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A monthly newsletter brought to you by USW Local 4120

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AUGUST 14, 2018

President's Report

It has been a busy year so far and it is hard to believe that we are at the beginning of August already.

In April we completed over three hundred job fact sheets (JFS's) and our members were paid any retroactive pay due to them. There are twenty-five JFS's currently being reviewed from the old system. We hope to have a date soon for when we will officially roll over into the new job evaluation system going forward.

The new Executive Committee was elected and sworn into office in May. This committee will sit for a three year term. We were excited to get together along with our Staff Representative Sean Logan for a one day Executive Committee Retreat in June and be able to get to know each other better and set our priorities for the next term. The Executive Committee consists of a healthy mix of seasoned and experienced members and some new faces who bring with them a fresh outlook. I look forward to working with the new committee.



President, Liz Cherry

The University and the Union continue to work with faculty (UGFA) and our colleagues at the University of Toronto and Queen's University on creating a university sector wide provincial pension plan (UPP). Despite some challenges brought about by the recent changes in the provincial government, the parties have restated our continued commitment to work together in seeing this very exciting and important project come to fruition.

The Union was recently thrilled to gain sixteen new members into the Local. The English as a Second Language (ESL) instructors voted to join us. Although we do not yet know if they will be brought under our current Collective Agreement (CA) or form a separate unit of the local with their own CA, we welcome them with open arms and look forward to providing them with solidarity, support and representation.

I wish you a happy, healthy and safe summer, what's left of it.

Liz Cherry

President, USW4120

Introducing your new Executive for the 2018-2021 term

Returning to office are:

- President, Liz Cherry;
- Vice President, Sarah Whelan;
- Recording Secretary, Jeff Gross;
- Treasurer, Paul Anderson;
- Guide, Tricia Townsend;
- Guard Tracy Van Raaij; and
- Trustee Grant Perry.

Returning in a new roll, is Brenda Chomiak, now Financial Secretary.

New to the Executive are:

- Trustee, Bonnie Wakefield and
- Trustee, Meghan Grimes

Welcome!

The executive and membership would like to thank outgoing executive members, Alan Miller and John Tartt for their service. Alan served as long time Financial Secretary to the Local, and a member of the Joint Health and Safety committee for many years and recently has been our representative on the Wellness@Work initiative. John has served a number of roles including representation on the University Pension Project committee and numerous bargaining committees.

Committee Reports

University Pension Plan

The UPP, or University Pension Plan is a joint initiative with Faculty and Administration as well as USW Locals at the University of Guelph, University of Toronto and Queen's University. You can find more information about the process at <http://www.universitypension.ca>.

What isn't covered on UPP website, is that the process is expensive and all sides had indication from the former Liberal Government that they would be funding the process. However, we did not receive that funding. We have recently sent a letter to the new Assistant Deputy Minister, Postsecondary Education Division to bring her up to speed on the process. At this point, administration at each institution has committed money toward progressing, however all sides would like to see larger government funding for the process.

One thing we have continued to actively pursue, is research into the types of Administration boards in other Multi-Employer JSPP's. A small working group has completed it's research, and will be presenting its results soon

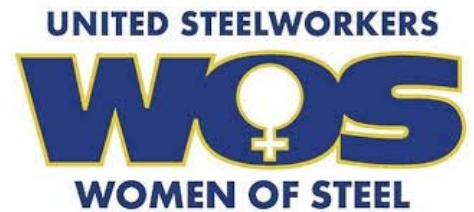
Stay tuned for a Pension Road Show, coming to a department near you.

John Tartt, UPP Delegate



Women of Steel

Early in 2018 the USW 2140 Women of Steel Committee was revitalized. Ten members of our local volunteered to sit on this committee along with Liz Cherry (President) and Sarah Whelan (Vice President).



At our first meetings, we brainstormed to determine what the mission of our group would be. We have decided to focus on:

- supporting our members at work, at home, and in the community (with a focus on work/life balance)
- becoming a resource for the Local on women's issues
- social responsibility
- creating an inclusive workplace

Since those initial meetings, our committee has been hard at work. We have been awarded a grant from the Wellness@Work Committee to offer a speaker series in the fall of 2018 that will cover topics such as diversity, privilege, harassment, and bullying in the workplace.



