

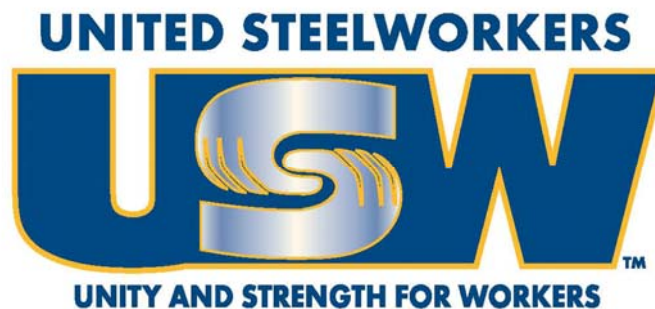
UNITED STEELWORKERS

**EVERYBODY'S UNION
EVERYWHERE**

Local 1998

**University of Toronto
University of St. Michael's College
University of Toronto Schools
Victoria University**

www.usw1998.ca



6,200 Members at University of Toronto, Victoria University, St. Michael's College and University of Toronto Schools

United Steelworkers Local 1998 represents administrative and technical staff at the University of Toronto, Victoria University, the University of St. Michael's College and the University of Toronto Schools.

Workers joined the Steelworkers during historical organizing campaigns in 1998 and 1999. They remain among the most successful organizing efforts – among administrative and technical staff – in Canadian history.

Though part of the same Local Union, each group maintains its individual bargaining rights. Bargaining recently concluded for the third collective agreement at U of T and Victoria University.

Local 1998 has many active committees and all members are invited to become involved. The committees include Women of Steel, Human Rights, Health and Safety, By-laws and Political Action. A full listing of the committees and contacts is available on the local's web site (www.usw1998.ca).

Members are also invited to attend Monthly General Membership meetings. All meetings begin at 5:15pm and are also teleconferenced to both the Mississauga and Scarborough campuses.

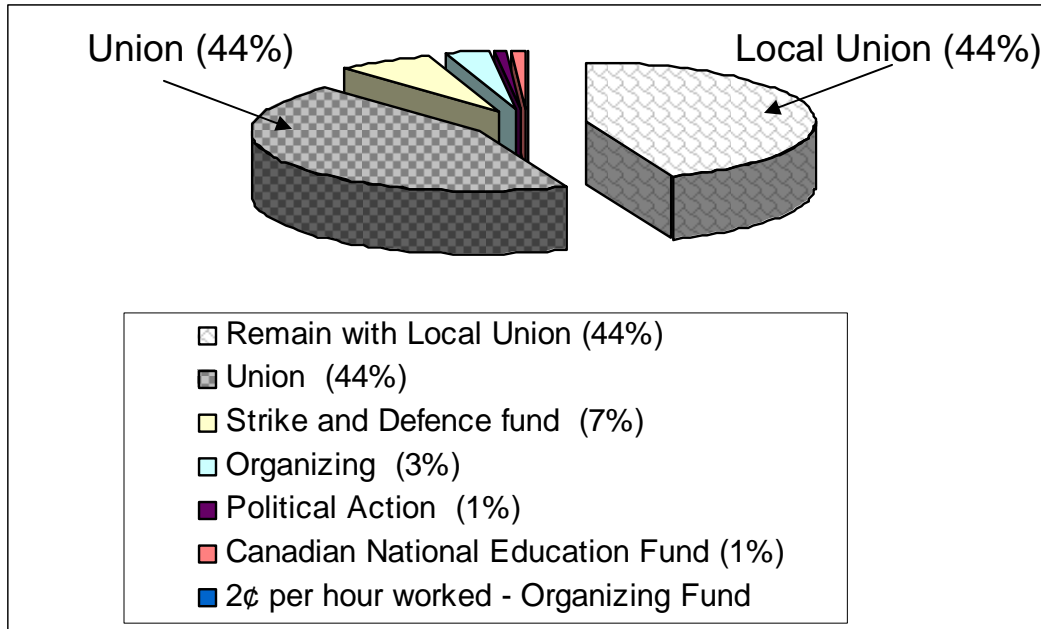
In addition to Committee meetings and Local Meetings, news of the Local's activity can be access through reading and contributing to the Local's newsletter, *Steeldrum*. *Steeldrum* is published every six weeks and contains up to date articles on events and issues within Local 1998. All feedback and submission are welcome. Please send comments, stories or story ideas to info@usw1998.ca or mail them to Steelworkers Local 1998, 25 Cecil St, Toronto ON M5T 1N1.

Local 1998 maintains an extensive web site that includes highlights of contracts, contact information for local union officers and stewards, newsletter archives and a photo gallery of current activity. The site can be viewed at www.usw1998.ca

For additional information, or to be added to Local 1998's listserv, please email info@usw1998.ca or call 416.506.9090.

