

NEGOTIATIONS 2011

USW 1998 @ VICTORIA UNIVERSITY
AN UPDATE FROM YOUR NEGOTIATING TEAM

Dear Sisters and Brothers,

The tentative agreement that your negotiating team is unanimously recommending for acceptance is the result of all of us standing together in the face of significant challenges. These challenges included the University's demand that we agree to pension contribution increases equal to what our union colleagues at U of T had to accept, their opening proposal of zero percent wage increases for the first two years of a new collective agreement and their initial refusal to integrate into one bargaining unit full-time employees and the part-time workers who recently joined our union.

With a 95% strike mandate from the full-time employees and a 100% strike mandate from the part-time employees, along with the supporting work of our Strike Committee and our Communication Action Team (CAT), we kept pension contribution increases to a small amount (1%, which is less than agreed to at U of T) and we were able to win the same wage increases recently bargained by our Local at U of T. In addition, we bargained for \$400 in two lump sum payments and an increase in our early retirement bridge benefit.

We also achieved the full integration of part-time and full-time employees into one bargaining unit. The importance of this last achievement is significant, as it strengthens the members of the pre-existing unit while bringing substantial wage and job security improvements to part-time workers.

In Solidarity,

John

Your Negotiating Team:

John Ankenman, Unit President

Valerie Ferrier, Chief Steward

Bryan Adamczyk, Steelworker Staff Representative

with assistance from Mark Janson, Steelworkers Research, Public Policy & Bargaining Support

Dear Sisters and Brothers,

It was my privilege to once again be part of USW 1998's bargaining with Victoria University. You have a passionate and strong local, and it's a local that gets results. Your talented bargaining committee, headed by your tireless unit president, ensured that this contract was the best possible contract for the unit's members. Having the clear and strong support of the membership, in the form of your strike mandate, also played a key role. When a unique group like this works towards a common goal, it is remarkable what it can achieve.

And there is no doubt in my mind that this settlement does represent a remarkable achievement. At a time when public sector workers are under attack from all levels of government, this bargaining unit stood strong and won real gains for its membership. This bargaining unit fought back the government's compensation freeze policy and secured wage gains in each year of the agreement. The difficult discussion around the pension plan will help the plan to reach real long-term sustainability. On top of this are important benefit increases and language improvements, along with the inclusion of part-time members, which will bring new strength to the entire bargaining unit.

I spent many late night hours at the table with your unit president and your bargaining committee, and I know how hard they worked to reach this agreement. They were undoubtedly motivated by the strong support they received from the union membership. You should stand behind this agreement, which goes above and beyond what other public sector unions have achieved, and certainly above and beyond what could have come to pass in such difficult circumstances. You have won real gains against great odds and you should be proud.

In solidarity,

Bryan Adamczyk, USW Staff Representative

HIGHLIGHTS

TERM OF THE AGREEMENT – 3 YEAR AGREEMENT

July 1, 2011 – June 30, 2014

WAGES INCREASED

Your Bargaining Committee was confronted by a government policy which pressured all employers in the broader public sector to accept a 2-year compensation freeze. The University was determined to pursue this freeze for our members. From the feedback we received from the members, your Bargaining Committee had a clear mandate: no compensation freeze.

Wages will increase by 1.75% in the first year (retroactive to July 1, 2011), 2% on July 1, 2012 and 2.25% on July 1, 2013. Compounded, the across-the-board increases over three years amount to 6.12%.

On top of the above-mentioned wage increases, every member of the bargaining unit will receive **two lump-sum payments of \$200**. The first payment of \$200 will come after ratification. The second payment of \$200 will come in year 2 of the agreement.

Your bargaining committee was therefore able to overcome the wage freeze and secure a wage settlement that is very favourable when compared to what other public-sector workers have received over the past year. It is also important to remember that this contract was negotiated in the context of the job evaluation process, which will be completed during the life of this agreement. The outcome of this process is yet uncertain, but it will certainly involve additional increases for some members of our bargaining unit and could possibly be a significant expense to the University. Winning significant wage gains from a university with this financial uncertainty looming is a real achievement.

