



## U of T \$100k list grows by 283

**O**NE OF THE MOST SIGNIFICANT, and certainly the most under reported changes in the last few years at the University of Toronto, has been the widening income gap between the university elite (and high income recipients) and the rest of us.

A recent study by the U of T Faculty Association reports that for the 10-year period from 1996 to 2006, the incomes of the 50 highest earners at the University rose by a startling average of 79%.

For example, compensation for the position of the Provost rose by 132%, from \$182,412 in 1996 to \$423,675 in 2006. The salary for the Dean of Arts and Science increased from \$130,832 to \$293,123 or 124% over the same period. The Dean of Management at Rotman saw his salary increased from \$177,911 to \$358,174 or 101%. On the other hand, of all the top executive officers at the university, the President's salary rose by a mere 97% from \$214,459 in 1996 to \$423,106. That is right - the President actually earned \$569.00 less than the Provost.

However, the salaries of the President and the Provost pale in comparison to the highest earner at U of T. That honour goes to Felix Chee, President and Chief Executive Officer of U of T Asset

Management (UTAM), who took home \$539,654 in 2006. Believe it or not, Chee actually took a pay cut last year; in 2005, his salary was \$581,868. We can only speculate on the reason for the pay cut - whatever the reason, it was announced on May 30, 2007 that Chee is leaving UTAM at the end of the year.

All these came at a time when massive funding cutbacks from the provincial government were taking place, prompting staff layoffs and fee increases for students.

During the same ten year period, inflation in Canada rose by 22% and thanks to our union's competency at the bargaining table, we have managed to protect our members from the effects of inflation and also provide some modest income gains.

But while the university's unionized employees recognized the need for restraint in difficult times, senior management carried



SIMCOE HALL, UNIVERSITY OF TORONTO

on regardless, apparently reasoning that this was a good time to line their pockets as no one would be expecting them to do so when the university was in financial straits.

The usual excuse for awarding these huge increases is that if the university doesn't pay big money to retain top talent, they will go elsewhere. However, over 90% of these top 50 are tenured. These are people who like to think of themselves as the heart and soul of the university. Surely some regard for the financial health of the institution and moderation of expectations shouldn't be out of the question. How can they make the argument to the provincial government that the universities are underfunded when they are helping themselves to public money in this fashion? Or could it be that this university is nowhere near underfunded as it regularly claims to be?

Which brings us to the question of oversight and control. Is any one person or group responsible for making these salary awards? I know that some years ago, when I was on Governing Council, there was a senior appointments and compensation committee that set the salaries for senior staff. In a future article we'll try to get some answers as to how and why these huge pay increases were allowed to happen in the public sector.

■ **John Malcolm, President, Local 1998 SOAR Chapter**

JOHN MALCOLM is a former member of Governing Council and former President of the U of T Staff Association.

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## Vic Members 'Archived'

**T**he four members of our Victoria University (VIC) Unit who work in the United Church of Canada/ Victoria University Archives - Julia Holland, Zainab Omar, Sunhee Ro and Alex Thomson - recently received notices telling them that as of May 1, 2008, the Archives will close and they will be permanently laid off. Their jobs are being eliminated as a result of a process that was initiated by the Victoria University administration in 2005.



Under what was called an "Archives Renewal Process", VIC triggered a chain of events that has led to the break up of the Archives and the loss of our members' jobs.

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# on the move

Local news for members of Steelworkers Local 1998



**M**ary Bird speaks to attendees at a luncheon townhall meeting on the restructuring of St. George campus student services. Local 1998 has joined with students, faculty and other unions to examine what the changes will mean for the U of T community.



**R**udy Limberger, left (Computing and Networking Services), and Nik Redman, right (Student Affairs) join us as the newest members of the Local 1998 Job Evaluation Committee.

Welcome to the Committee, Rudy and Nik!



**V**ictoria Natola from the Metro Tenant's Association fields questions from attendees at a luncheon meeting, May 2007. For more information on Tenant's rights: [www.torontotenants.org](http://www.torontotenants.org)

**S**teelworkers from Local 1998 and the Toronto Area Council came together last month to help their union brothers and sisters protest at three plants slated for closure in Scarborough, Mississauga and Hamilton, winning improved compensation packages.



**J**ohn Malcolm, President of the *Local 1998 SOAR Chapter*, holds the newly issued Certificate of Charter of Affiliation, signifying that the Chapter is now officially recognized.