**The Union is not about making money – it's about
building power for working people.**

How Your Dues are Spent



Dues are 1.45% of wages with an upper limit of not more than 2.5 times a member's average hourly earnings. All dues from Canadian members remain in Canada. Dues are set democratically by members at the union's convention.

Structure of the Union:

Local Union

Area Councils (Delegates from Every Workplace)

**District Director & District Staff.
3 Districts in Canada**

Canadian National Office

International Office

The United Steelworkers in Canada: A Story of Struggle, Growth, and Evolution

The United Steelworkers at the beginning of the 21st century barely resembles the mostly-male industrial union of the 1930s, '40s and '50s. But the increasing diversity of the membership has only strengthened the basic principles on which the union was founded.

Workers employed in the steel industry and in mining - two of the union's traditional jurisdictions - total about 65,000, out of a total membership in Canada of 190,000. Steelworker members can be found in every sector of the economy - from factories to offices, to hospitals, university campuses, hotels, warehouses, bakeries, banks, transportation and communication workers and many more. More than 20 per cent of Steelworkers now are women, and there is a growing membership among visible minority workers.



In many ways, the early history of the Steelworkers is the history of the labour movement itself, whose roots are found in the heavily industrialized core of 19th-century Ontario. In Hamilton, steelworkers marched through the city's streets in 1872 to fight for a nine-hour day. Later, industrial workers continued to organize in small ways, although unions themselves were mostly centred around trade or craft lines.

'SWOC' comes to Canada

That all changed with the rise of industrial unionism - a movement to organize and unite all workers in mass-production industries. It was a strategy that gained momentum with the US-based Congress of Industrial Unions (CIO), which formed various organizing committees, among them the Steelworkers' Organizing Committee (SWOC). It was a strategy without borders, and it gave rise to international unions like the United Steelworkers, the United Auto Workers and many more. With an initial budget of \$500,000, the loan of 150 organizers recruited from CIO unions, and with headquarters in Pittsburgh, SWOC launched its campaign in June, 1936.



In Canada, SWOC organizing began from the Labour Temple in Hamilton. Steelworkers in Nova Scotia organized most quickly under the leadership of Silby Barrett and the union signed contracts with the company that eventually became Sydney Steel. That achievement made Local 1064 the earliest Steelworker local in Canada. In 1940, an independent steelworkers' union at Algoma in Sault Ste. Marie, ON, affiliated with SWOC, and the union also began organizing small fabricating plants. In Hamilton, Local 1005 was organized at Stelco in 1936, but, it took several years to gain management's recognition of the union. With the growth of the steel industry during the Second World War, steelworkers continued to organize and the union's foundation was built.

By May, 1942, SWOC had organized 700,000 workers in Canada and the US. It was time to take the next step. At a convention in Cleveland, delegates voted unanimously to adopt a constitution and change the name to the United Steelworkers of America.

A word about structure

Although the structure has evolved over the years, the Steelworkers today maintains a four-member executive of top officers, and 12 geographical districts, each headed by a director. In Canada, there is a national director, Ken Neumann, and three district directors - Steve Hunt, District 3 (Western Canada and the territories); Wayne Fraser, District 6 (Ontario and Atlantic Canada); Michel Arsenault, District 5 (Quebec).

Blended histories, common future

Union mergers with the Steelworkers have included the emotionally- and politically-charged merger in 1967 with the International Union of Mine, Mill and Smelter Workers. In Canada, the struggle to win the hearts and minds of Mine-Mill members was most strongly felt in Sudbury, ON, and Trail, BC. Today, the United Steelworkers is a powerful part of both communities, through Locals 6500 and 6600 in Sudbury, and Locals 480 and 9705 in Trail.

In 1985, the Upholsterers' International Union merged and, more recently, mergers with the United Rubber Workers and the Aluminum, Brick and Glass Workers have once again brought together old CIO-organized unions together under one, modern union umbrella. That umbrella is the United Steelworkers.

At the close of the century, Canadian Steelworkers are also being joined by the Transportation Communications Union (TCU) and, in Quebec, by the Federation of Aluminum Sector Workers (FSSA).

Democracy and autonomy

The union's international structure and its healthy international strike-and-defense fund have strengthened the development of the Steelworkers in Canada. At the same time, Canadians are autonomous in their policies and operation. With local autonomy as one of its cornerstones, diversity and strength are enhanced as locals, too, chart their own course. They are supported by a corps of 'staff representatives' strategically located in offices across Canada, and a team of staff in the union's National Office, with specialized skills in research, member education, job evaluation, training, communications, health and safety, and international affairs. The National Office also maintains an in-house legal service.