NEW WAGE GRIDS - SALARIED

EXPIRED RATES									
Pay Scale Group	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
08B	75,225	78,571	81,914	85,257	87,765	90,272	92,779	94,452	96,125
12N	71,190	74,354	77,518	80,684	83,055	85,428	87,800	89,382	90,964
07B	67,629	70,633	73,641	76,645	78,901	81,154	83,409	84,909	86,413
11N	64,087	66,934	69,781	72,628	74,765	76,902	79,037	80,463	81,887
06B	60,894	63,597	66,305	69,010	71,043	73,071	75,099	76,454	77,808
10N	57,763	60,329	62,896	65,460	67,388	69,314	71,240	72,525	73,807
05B	54,922	57,361	59,802	62,244	64,077	65,904	67,738	68,956	70,176
09N	51,979	54,289	56,597	58,908	60,643	62,373	64,104	65,260	66,417
04B	49,521	51,719	53,919	56,121	57,771	59,422	61,074	62,174	63,274
08N	46,883	48,967	51,052	53,133	54,696	56,259	57,821	58,863	59,904
03B	44,716	46,705	48,692	50,681	52,170	53,660	55,149	56,145	57,139
07N	42,485	44,374	46,261	48,146	49,567	50,981	52,395	53,341	54,288
06N	38,841	40,566	42,291	44,018	45,316	46,608	47,903	48,766	49,627
05N	35,274	36,840	38,409	39,976	41,152	42,327	43,505	44,288	45,074
04N	32,582	34,031	35,478	36,927	38,012	39,099	40,184	40,909	41,632
03N	30,163	31,503	32,843	34,181	35,188	36,194	37,199	37,868	38,540

EFFECTIVE JULY 1, 2011 - 1.75% ACROSS THE BOARD INCREASE									
Pay Scale Group	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
08B	76,541	79,946	83,347	86,749	89,301	91,852	94,403	96,105	97,807
12N	72,436	75,655	78,875	82,096	84,508	86,923	89,337	90,946	92,556
07B	68,813	71,869	74,930	77,986	80,282	82,574	84,869	86,395	87,925
11N	65,209	68,105	71,002	73,899	76,073	78,248	80,420	81,871	83,320
06B	61,960	64,710	67,465	70,218	72,286	74,350	76,413	77,792	79,170
10N	58,774	61,385	63,997	66,606	68,567	70,527	72,487	73,794	75,099
05B	55,883	58,365	60,849	63,333	65,198	67,057	68,923	70,163	71,404
09N	52,889	55,239	57,587	59,939	61,704	63,465	65,226	66,402	67,579
04B	50,388	52,624	54,863	57,103	58,782	60,462	62,143	63,262	64,381
08N	47,703	49,824	51,945	54,063	55,653	57,244	58,833	59,893	60,952
03B	45,499	47,522	49,544	51,568	53,083	54,599	56,114	57,128	58,139
07N	43,228	45,151	47,071	48,989	50,434	51,873	53,312	54,274	55,238
06N	39,521	41,276	43,031	44,788	46,109	47,424	48,741	49,619	50,495
05N	35,891	37,485	39,081	40,676	41,872	43,068	44,266	45,063	45,863
04N	33,152	34,627	36,099	37,573	38,677	39,783	40,887	41,625	42,361
03N	30,691	32,054	33,418	34,779	35,804	36,827	37,850	38,531	39,214

EFFECTIVE JULY 1, 2012 - 2% ACROSS THE BOARD INCREASE									
Pay Scale Group	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
08B	78,072	81,545	85,014	88,484	91,087	93,689	96,291	98,027	99,763
12N	73,885	77,168	80,452	83,738	86,199	88,661	91,123	92,765	94,407
07B	70,189	73,306	76,428	79,546	81,887	84,226	86,566	88,123	89,684
11N	66,513	69,467	72,422	75,377	77,595	79,813	82,029	83,509	84,986
06B	63,199	66,004	68,815	71,622	73,732	75,837	77,941	79,348	80,753
10N	59,949	62,612	65,277	67,938	69,939	71,938	73,936	75,270	76,601
05B	57,001	59,532	62,066	64,600	66,502	68,398	70,302	71,566	72,832
09N	53,946	56,344	58,739	61,138	62,938	64,734	66,530	67,730	68,931
04B	51,395	53,677	55,960	58,245	59,958	61,671	63,386	64,527	65,669
08N	48,658	50,820	52,984	55,144	56,766	58,388	60,010	61,091	62,171
03B	46,409	48,473	50,535	52,599	54,145	55,691	57,236	58,270	59,302
07N	44,093	46,054	48,012	49,968	51,443	52,911	54,378	55,360	56,343
06N	40,311	42,101	43,892	45,684	47,031	48,372	49,716	50,612	51,505
05N	36,609	38,234	39,863	41,489	42,710	43,929	45,152	45,964	46,780
04N	33,815	35,319	36,821	38,325	39,451	40,579	41,705	42,457	43,208
03N	31,305	32,695	34,086	35,475	36,520	37,564	38,607	39,301	39,999

