receive the position. It will not be re-posted.

VACATIONS:
Is it true that I have to work a whole year before I can use any of my holiday accrual?

Dear Member:
You are entitled to your vacation time as you accrue them monthly or you can save them to take a block of time at a later date. If members are being told this they must phone the union office so that we can advise them that their practice of denying vacation must be stopped.

HOURS OF WORK:
I just got hired on campus and I have been told my hours will be as follows: I am to come in at 8:00 am and then leave at 1:00 and come back at a time assigned to me. Can management do this?

Dear Member:
If hired as a casual they may do this however, if you were hired as a term, seasonal or permanent management must follow the hours that were listed on your posting. If you believe that you are working hours that contradict what you applied for you must phone the union office.

If you have problems in the work place or questions do not be scared to contact the union. This is why you pay union dues so that you have someone to assist you and make sure that your rights under the collective agreement are adhered to.

Craig Hannah, President CUPE Local 1975
Mission: Zero was launched in May 2008 as an initiative of WorkSafe Saskatchewan, the partnership between the Workers’ Compensation Board and the Ministry of Labour Relations and Workplace Safety.

Mission: Zero was adopted by Safe Saskatchewan in 2009 and since 2010 has become the symbol for injury prevention and the mission undertaken by 600 companies and organizations in Saskatchewan through the Health and Safety Leadership Charter.

In the near future you will be inundated on campus with a message featuring the logo on the left; “Mission: Zero”. The University employees and students will notice this message, in the form of stickers and written material. The University of Saskatchewan, along with the bargaining units on campus, will strive to bring awareness to safety in the workplace. A common theme among victims of workplace accidents is how quickly accidents occur. Many factors contribute to these incidents; taking shortcuts on a job, not focusing on the job at hand, real or perceived pressure to accomplish a task as quickly as possible among a few. If you’re lucky, a workplace accident won’t be a life altering experience, if you’re not, your life could be changed forever for you and those closest to you. Ultimately it is your life and health that you are trying to preserve and maintain and it will be you that suffer the consequences. Please be careful not only at work but in all your activities and come home safe tonight.

KEY MESSAGES:

- The University of Saskatchewan signed the Saskatchewan Health and Safety Leadership Charter in 2010.
- We believe in Mission: Zero because when it comes to injuries, zero IS the only right number.
- Mission: Zero means working toward zero injuries, zero fatalities, zero suffering.
- We believe all workplace injuries are predictable and preventable.
- It is up to all of us to prevent injuries.

INTERNAL (Leadership to staff):

We are all committed to lowering our injury rate.

- We are all committed to helping Saskatchewan achieve Mission: Zero and making our campus and Saskatoon the safest community in which to live, work and play.
- As employees and citizens, we are going to work together to make Saskatchewan the safest province in which to live, work and play.

INTERNAL (Supervisors, Managers, Faculty and Staff):

As employees, we believe in Mission: Zero. We will put safety first and prevent injuries to ourselves, our co-workers, our students, our families and neighbours.

- As employees and citizens, we are going to work together to make Saskatchewan the safest province in which to live, work and play.

FROM INTERNAL TO EXTERNAL:

Having Mission: Zero on our materials, trucks and vehicles shows that as employees, we believe in Mission: Zero. Zero workplace injuries. We put safety first to prevent injuries to ourselves and those around us.
MEETING NOTICE!

GENERAL MEMBERSHIP MEETING DATES & LOCATIONS

May 23, 2017    Room 1150 Health Sciences Lecture Theatre
June 27, 2017    Room 1150 Health Sciences Lecture Theatre

No General Membership Meetings July and August

Sept. 26, 2017    Room To Be announced-check website
Oct. 24, 2017     Room To Be announced - check website
Nov. 28, 2017     Room To Be Announced - check website
Dec. 19, 2017     Room To Be Announced - check website

PAWS off our Pension SWAG!!!!!!!