Democracy in the Steelworkers' union is an important and involved process. Rather than holding delegate-based elections during conventions or conferences, the United Steelworkers uses a referendum process every four years. Each and every member throughout the union is eligible to vote for his or her district and national directors, as well as for the four international officers.

Classic confrontations

Among the struggles that have shaped the story of the union is a classic confrontation between the Steelworkers and the company that today is Stelco. In 1946, the Steel Company of Canada in Hamilton sought to rid itself of a union, which the company believed was imposed upon it only because of wartime conditions. For 10 weeks that year, Steelworkers would do battle with the company, as well as hostile provincial and federal governments. The Stelco strike of '46 is an integral part of United Steelworkers' history, as well as the community of Hamilton. With the industry recognized as critical to the nation's economic growth, a federal 'steel controller' had decreed heavy fines and prison terms for those who ignored his orders. The union responded by declaring that: "if they arrest five on the strike committee, five more will take their place until all union members are in jail". The company brought more than 1,000 strikebreakers (scabs) into the plant, where they were fed and housed. But outside, the "Whisper", a motor launch used by the union, seriously stopped the flow of supplies from Hamilton Bay on Lake Ontario into the plant. A light plane was used to drop leaflets. The result of this solidarity and ingenuity eventually forced Stelco to bargain with the union, and resulted in a dedicated and informed membership. Though now part of history, the 1946 strike still has some lessons to teach about sticking with the union and creating innovative ways to maintain and improve workers' rights.

Early leaders

The strike also produced its share of leaders, both within the local and within the union as a whole. Leaders who emerged included Larry Sefton who would become Director of District 6 (then Ontario) for 20 years. Sefton also figured prominently in the Northern Ontario miners' strike of the same era. Sefton died



in 1973. His achievements remained and, in 1986, a space in the heart of downtown Toronto - just behind city hall - was dedicated to his memory. A lecture series in his name is also an annual feature of the University of Toronto's Woodsworth College Centre for Industrial Relations.

Another Steelworker leader, whose roots are traced to the earliest days of the union is Lynn Williams, elected International President in 1984, after serving as District 6 Director, and later as the union's International Secretary. In the late 1940s Williams helped organize, and was a member of, Local 2900 at Inglis, the downtown Toronto factory that manufactured everything from giant glass tanks for the brewing industry, to Bren guns in WWII and pots and pans and fishing rods.

The life of Local 2900 and the Inglis plant was chronicled in the book, *Working at Inglis*, by David Sobel and Susan Meurer. The plant, which in its final days supplied washing machines for the Canadian market of Whirlpool Inc., was one of the first victims of the Canada-US Free Trade Agreement, closing forever in 1989 and demolished a few years later. Local 2900 had a colourful history of legal strikes and wildcats, one even characterized by the downing of tools and the impromptu mass singing of "Solidarity Forever". Local 2900 stories are also re-told in *Working Days*, a film by independent producer Darrell Varga. Even today, when word gets out about a Local 2900 reunion, a good turnout is guaranteed.

Lynn Williams never forgot his roots and, though retired since 1994, remains active in the union as the president of the Steelworkers' Organization of Active Retirees (SOAR).

Struggles that made work better, safer

Historic struggles that have led to improved working conditions for Steelworkers and other workers include the 1974 strike in Elliott Lake, where uranium miners took action, not for better wages, but for the necessary protection that the company would not provide. The result was a Royal Commission and changes to provincial legislation, which benefited every worker in Ontario. Without the leadership of the union, the risks faced on the job would be even greater.

Quebec's labour history, too, has been shaped by the United Steelworkers, especially the lengthy campaign to represent miners at Noranda-owned Gaspé Copper in Murdochville. A seven-month strike in 1957 for union recognition was one of the pivotal Labour struggles in the province and set the stage for activism on several fronts in the 1960s 'Quiet Revolution'. Murdochville was anything but quiet and it took another nine years after the '57 strike for the union to be certified.

An earlier strike against Noranda in 1953 was part of a campaign that established the Steelworkers in the mining industry of Quebec and Northern Ontario. Though governments were unsympathetic, legislation discouraged some of the tactics mining companies had used in earlier decades. The union was also able to finance a prolonged series of strikes across the north, although it was a hard struggle.



For a penny an hour - The Steelworkers Humanity Fund

Part of the Steelworkers' evolution has been a unique approach to international affairs. In fact, the **Steelworkers' Humanity Fund** became a model for other unions in Canada. The Humanity Fund was established in 1985 as a voluntary, negotiated checkoff for members and locals, with the proceeds directed in the early years to international relief and development, as well as a portion allocated to relief efforts in Canada (food bank donations and natural disaster assistance like the Saguenay and Winnipeg floods, and the 1998 icestorm).