EFFECTIVE JULY 1, 2013 - 2.25% ACROSS THE BOARD INCREASE									
Pay Scale Group	Hiring Rate	Step 1	Step 2	Step 3	Step 4	Step 5	Step 6	Step 7	Step 8
08B	79,829	83,380	86,927	90,475	93,136	95,797	98,457	100,233	102,008
12N	75,547	78,905	82,262	85,622	88,138	90,656	93,174	94,852	96,531
07B	71,768	74,956	78,148	81,336	83,730	86,121	88,514	90,106	91,702
11N	68,009	71,030	74,052	77,073	79,341	81,609	83,874	85,387	86,899
06B	64,621	67,489	70,363	73,234	75,391	77,543	79,695	81,133	82,570
10N	61,298	64,021	66,745	69,466	71,512	73,556	75,600	76,964	78,324
05B	58,283	60,872	63,462	66,053	67,999	69,937	71,884	73,176	74,471
09N	55,160	57,612	60,061	62,513	64,354	66,190	68,027	69,254	70,482
04B	52,552	54,884	57,219	59,556	61,307	63,059	64,812	65,979	67,146
08N	49,752	51,964	54,176	56,385	58,043	59,702	61,360	62,466	63,570
03B	47,453	49,563	51,672	53,783	55,363	56,944	58,524	59,581	60,636
07N	45,085	47,090	49,092	51,093	52,601	54,101	55,602	56,606	57,611
06N	41,218	43,049	44,879	46,712	48,089	49,460	50,835	51,751	52,664
05N	37,433	39,095	40,760	42,423	43,671	44,917	46,168	46,998	47,833
04N	34,576	36,114	37,649	39,187	40,338	41,492	42,643	43,413	44,180
03N	32,009	33,431	34,853	36,273	37,342	38,409	39,476	40,186	40,899

NEW WAGE GRIDS – HOURLY

EXPIRED RATES					
	Status	Probationary 1-60 Days	Confirmed 61-365 Days	After 1 Year	2 Year Rate
L.H. Tradesman	FT	28.10	29.68	34.05	
Tradesman	FT	25.54	26.98	30.95	
Locksmith	FT	23.21	24.39	27.96	
Bldg. Env. Sys. Person	FT	23.21	24.63	26.81	
L.H. Nightwatch	FT	18.73	20.28	22.61	
Handyman	FT	19.73	21.88	23.83	
1st Cook	FT	19.67	21.05	22.87	
Head Groundskeeper	FT	18.56	19.93	22.87	
Audiovisual Support/Mailroom	FT	18.21	19.61	21.41	
Printer	FT	18.22	19.61	21.41	
Cook/Baker	FT	17.73	19.13	20.85	
Night Watch	FT	17.03	18.44	20.54	
L.H. Food Service	FT	17.51	19.06	21.16	
Maintenance Helper	FT	17.30	18.68	21.66	
Groundskeeper	FT	16.34	17.73	20.01	
L.H. Housekeeper	FT	17.51	19.06	21.16	
Plant Service Worker	FT	15.91	17.34	19.24	
Housekeeper	FT	15.91	17.34	19.24	
Food Service Production	FT	15.91	17.34	19.24	
Cafeteria Worker	FT	15.91	17.34	19.24	
Cashier	FT	15.91	17.34	19.24	
Cook Apprentice	FT	15.91	17.34	19.24	
Reception	FT	15.91	17.34	19.24	
Night Watch	PT	14.54	15.91	20.36	\$20.54
General Help	PT	13.17	14.54	19.06	\$19.24
Reception	PT	13.17	14.54	19.06	\$19.24
Housekeeper	PT	13.17	14.54	19.06	\$19.24
Groundskeeper	PT	13.17	14.54	19.06	\$19.24