Pay Equity Bake Sale

Pay Equity Bake Sale

A Pay Equity Day bake sale was held to foster discussion on the gender pay gap at The University of Guelph, which also raised money for the CSA foodbank.

Guelph Life Center

The Women of Steel Committee were able to secure donations from our Area Council and the USW Humanity Fund to help the Guelph Life Center replace their industrial stove. This was the beginning of a relationship that we hope to carry on. Currently, members of the Women's Committee and other members of our local are helping out the Life Center by preparing and serving meals.





WOS prepare meals for Guelph Life Centre

There are two ways you can help with our important work! First, we are actively recruiting new committee members that identify as female and are part of other minority groups. Please contact the Union Office if you are interested in participating. Our goal is to have our committee do a better job of reflecting our workplace. The current commitment is approximately 2-3 hours per month.

Secondly, watch for emails from our Committee inviting you to participate in some of our activities. Coming soon will be invitations to our speaker series and opportunities to volunteer at the Life Center.

By Bonnie Wakefield, Chair

Why Steelworkers?

Ever wondered why University of Guelph staff are members of the United Steelworkers Union? The simple answer is we chose to be.

In the early 1990's, we were members of an independent union, called the University of Guelph Staff Association (UGSA). At that time, UGSA was engaged in a fight with the University over UGSA's pension plan. When the pension plan was originally set up, UGSA believed that the pension money was held in a trust, and should be used solely for the benefit of the plan members. In the late 1990's the University changed the language of the original agreement with UGSA, giving them unilateral control over the pension money, allowing the University to stop contributing to pension plan for a number of years, like permanent indexation or better early retirement bridging.



As UGSA, we didn't have the time or resources to combat such a large issue, and decided to join a larger Union. Four Unions, representing staff at Universities across Ontario, were invited to make presentations on what they could offer, and why we should join them. After the presentations, USW was the clear choice as they had both the resources and attitude we were looking for; not one to choose conflict, but prepared to take a stand and fight for what is right when necessary. In 2001 UGSA members voted to merge with USW.



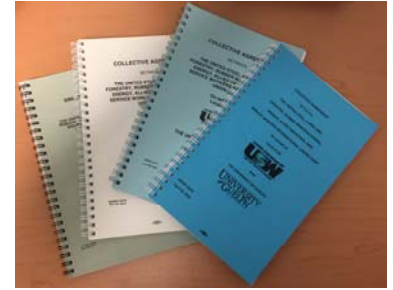
USW Organizing Committee celebrates ratification

With this merger the University of Guelph joined the University of Toronto as the second Ontario University to join USW, and in 2010, Queen's University's staff association also joined USW. We now have three strong and mutually supportive USW Locals representing staff at Ontario Universities.

By the way, do you know what USW stands for? Send an email or text with the answer by August 27th for a chance to win a \$50 gift certificate.

Know your CBA

Have you ever wonder just what is a Steward and what is their function? In our Collective Bargaining Agreement (CBA), the role of a steward is defined in Article 8—Union Representatives and Grievance Committee. There, it states that we're allowed one steward for every 30 employees. So, we should have about 30 stewards.



In our local, we have two kinds of stewards. We have Communication Stewards and Representative Stewards. Communication Stewards, along with the Communication Action Team (CAT), help with the two way transfer of information between members and the executive.

The Representation Stewards attend meetings with members to assure the members' rights are observed and to record representations from managers and Human Resources. There is USW training available to these stewards to familiarize themselves with the entire grievance process, should that be necessary.

These stewards are granted time away from their work to service grievances or attend meetings. Article 8.05 states:

"It is understood that a Union Steward or Committee person has regular work to perform and that if it is necessary to service a grievance or to attend a mutually agreed to meeting during working hours, they will not leave work without first obtaining the permission of their immediate supervisor which shall not be unreasonably withheld.

They shall state their destination to their immediate supervisor and shall report again to their supervisor at the time of their return to work."

Do you know who your steward is? If not, call the office and ask. We can put you in touch with them. Better yet, if you have any interest in taking on one of these steward positions, please contact the office for more information.

Keep an eye on your email. We're planning a Stewards Event in the near future. It's likely to include food, socializing and an opportunity to learn more. How could you refuse?

Want to help with this newsletter? Do you have an idea, or request, for an article? Contact John Tartt, john@usw4120.ca

Come up with a better name for this newsletter and win a \$50 gift certificate.