Today, the Humanity Fund generates over \$1 million a year and has broadened its scope to include closer links with worker organizations in areas of the world where workers have little or no representation.

In addition, the United Steelworkers was the lead organization in a 1998 coalition to launch the first-ever complaint filed with the National Administration Office of the NAFTA side agreement on labour.

Local 1998 Executive



The members of the Executive are:

Name	Position	Phone
Allison Dubarry	President	416-506-9090 x224
Paul Tsang	Vice President	416.978-0500
Colleen Burke	Recording Secretary	416-506-9090
Linda Wilding	Financial Secretary	416-506-9090 x229
Art Birkenbergs	Treasurer	905-828-5254
Sandra Grant	Guide	416-506-9090
Alex Thomson	Guard	416-585-4521 x3212
Martha Young	Guard	
Philip Murton	Trustee	416-978-5271
David Chew	Trustee	416-946-7990
David Johnson	Trustee & Unit Chair St. Michael's College	416-926-1300 x3417
Nick Plagakis	Unit Chair ESL	
John Ankenman	Unit Chair Victoria University	416-506-9090 x227
Vacant	Unit Chair Casuals	

Frequently Asked Questions (from the Fact or Fiction Column in SteelDrum):

Got a question - who are you going to call - the Union or HR?

Members often ask, who should they contact first if they have questions about the contract: the Union or HR?

Our collective agreement was the result of negotiations between the Union and the University. The union represented the interests of its members and Labour Relations represented the interests of the employer. It's important to keep in mind that documents, like many things, can be interpreted differently, based on the interests being represented and one's perspective.

If HR interprets a clause in the collective agreement in a certain way, it does not mean that the Union's interpretation of the clause will be the same or that Human Resources interpretation is the correct or definitive interpretation. What makes a collective agreement different than simply a difference of opinion between two groups, is that a grievance process exists as a legal mechanism for deciding what the interpretation should be.

This is one of the most important benefits of being unionized. It is no longer a situation of an individual alone against the management of the University. The union has the resources to make sure that your rights, guaranteed by the collective agreement, are protected

It's important that staff contact their shop steward, unit chair or the union office if they have any questions about the contract or any other policies. Article 7 states that we are entitled to one shop steward for each seventy-five employees and twelve unit chairpersons in the following sectors:

- Arts & Science
- Faculty of Medicine
- Central Administrative Division
- OISE/UT
- Faculty of Dentistry
- University of Toronto Libraries
- University of Toronto at Mississauga
- Professional Faculties South
- Operations and Services
- University of Toronto at Scarborough
- Information Technologies
- Professional Faculties North.

The other units in our local- Casuals, St. Michael's College and Victoria University, have stewards, unit grievors, and chairpersons.

If you are not sure who your shop steward or unit chairperson/grievor is, you can find a complete and up to date list on our local's website (<http://www.uswa1998.ca/stewards.htm>), or you can call the union office at (416) 506-9090. If you've got a question, please don't hesitate to contact your steward, unit chair or the union office. We're there to represent you!

Family Care - Staff may request a temporary move to part time status because of a change in family care responsibilities.

Changing family care responsibilities sometimes result in staff needing to temporarily change from full-time work to part-time work. Article 24:11 in our collective agreement deals with this issue as it provides full time employees "who have continuous responsibilities for the care of their family" with an option to "request a change to part-time status for a defined period, in order to devote more time to their family care responsibilities."

Both the employee and his or her department or division head must agree to the terms of the change, such as the percentage of time worked and the length of the appointment. Requests should be made to the department or division head in the

employee's department. If possible, staff should try to request the change in status with as much advance notice as possible, with a month's notice being the minimum notice. Salary and benefits are both pro-rated "according to the percentage time worked."

Overtime & Flextime

Overtime and flextime are not the same and staff members asked to work beyond their regular hours should receive overtime pay. The overtime request should be accompanied by a written authorization for the overtime. Overtime can be either banked or paid out at the rate of time and a half. Staff "who work overtime for two (2) consecutive hours or more beyond their regular hours in a work day are entitled to a meal allowance in the amount of ten (10) dollars."

Overtime - Paid and Unpaid

- 1) Working longer hours may affect your health.
- 2) All overtime must be authorized before it is worked.
- 3) Some job classifications are excluded from receiving overtime.
- 4) If staff work beyond 9 p.m., the University must pay for a taxi home.

Work long hours? Feel stressed out or anxious? Ever worked unpaid overtime and felt compelled to do so just to "keep up"?

Answered "yes" to some or all of these questions? Well, you're not alone. Statistics Canada reported in 1999 that Canadians feel increasingly stressed by longer hours of work. Men and women alike reported feeling more stress than they had six years previous. Additionally, those who were "severely time-stressed" spent more time at work than low-stress individuals.