EFFECTIVE JULY 1, 2011 - 1.75% ACROSS THE BAORD INCREASE					
	Status	Probationary 1-60 Days	Confirmed 61-365 Days	After 1 Year	2 Year Rate
L.H. Tradesman	FT	28.59	30.20	34.65	
Tradesman	FT	25.99	27.45	31.49	
Locksmith	FT	23.62	24.82	28.45	
Bldg. Env. Sys. Person	FT	23.62	25.06	27.28	
L.H. Nightwatch	FT	19.06	20.63	23.01	
Handyman	FT	20.08	22.26	24.25	
1st Cook	FT	20.01	21.42	23.27	
Head Groundskeeper	FT	18.88	20.28	23.27	
Audiovisual Support / Mailroom	FT	18.53	19.95	21.78	
Printer	FT	18.54	19.95	21.78	
Cook/Baker	FT	18.04	19.46	21.21	
Night Watch	FT	17.33	18.76	20.90	
L.H. Food Service	FT	17.82	19.39	21.53	
Maintenance Helper	FT	17.60	19.01	22.04	
Groundskeeper	FT	16.63	18.04	20.36	
L.H. Housekeeper	FT	17.82	19.39	21.53	
Plant Service Worker	FT	16.19	17.64	19.58	
Housekeeper	FT	16.19	17.64	19.58	
Food Service Production	FT	16.19	17.64	19.58	
Cafeteria Worker	FT	16.19	17.64	19.58	
Cashier	FT	16.19	17.64	19.58	
Cook Apprentice	FT	16.19	17.64	19.58	
Reception	FT	16.19	17.64	19.58	
Night Watch	PT	14.79	16.19	20.72	20.90
General Help	PT	13.40	14.79	19.39	19.58
Reception	PT	13.40	14.79	19.39	19.58
Housekeeper	PT	13.40	14.79	19.39	19.58
Groundskeeper	PT	13.40	14.79	19.39	19.58

EFFECTIVE JULY 1, 2012 - 2% ACROSS THE BAORD INCREASE					
	Status	Probationary 1-60 Days	Confirmed 61-365 Days	After 1 Year	2 Year Rate
L.H. Tradesman	FT	29.16	30.80	35.34	
Tradesman	FT	26.51	28.00	32.12	
Locksmith	FT	24.09	25.31	29.02	
Bldg. Env. Sys. Person	FT	24.09	25.56	27.82	
L.H. Nightwatch	FT	19.44	21.05	23.47	
Handyman	FT	20.48	22.71	24.73	
1st Cook	FT	20.41	21.85	23.74	
Head Groundskeeper	FT	19.26	20.68	23.74	
Audiovisual Support / Mailroom	FT	18.90	20.35	22.22	
Printer	FT	18.91	20.35	22.22	
Cook/Baker	FT	18.40	19.85	21.64	
Night Watch	FT	17.67	19.14	21.32	
L.H. Food Service	FT	18.17	19.78	21.96	
Maintenance Helper	FT	17.95	19.39	22.48	
Groundskeeper	FT	16.96	18.40	20.77	
L.H. Housekeeper	FT	18.17	19.78	21.96	
Plant Service Worker	FT	16.51	18.00	19.97	
Housekeeper	FT	16.51	18.00	19.97	
Food Service Production	FT	16.51	18.00	19.97	
Cafeteria Worker	FT	16.51	18.00	19.97	
Cashier	FT	16.51	18.00	19.97	
Cook Apprentice	FT	16.51	18.00	19.97	
Reception	FT	16.51	18.00	19.97	
Night Watch	PT	15.09	16.51	21.13	21.32
General Help	PT	13.67	15.09	19.78	19.97
Reception	PT	13.67	15.09	19.78	19.97
Housekeeper	PT	13.67	15.09	19.78	19.97
Groundskeeper	PT	13.67	15.09	19.78	19.97

EFFECTIVE JULY 1, 2013 - 2.25% ACROSS THE BAORD INCREASE					
	Status	Probationary 1-60 Days	Confirmed 61-365 Days	After 1 Year	2 Year Rate
L.H. Tradesman	FT	29.82	31.50	36.13	
Tradesman	FT	27.10	28.63	32.84	
Locksmith	FT	24.63	25.88	29.67	
Bldg. Env. Sys. Person	FT	24.63	26.14	28.45	
L.H. Nightwatch	FT	19.88	21.52	23.99	
Handyman	FT	20.94	23.22	25.29	
1st Cook	FT	20.87	22.34	24.27	
Head Groundskeeper	FT	19.70	21.15	24.27	
Audiovisual Support / Mailroom	FT	19.32	20.81	22.72	
Printer	FT	19.34	20.81	22.72	
Cook/Baker	FT	18.82	20.30	22.13	
Night Watch	FT	18.07	19.57	21.80	
L.H. Food Service	FT	18.58	20.23	22.46	
Maintenance Helper	FT	18.36	19.82	22.99	
Groundskeeper	FT	17.34	18.82	21.23	
L.H. Housekeeper	FT	18.58	20.23	22.46	
Plant Service Worker	FT	16.88	18.40	20.42	
Housekeeper	FT	16.88	18.40	20.42	
Food Service Production	FT	16.88	18.40	20.42	
Cafeteria Worker	FT	16.88	18.40	20.42	
Cashier	FT	16.88	18.40	20.42	
Cook Apprentice	FT	16.88	18.40	20.42	
Reception	FT	16.88	18.40	20.42	
Night Watch	PT	15.43	16.88	21.61	21.80
General Help	PT	13.98	15.43	20.23	20.42
Reception	PT	13.98	15.43	20.23	20.42
Housekeeper	PT	13.98	15.43	20.23	20.42
Groundskeeper	PT	13.98	15.43	20.23	20.42