To join SOAR call 416. 506. 9090.

## Steeldrum wins at CALM conference

**S**teeldrum won two awards at the Canadian Association of Labour Media (CALM) Conference held in Halifax, Nova Scotia in May 2007.

The awards are for **Excellence in Layout and Design** and **Best Flyer or Brochure**.

"Attending the 2007 CALM conference proved to be both educational and rewarding," said Lori May, Co-Chair of the Newsletter Committee.

"The conference offered workshops on a variety of topics, from Photoshop and design based tools, to improving your writing and editing skills. The presenters were experienced in their area of expertise and offered



extremely valuable information. I found there was something for everyone, depending on your area of interest -- or weakness! The conference was also rewarding in that **Steeldrum** was honoured with two awards. We can be proud!"

**Steeldrum** was represented by Lori May, P. C. Choo, Lidia Mestnik, Carolellen Norskey and Kim Walker (left to right).

## members

### Newsletter Committee

John Ankenman  
Mary Bird  
Robin Breon  
P.C. Choo (Editor & Co-Chair)  
Susana Diaz  
Allison Dubarry  
Jenny Fan  
Glenda Gillis  
Halyna Kozar  
Lillian Lanca  
Lori May (Co-Chair)  
Lidia Mestnik  
Kubra Mir  
Carol-Ellen Norskey  
Melba Remedios  
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### Layout & Design

Kim Walker

### Graphics

Kim Walker  
Canadian Association of  
Labour Media (CALM)

### Photography & Images

Kim Walker  
Linda Wilding

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All inquiries and submissions are encouraged. Submissions by email are preferred.

Non-email submissions should be on a 3.5" disk or CD accompanied by a hard copy.

**STEELDRUM** directory  
t 416.506.9090 f 416.506.0640 info@usw1998.ca

who  
we  
are







## PRESIDENT'S MESSAGE

**T**HIS ISSUE OF STEELDRUM contains our annual analysis of the salaries of those at the University of Toronto who make over \$100,000 annually. Compensation is an indicator of an organization's priorities and U of T's \$100K list certainly provides insight into its priorities.

Salaries are the largest expense for U of T and the university reports that although revenues have increased, expenses have increased more than revenue. George Luste, President of U of T's Faculty Association recently analyzed the \$100K lists for the last ten years and had some interesting observations on salary increases in the past ten years. He found that wage increases for some jobs have increased by an incredible level; that "increases in salaries of senior administrative positions have outpaced the rest of the university by a wide margin over the past ten years." For more info go to: [www.utfa.org/UTFAINformation%20Report8final.pdf](http://www.utfa.org/UTFAINformation%20Report8final.pdf)

He also noted that, "the average salary of 76 assistant professors in the Humanities in 2005 was \$73,291. The president's income in 2006 is almost six times this. I'm told that 40 years ago this same ratio was closer to three. There was more uniformity" and that "ten-year 79% percentage increase for the fifty highest incomes was also considerably higher than inflation over the same period." It is interesting to note that during this period, inflation was 22%. Professor Luste concludes that "the wider academic implications of the present salary spread and the recent increases in the gap between the highest and the lowest salaries at our university should be a concern to all our members."

The widening wage gap concerns not only the faculty, but also the Steelworkers as it could have very serious implications for our members. Fairness is one of the key concepts taught to children as they are taught not to take more than they should if it is at the expense of others. While there is no debate that 152 people on the \$100K list who received more than \$51K, splitting \$12.3 million in increases from 2002 to 2006, contribute a great deal to U of T, I doubt that they would have been as effective without

the work performed by the 5,400 administrative and casual staff here (\$51,100 was the average wage for staff appointed members in June 2006). The question for staff that arises from examining the \$100K lists is whether the widening wage gap reflects a fair wage differential or not.

In 2008 we enter into bargaining for a new contract and the implementation of fair and much needed pay equity increases. It will be important for U of T to recognize the importance of the work performed by the thousands of staff who keep the university working; compensation will certainly be the strongest indicator for the broader university community of how much of a priority this is for U of T.

One final note on the \$100K list - last year we reported a sharp climb in the increases after a drop in one year, and this year there has also been much growth of the \$100K list. The last year that there was a drop was the year 2004 which was the year that we reported on when we were last in bargaining in 2005. It will be interesting to see what the numbers are for 2007 when we enter bargaining in 2008.