Another Statistics Canada study from 1999 found that working longer hours may endanger one's health. The report stated that "The growing number of workers who are spending longer hours on the job may be putting certain aspects of their health at risk". Workers who had moved to a longer work week (41 hours or more) from a standard work week (35 - 40 hours), smoked and drank more, and also experienced weight gains that were not healthy. According to the study, "These associations between hours of work and lifestyle behavior echo the results of research in other countries, notably Japan, where long hours have been linked to health outcomes such as high blood pressure and cardiovascular disease." (Answer, question 1)

A troubling statistic regarding persistent stress resulted from a study conducted by Decima Research. According to this study, more than four in ten Canadians age thirty years or over, "often" or "almost always" feel beleaguered by stress. Statistics Canada has also calculated that \$12 billion of work time is lost annually as a result of stress.

Over a period of approximately five years during the mid-1990's many administrative and technical staff at UofT directly felt the impact of increased workplace stress as our numbers were cut by approximately 25%. Many of us regularly worked long hours of unpaid overtime to ensure that the work was done, and some found it difficult or impossible to be compensated for that overtime work.

One of the big gains in our collective agreement was on the issue of overtime. No job classifications are now excluded from paid overtime. (Answer, question 3) Overtime is now paid out at time and a half after one has worked more than 36 ¼ hours in one week and the supervisor must authorize it before it is worked. (Answer, question 2) Those who are required to work overtime beyond 9 p.m. are entitled to receive a taxi chit or have their parking cost reimbursed. (Answer, question 4) A meal allowances of \$10 must be provided to those who work two or more consecutive overtime hours. (Article 24, page 23 in the collective agreement)

Overtime hours can either be paid out as earned, or maintained in an "overtime bank". The hours in the overtime bank can never go beyond 200. Any overtime beyond that must be paid out. "Overtime will be credited as it is earned (e.g. at time and one-half the actual hours worked)...Lieu time off in an employee's overtime bank will be taken at times mutually agreed to by the employee and the immediate supervisor." Any accumulated overtime in the overtime bank will be paid out if an employee leaves the university. (Article 24.08, page 24 in the collective agreement)

Steelworkers at UofT now have clear protection regarding paid overtime. Anyone who is required to work beyond his or her normal hours, must be sure it is approved before it is worked. If a supervisor does not authorize overtime, then it is very clear that they are expecting an employee to work only the standard hours of work and not to work any "unpaid overtime".

However, if getting the job done requires working beyond standard hours, and the supervisor determines that a deadline must be met, staff must be compensated through paid overtime.

It's clear from the Statscan and Decima studies that our health is at risk as a result of longer hours and stress, and that much work time is lost as a consequence of stress. It can be very debilitating, and affect both family and work life. In France, a shorter work week (35 hours) without regular overtime has been advocated as a means of increasing employment. The more people working, the less need for overtime.

A song written in the 1800s during the union campaign for the eight hour day still resonates for many of us working in the 21st century:

*"We mean to make things over
 We're tired of toil for naught
 But bare enough to live on; never
 An hour for thought.
 We want to feel the sunshine: we
 Want to smell the flowers
 We're sure that God has willed it
 And we mean to have eight hours.
 Eight hours for work, eight hours for rest
 Eight hours, for what we will!"*

Leaves of Absence

Question: Vacation days are my only option if I must stay at home to care for my child if she/he is sick and unable to attend daycare. (Fiction)

Question: Time with pay will be granted to attend a doctor's appointment that has to be scheduled during the day. (Fact)

There are many reasons why staff members find it necessary to take leaves of absences. Our collective agreement addresses this issue in Article 13, entitled "Leaves of Absence". The ten types of leaves possible are:

Leave of Absence Without Pay (13:01 & 13:02)

Union Convention or Conference Leave (13:03)

Union Leave (13:04)

Pregnancy Leave (13:05)

Primary Caregiver Leave (13:06)

Parental Leave (13:07)

Paternity Leave (13:08)

Political Leave (13:09)

Family/Floating Leave (13:10 to 13:12)

Health Care Appointments (13:13).

Family/Floating leave is quite likely the leave of absence that is utilized by more members than any other. This is the type of leave used when it's necessary to take care of family or other responsibilities during the day, the observance of religious holidays or other emergency situations.

Every year each employee is "grant[ed] up to two (2) days or up to four (4) half-days of paid family leave". Staff should notify their supervisors as far in advance as possible when they need to take family leave. Some of the reasons for such leaves are the "care of family members, parent-teacher interviews, school trips or concerts, or stepping-in when the regular caregiver is away." However, the reason for the leave need not be limited to what is outlined in the agreement.