BENEFITS IMPROVED

Vision Care – Increase July 1, 2012 from \$250 per person in any 24 month period to \$300. Further increase July 1, 2013 to \$350 per person.

Massage Therapy / Physiotherapy / Chiropractic Care – Increase July 1, 2012 from \$500 combined yearly maximum (July 1 – June 30) to \$600. Further increase July 1, 2013 to \$700 combined yearly maximum.

Pregnancy Leave – salary top up expanded to include members with less than one year of service (prorated to the percentage of time worked).

PENSIONS PROTECTED

In this round of bargaining, your committee was faced with strong challenges to the pension plan. Yet the decisions made at the table for slight increases to pension contributions will **ensure the plan is sustainable into the future**, and that all parties to the pension will fund this sustainability in a fair way.

Your pension contribution level will be increasing by 1% over the life of this collective agreement. There will be no increase in the first year. In years 2 and 3 of the agreement, there will be 0.5% increases.

	Effective Date			
	Current	July 1, 2011	July 1, 2012	July 1, 2013
Below YMPE*	5%	5%	5.5%	6%
Above YMPE*	6%	6%	6.5%	7%

*YMPE for 2011 = \$48,300

We all know that the negotiated increases at the University of Toronto were made to address the \$1 billion solvency deficit in their pension plan. Solvency deficits must be paid off in 5 years, so a large solvency deficit like this has the potential to cripple a university's budget. That is why the government stepped in with its relief program. As we outlined before bargaining, Victoria University's pension plan did not have a solvency deficit, so it did not need to qualify for this government program.

However, Vic's pension plan does have a substantial going concern shortfall of \$9.8 million dollars on liabilities of nearly \$40 million. This means that the pension only has about 75% of the funds it will need to pay all of its obligations going into the future.

This means that the employer has to make up this shortfall with additional “special payments” into the pension plan. The deficit must be paid off in 15 years by law. The pension plan has been facing going concern shortfalls consistently since 2002. The University argued that this has required them to consistently make special payments into the plan, which have increasingly stretched their budgets over the years. We looked at the pension fund’s valuation documents, and examined the performance of the fund, and concluded that the University’s argument did have some merit. While the situation is indeed different from the situation at U of T, there was still concern about the long-term sustainability of our pension plan.

We consistently hear that the pension plan is a top priority of our bargaining unit. We accepted this slight increase in contribution rates because we believe that it was the best way to ensure the long-term sustainability of our plan. **We believed that a small increase today is the best way to prevent a larger problem in the future.** This increase is not intended to pay for the existing deficit: it will only apply on a go-forward basis and will contribute to the sustainability of the plan. The University has acknowledged that it will be funding the existing deficit and will not be reducing its payments to the pension plan.

All University pension plans are under pressure these days and contribution increases and benefit reductions have been common across the sector. When measured against the increases that other university bargaining units have accepted, our increase is very small.

University	Employees	% Increase	
		Below Y M PE	Above Y M PE
Waterloo	Faculty & Staff	1.25%	2.50%
Trent	Faculty	2.50%	2.50%
Guelph	CUPE 1334	1.98%	2.58%
Guelph	CUPE 3913	2.00%	2.00%
McMaster	SEIU	3.00%	3.75%
McMaster	Faculty	1.50%	2.25%
Windsor	CUPE & CAW	2.20%	3.20%
Queen's	CUPE	2.50%	3.00%
Queen's	Faculty	2.50%	3.00%
Toronto	USW 1998	1.80%	2.40%
	AVERAGE	2.19%	2.77%
	USW @ VIC	1.00%	1.00%
	% BEHIND	-1.19%	-1.77%

Most importantly, this collective agreement **does not contain any reductions in your pension benefits**. Many public sector pension plans have had to accept benefit reductions (such as reduced or removed indexing, increasing “points” needed to retire, etc), while many private sector pension plans have been lost entirely in favour of RRSP-type plans. As we said we would, we protected your pensions.