### Staff Environment Survey

We have been working with Professor Jennifer Berdahl from the Rotman School of Management on a survey for staff appointed members on their working environment.

This survey was launched in response to issues you raised in the union 2006 needs assessment survey, our 2005 bargaining survey and through conversations with members at meetings. I encourage you all to let us know through the survey if your working environment is good, O.K. or not so good. Your input is very important to us and will help us to address any issues that should be addressed. The deadline for the survey is June 29th and you can find a link to it on our website at: [www.usw1998.ca](http://www.usw1998.ca)

### Communication Action Team (CAT)

CAT members, stewards and the Executive met on June 18th for the second quarterly Continuing Education for Members in 2007. Dr. Elaine Bernard, director of the Labour and Worklife Program at Harvard University, gave a fascinating presentation on the importance of member centered unions. Charley Richardson and Nancy Lessin then followed up with a terrific workshop on continuous bargaining. Charley teaches at the University of

**"...the wider academic implications of the present salary spread and the recent increase in the gap between the highest and the lowest salaries at our university should be a concern to all our members."**

*George Luste, UTFA President*

Massachusetts at Lowell and also works for the Steelworkers. Nancy works for both the Steelworkers and the AFL-CIO. The discussion in both sessions was very good and members had a very good opportunity to ask questions of these experts. The day ended with an interesting report back from John Ankenman, Christine Beckermann and Alex Thomson on the recent conference they attended on 'Climate Change and Unions' at Cornell University and a discussion amongst members about issues faced by their fellow Steelworkers.

CAT members are vital to our local as they ensure that your voice is heard and communication occurs. If your department doesn't have a CAT representative, please contact Linda Wilding: [linda.wilding@usw1998.ca](mailto:linda.wilding@usw1998.ca)

### Upcoming Meetings

We will be launching a new series of lunchtime meetings on De-mystifying the U of T budget and pension plan. Charles Campbell, director of the Steelworkers Research Department, recently met with the vice-provost and comptroller and is developing a presentation.

### Job Evaluation Interviews

We are into the final stretch of the job evaluation interviews as we are working on completing them by this

fall. One of the things that I've noticed after speaking to members who have been interviewed by one of our JEC committee members is that when asked how they found the interview, many reply with something like "Without the interview, I would have never known that's what the question meant." The joint Job Evaluation Questionnaire was not designed to be self-administered so the interview process is vital in ensuring that the job content on your job is accurately captured so that it can be rated. The university has agreed to provide work time so that you can be interviewed and fill in the questionnaire. Your manager is aware of this, so please block off the necessary time when you are contacted.

Much has to be accomplished before the start of bargaining next year, but with your support, I am confident that we can accomplish a great deal more and ensure a fair and equitable settlement for Steelworker staff in the negotiations next year.

▪ Allison Dubarry, President





# P.C. Choo elected to second term on Governing Council

**P**C. CHOO HAS BEEN RE-ELECTED FOR A SECOND THREE-YEAR TERM on Governing Council. He polled 582 votes or 55% of the total votes cast. There were two other candidates in the running.

In a statement, Choo said he is dedicating his victory to all administrative staff and thanked voters for their confidence in him. He also thanked all the volunteers who had campaigned tirelessly for him.

Choo reiterated that he will continue to 'stand on guard' for administrative staff on Governing Council. "The main issues are the on-going re-organization/restructuring and pensions. I am not against reorganization or restructuring per se - sometimes they are necessary for operational efficiencies. But since faculty is immune from such reorganization or restructuring, it is always the administrative staff who pays the price," Choo said.

Another issue that Choo says is a top priority for him is that of pensions. "I am concerned about the mediocre rates of return on our

pension funds over the past few years. For the first six months of 2006, the return on our pension fund was -0.6% when the Toronto Stock Exchange's return was 6.2% and the American stock exchanges returned an average of 8.5%," said Choo. "We could have earned more money putting the pension funds into ING where we could have earned at least 3.5%!" To critics who argued that we should not merely look at the short term, Choo asked, "If they are not making money in good market conditions, then when the hell are they going to make money?"

Choo said that he will work with the elected student representatives, alumni, progressive faculty members as well as other appointees on Governing Council.

Asked how he sees his role on Governing Council, Choo replied, "You can be sure that I will not be a mere rubberstamp. I will scrutinize everything that comes before Council. I will give credit where it is due but I will also criticize where necessary."