In addition to family leave, there are also two days of floating leave granted on a yearly basis. "Whenever possible, staff members shall make their need for floating leave known to the supervisor at least five (5) days in advance." Some of the reasons for taking floating leave are "the observance of religious holidays, professional appointments, court appearances, moving, supplementing a bereavement leave or family leave, writing examinations, and attending to emergency situations."

One of the gains in our contract was the addition of a provision that enables our members to attend health care appointments during the working day. Staff are encouraged to schedule appointments during non-working hours, however, when it is not possible to do so, "the employee will be given time off with pay necessary to attend the appointment."

There are also a number of different types of leaves available to new parents. Pregnancy leave, primary caregiver leave and parental leave provide longer leaves for new parents and are available to employees who have worked for at least thirteen weeks prior to the application for the leave. During the leaves, "seniority, vacation, benefits, and pensionable service continue...provided the employee fulfills any requirements for said continuation."

Pregnancy leave is available to staff who are pregnant and a certificate from a doctor or a midwife attesting to the pregnancy must be submitted to the Department or Division Head when the application for the leave is made. During the leave, the employee's Employment Insurance benefits are topped up to 95% of salary.

"Primary Caregiver Leave is available to staff, other than the biological mother, who have primary responsibility for the care of a child during the eighteen (18) weeks immediately following: (i) the birth of a child or; (ii) the coming of a child into the custody, care and control of a parent for the first time." Employment Insurance benefits are also topped up to 95% of salary during a primary caregiver leave. Those applying for this type of leave must state that they will be the primary caregiver for the child and are typically the father, same-sex parent or adoptive parent.

Parental leave consists of up to eighteen weeks of unpaid leave after the birth of a child or when the child first comes into a parent's custody. Paternity leave is a three-day short-term leave that commences "upon the birth or adoption of a child" and is available to "a father or same-sex parent".

Article 13 provides much more detail on the different types of leaves of absence. If you have questions about any of the articles, please contact your union steward.

Salary Grid

Our collective agreement resulted in substantial changes in how salary increases are granted. Prior to unionization, the only guaranteed salary increases occurred when the entire salary range was adjusted. The merit system also allowed for discretionary salary increases.

The old system had several problems with it. Merit increases were essentially the only method by which someone could advance within their classification. But, in July 1999, 25% of our members did not receive any merit pay and the majority of those who did receive merit pay, received 2% or less.

Our agreement provides for both across the board increases and a step movement up the salary grid. Members who are not at the top of their classification are now guaranteed an upward movement in their job classification as well as the across the board increase. Additionally, "the University can, in its sole discretion, move employees through the grid at an accelerated rate." (Page 29; Schedule A, article 5) Employees who have been promoted or newly hired will at a minimum be paid the starting rate, "but the University, can in its sole discretion, place newly hired or promoted employees at any step on the grid above the starting rate". (Page 29; Schedule A, article 6) As well, "the University may, in its sole discretion, make lump sum payments to employees in addition to an employee's base salary." (Page 29; Schedule A, article 6)

Many members wonder if they are still eligible for promotional increases greater than the minimum grid step increase or if they can continue to receive the bonuses that they received in the past as recognition for a job well done. Some people have been told that larger promotional increases or bonuses are no longer allowed or that only "exceptional" employees qualify for such

increases. Our collective agreement clearly allows the University to continue to recognize and acknowledge the quality of work performed by our members.

Q: The grid step system removed the discretionary aspect in salary increases and has made advancing in a job classification fairer. (Fact)

The implementation of the grid step system resulted in raising the hiring rate by 5% and moved the job rate up from the mid-point to the top of the classification. The annual grid step progression means that if anyone is in a job for ten years, it is guaranteed that they will progress to the top of the classification. Members advance upward on the grid on the anniversary of the date they first entered the classification. For example, someone who moved into the 07N classification on May 15, 2006 at step 1 moves to step 2 on May 15, 2007.

The grid step system has resulted in leveling the field. No longer are employees at the mercy of the discretionary aspect of the old merit system. Prior to the collective agreement a number of people were in classifications for years without advancing upwards in the classification. The grid system corrected this injustice allowing members to advance upwards within a classification. After all, after eight years in a job, it's quite clear that the person knows how to perform the job.

The grid step process implemented in the first collective agreement ensured that members are compensated fairly for the work that they do and that there is a regular progression upwards towards the job rate.