We also obtained, in writing, an agreement with the University that if any other employees group’s contribution levels (including those of managers) increase by less than 1%, we will renegotiate our increase so as to ensure fairness. They agreed to notify the union when these agreements are reached. Your union ensured that all parties to the pension plan will contribute at the same level.

HIGHER WAGES = HIGHER PENSIONS

Without Union protection and hard negotiation, the government and University’s wage freeze would have been imposed on members. This wage freeze would have significantly lowered pension benefits. However, with the wage increases in our tentative agreement, for example, a bargaining unit member with 30 years of service and an average salary would see an increase in their annual pension payment at the end of their contract of more than \$1200 annually. So, higher wages today will mean higher pensions for tomorrow.

EARLY RETIREMENT BRIDGE BENEFIT IMPROVED

The union negotiated an increase in the early retirement bridge benefit from 0.4% to 0.5%. This benefit lies outside of the pension plan. It can allow a person retiring early to not have to draw on their CPP until they turn 65 years old, thus avoiding taking a penalty on their CPP payments.

LANGUAGE IMPROVEMENTS

PROTECTION AGAINST BULLYING & HARASSMENT STRENGTHENED

Language has been added that provides protection from reprisals against members who file harassment complaints and grievances.

There has been an addition of a firm deadline for the University to respond to written complaints of bullying and harassment.

NEW PROVISIONS FOR THE CONTINUATION OF JOB EVALUATION

The Union has negotiated firm timelines for the next phase of job evaluation.

The University has agreed to pay 100% of the salary for one union member to work full-time on job evaluation.

The Union successfully negotiated to have any pay equity payments owed to its members as a result of the job evaluation project to be retroactive to July 1, 2007.

PART-TIME EMPLOYEES (WORKING 24 HOURS PER WEEK OR LESS) IN ONGOING AND TERM POSITIONS

The part-time employees in continuing and term positions who joined our union in May will be integrated into the pre-existing bargaining unit. This will provide them with the greater security and power that comes from being in a larger unit. It will also strengthen the members of the full-time employees unit in future rounds of collective bargaining.

Part-time employees now have much greater job security than they did before joining the Union. They have recall rights from layoff and a formal grievance procedure that includes the possibility of arbitration.

Part-time employees will have internal status when applying for full-time part-time and full-time bargaining unit positions.

Part-time staff will also benefit from having prorated sick days, short term disability, personal days, pregnancy leave, primary caregiver leave, parental leave and seniority rights.

Inequities in the wage rates of part-time employees in relation to the wage rates of the appropriate job class in either the hourly-paid wage grid or the salaried wage grid will be addressed and rectified.

All part-time employees (filling positions identified on the University's compensation information document of October 7, 2011) who worked hours between July 1, 2011 and the date of ratification of a new collective agreement, inclusive, shall be paid the appropriate wage rate of the appropriate job class in either the salaried wage grid of 01-Jul-10 or the hourly-paid wage grid of 01-Jul-10 for those hours, plus the Year 1 ATB, or the salary they earned at the time, whichever is greater.

CASUAL EMPLOYEES

Casual employees (those hired on a short term basis for work that would not be considered to constitute in and of itself a full-time, full-time part-time or part-time term position) will be paid \$12.00 per hour. The \$12.00 per hour rate will be increased by any amount negotiated by USW Local 1998 with the University of Toronto in the upcoming round of negotiations for a new U of T Casual Unit collective agreement.

The hourly rate paid to casual employees will be increased by the ATB increases negotiated in this tentative agreement and in future collective agreements. Where a casual employee is assigned by the University to perform a significant portion of the duties of an ongoing position, the casual will be paid the part-time rate, or for salaried positions, the hiring rate on the salary grid for that position.

Casual employees will have full access to the grievance procedure, including the possibility of arbitration.

Casual employees will not accrue seniority during their casual employment, but should they be hired into a full-time or ongoing part-time position, all hours worked during their casual employment will be considered as accrued seniority.

Casual employees will be considered external candidates when applying for a full-time, full-time part-time or ongoing part-time bargaining unit position.

UNIVERSITY CONTRIBUTION TO THE STEELWORKER HUMANITY FUND

USW members currently contribute one cent per hour worked to the Steelworkers Humanity Fund, a registered Canadian charity that supports international development projects and Canadian food banks, and provides emergency disaster relief aid in Canada and around the world. The University has agreed to match the annual contributions of Vic union members.