Pensions:

Your Pension Plan: Formula

- Highest Average Salary/Wages (HAS/W)
 - Annual average of highest 36 completed months of salary/wages while a member of the pension plan
- Average CPP Maximum Salary
 - Annual average of Year's Maximum Pensionable Earnings under Canada Pension Plan in the last 36 months of participation in the Pension Plan
- Pensionable Service
 - continuous service while a member of the Pension Plan
 - Part-time employees earn prorated pensionable service to reflect percentage of full-time hours worked
- Normal Retirement Date
 - June 30th after your 65th birthday

Pension Formula:

FORMULA	EXAMPLE—\$45,000
Lower Deck: 1.6% of HAS/W up to average CPP maximum	$1.6\% \times \$41,233 = \659.73
plus	+
Upper Deck: 2.0% of HAS/W over average CPP maximum salary	$2\% \times (\$45,000 - \$41,233) = \$75.33$
times	x
pensionable service	30 years
equals	=
annual pension	\$22,052 per year (\$1837.67/month)

Survivor Benefits After Retirement:

- If you do not have a spouse at retirement date:
 - lifetime pension with a guarantee of at least 60 monthly payments
- If you do have a spouse (includes married, common law same sex or opposite sex):
 - lifetime pension, with 60% of the monthly pension continued to surviving spouse;
 - No reduction in original pension to pay for the 60% continuation unless spouse is more than 15 years younger

Improvements to your pension from bargaining:

- Bargaining objectives were:
- extend early retirement window and bridge benefit
- increase benefit rate to 2 per cent on all earnings
- Made progress on both those objectives

Improving the benefit rate:

- By increasing the benefit rate on earnings up to the average CPP max, you have closed the gap and moved closer to a full 2% pension
- A member earning around \$45,000 will now receive a monthly pension 6% higher than before because of the rate increase you bargained (all other things held equal)

Why you have a good pension plan:

- Every time your salary increases your pension increases
- Indexed
- Unreduced early retirement
- Good survivor benefits
- Good replacement ratio

Pay Replacement at Age 65:

Monthly Salary		\$ 3,750.00
30 Year Pension		\$ 1,837.67
Canada Pension Plan		\$ 844.58
Old Age Security		\$ 484.63
Replacement Ratio		84%

What does it cost a member?

- Members contribute from every paycheque towards their pension
- The contribution rate is 5% on the lower deck (earnings up to CPP max), and 6% on the upper deck (earnings in excess of CPP max)
- Employer covers the rest of cost
- Employer currently contributes about triple what members do

Who is a plan member?

- Anyone earning more than 35% of CPP Maximum Salary (currently \$14,735) is eligible
- The following eligible people can opt out:
 - Those on appointment of 25% or less
 - Those under age 35
 - Those with better pension elsewhere

Should you opt in before age 35? (Yes)

- Contribute towards your pension or keep it in your paycheque?
- If you retire from U of T, you'll wish you had all years of service credited
- If you leave before retirement, you can take some form of your pension with you

Rights upon pre-retirement termination

- May choose any one of the following:
 - Deferred benefit based on average salary and credited service on termination date
 - Transfer of commuted value to locked-in RRSP or new pension plan
 - If more than 2 years service, transfer of two times contributions plus interest into locked in RRSP or new pension plan
 - If less than 2 years service, cash payment of contributions plus interest

Recent Improvements in Bargaining 2008:

A CHILD CARE BENEFIT PLAN

Families will benefit from a new provision that the union has negotiated on child care. For the first time ever employees can access a child care fund. It will pay a maximum of \$10 per child under 7 per half-day and \$20 per child under 7 per whole day.

This benefit is effective Jan. 1, 2009. Employees will register for coverage and save receipts throughout the calendar year, submit them in Jan. 2010 and receive reimbursement. The same process follows for the next calendar year. The maximum benefit per employee is \$2,000 per child annually

ORTHODONTICS, HEARING AIDS, PHYSIOTHERAPY, CHIROPRACTIC TREATMENT AND MORE

Brand new in this round of bargaining is coverage for orthodontics. Employees will get 50% reimbursement to a lifetime maximum of \$2,500 per employee and each dependant.

The union has negotiated improvements to the hearing aid benefit. Employees with hearing loss in one ear will receive \$500, up from \$300, for a hearing aid, and \$1,000 for hearing loss in both ears.

The current \$500 coverage for treatment by a registered massage therapist has been expanded to include physiotherapy and chiropractics.

Also new in this settlement is access for university employees, supported by the university, to: the Steelworkers' Lifeline Foundation, which provides confidential counselling on a variety of issues to members and their families, over and above the university's EAP; the Injured Workers Program, which assists workers to recover monies owed to them by the WSIB; and the Job Action Centre, which provides support to laid-off workers in their job search.

PENSION BRIDGING REINSTATED

The union has ensured that the university will provide an Early Retirement Bridge Benefit outside of the Pension Plan until June 30, 2011.

Furthermore, if under the Actuarial Valuation as of July 1, 2010 there is no going-concern unfunded liability and no solvency deficiency, the provisions of the temporary early retirement window in effect up to and including June 30 2008 (i.e. age 55/75 point provision and bridge benefit) will be implemented for the period July 1, 2010 to December 31 2011.

In conjunction with the implementation, the early retirement bridge benefit outside of the pension plan will expire.

PROTECTION IN REORGANIZATION

The union has won a provision that allows for staff who are dependant on grant funding to have access to the layoff and redeployment provisions of the contract. The process will be based on seniority.

Further, preference will be given to employees in a department who are facing layoff for posted positions at the same or lower classification where they make application and are qualified.

Employees who will be facing layoff will have redeployment pool status from the time they receive notice of organizational change if: there are no new positions being created in the department; or any new position(s) being created is at a higher classification than the position(s) of the employee(s) facing layoff, and there are no other positions in the department at the same or lower classification as that occupied by the employee(s) facing layoff.

PROBATION SHORTENED

Throughout the university, new employees will now be on probation for 6 months, down from 9. Probationary employees will now be entitled to up to 3 days of sick leave.

PROTECTION FOR SECONDMENTS

Employees who wish to pursue a secondment will be able to return to their regular position provided there has been no reorganization.

JOB EVALUATION: LIGHT AT THE END OF THE TUNNEL

The union has successfully negotiated a process to fast-track and complete job evaluation and pay equity assessments by June 30, 2010. Negotiation and implementation of payments will occur during the final year of the contract.

Over the life of the agreement, the university has agreed to establish a \$3.8-million fund to be used exclusively for pay adjustments that result from the SES/U Process.

IMPROVING THE WORK ENVIRONMENT - *ANTI-HARASSMENT STRENGTHENED* -

In the wake of the Berdahl report confirming what union members already knew about ongoing harassment and bullying, the union has won spelled-out protection against bullying and harassment, which can now be enforced through the collective agreement.

As well, employees who make sexual harassment complaints now have up to 12 months to file a grievance.

EMPLOYMENT EQUITY ON THE AGENDA -

Also arising out the Berdahl report is a negotiated commitment by both the union and the university to employment equity and to achieving and maintaining a workforce representative of those pools of qualified individuals available for recruitment and promotion by the university.

IF YOU HAVE BEEN DISCIPLINED - Discipline letters will now be removed from an employee's file after 24 months, down from 36.

FLEXIBILITY BUILT IN - This settlement provides that employees can now have the option of working at home, compressing their workweek, or working more flexible hours if approved.

COMPASSIONATE CARE LEAVE BREAKTHROUGH - Local 1998 has made a precedent-setting improvement in this area. Employees may take leaves of absence, as spelled out in the Employment Standards Act, to care for a terminally-ill patient, of up to 8 weeks, 6 weeks of which is under Employment Insurance benefits and 2 weeks (the waiting period) will be covered by the university.

PARENTAL LEAVE TOPPED UP - Employees who opt for the current parental leave provision, will now receive 95% of their salary during the two-week waiting period for Employment Insurance benefits and, for the next eight weeks, the university will pay the difference between EI benefits and 95% of salary.

PRIMARY CAREGIVER/ADOPTION LEAVE LENGTHENED - This leave has been more than doubled with an extra 19 weeks. For employees with one year or more of service, the university will pay 95% of salary during the two-week waiting period for EI benefits and, for the next 16 weeks will pay the difference between EI benefits and 95% of salary.

Have a question about your union? Do you have a workplace concern? Feel free to contact any of your Local 1998 Steward, Chief Steward or Unit Grievor. You can also call the Local 1998 office at (416) 506-9090 at any time.

Local 1998 Grievance Committee (Chief Stewards)

Name	Sector	Phone Number	Email
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Local 1998 Stewards

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Health and Safety:

The United Steelworkers is a leader in the struggle for healthy and safe workplaces and a clean environment. Our involvement in the mining, smelting, and refining of minerals, in steelmaking, and in manufacturing has taught us a lot about what damages the environment. Our experience in other sectors – the service industry, education, health care, transportation, security – show us that the design of work, and how it is planned and supervised, has a profound effect on the health of workers and the environment.

We have learned a lot about the occupational diseases and cancers caused by pollution that affect our members and our families, friends, and communities. We are committed to negotiating health and safety provisions in our collective agreements to reduce the hazards and risks of work. We want to promote the well-being of our members, our families and our communities and protect the environment.

Better working conditions and a healthier environment cannot be won without the support of courageous and committed local union activists.

Working in a safe and healthy environment is very important. If you have a question or an issue regarding health and safety, please contact your local union health and safety representative. You can locate your Joint Health and Safety Worker Representative by navigating to the following link: <http://www.utoronto.ca/safety/Buildings/UTMap.html>