**PC** CHOO, WHO POLLED 55% OF THE TOTAL VOTES CAST, WILL CONTINUE TO "STAND ON GUARD" FOR ADMINISTRATIVE STAFF AT THE UNIVERSITY OF TORONTO.

## In Memoriam: John Reid

**J**OHN REID, FORMER LAB TECHNICIAN IN THE DEPARTMENT of Anthropology, passed away on June 8th. John was the lab technician from the early 1960s until his retirement in 1996.

He assisted at many of the department's archaeological field schools and his birthday celebration was the highlight of the field school each year. He was the past president of the Eastern States Archaeological Federation and a life member of the Ontario Archaeological Society. His life revolved around his wife, Ann, and their three children and four grandchildren. When I took over his position after his retirement, he was very generous with his time in answering my questions about the position and the collections. Remembrances may be made to the Canadian Cancer Society.

■ *Pat Reed, Department of Anthropology*

## In Memoriam: Gordon McNaughton

**G**ORDON MACNAUGHTON WORKED AT THE FRONT DESK of Victoria University's Margaret Addison Hall for 14 ½ years. At the end of his shift on Friday March 30, 2007, he was not feeling well. He went to the hospital where he was diagnosed as having suffered a heart attack. Gordon died on Sunday April 1, a day before he was to have surgery.

Gordon's midnight to 8:30 am work shift brought him in regular contact with only a few colleagues, but those few people miss him very much. For the rest of us, he was someone whose path intersected with ours infrequently, if at all.

I spoke with Gordon about union issues every once and a while, but in no way really knew him in any broad sense. Now, after attending two memorial services held in his honour (one of which was at VIC), and hearing the heartfelt testimonials of people whose lives he had touched, I have a better understanding of who he was.

Gordon played an important role in Toronto's Gay Pride celebrations by organizing alcohol free events for Pride Week, creating opportunities for people to participate that would otherwise have been much harder to find. The 519 Community Centre benefited from his many hours of volunteer work, including his organizing of alcohol free New Year's Eve parties.

For many years Gordon was a significant force in Alcoholics Anonymous (AA), not just in Toronto, but across North America. People who knew him through his AA work spoke at the memorial services about how important he had been to their lives, how he had gone out of his way to welcome them and facilitate their participation in the organization, and how his strength had helped them be strong. More than one of his friends mentioned how cantankerous he could be, and how his compassion always managed to shine through.

Gordon will be missed and fondly remembered by many people, both at VIC and in his communities beyond VIC where he lived a full life.

■ *John Ankenman, Unit Chair, Victoria Univ.*



RETIREES AT THE LOCAL 1998 Retirement Luncheon, Friday June 22, 2007.

Front row (l to r): Usha Bhargava, Jackie Briscoe, Ricky Cameron, Rosemarie Harrop; middle row (l to r): David Nimmo, James Thomson, Jim Ingram, Lou Hawkes; back row (l to r): Joanne Kacaba, David Roberts, Linda Oliver, Natasha Hawley.



# on other fronts

relevant news  
for steelworkers

## Teacher's death galvanizes union & non-union workers

**T**EACHERS IN THE PROVINCE OF NEUQUEN, ARGENTINA, A PROVINCE that borders Chile, have been in a labour dispute with the local government for over a month. That is why, on April 4, 2007, they decided to picket the province's highway to the Andes.

As soon as they arrived, a police group started firing rubber bullets and tear gas. The teachers, not wanting to start a battle, retreated. Among them was Carlos Fuentealba, a 42-year-old teacher and activist who nominated for teacher of the year. He got into a small car that another teacher was using to transport people to the rally.

According to Gonzalo Arroyo, the driver of the car, "we were going at a slow speed, in double line. Suddenly a police vehicle approached us and around 20 cops got out of the truck; they started tapping the car with the butt of their guns and telling us to stop, right in the middle of the tear gas."

Once they stopped, a policeman fired a tear

gas canister directly into the car, hitting the head of Carlos Fuentealba, who died the next day at a local hospital after several unsuccessful operations.

After this tragedy, something unexpected happened: teachers from all parts of Argentina, unionized or not, were galvanized to join an unprecedented strike. From pre-school to universities, there was no educational institution, public, private or religious, that operated on that day. But this was not all: they were joined by transportation workers, Non-Government Organizations (NGOs), the "Mothers of Plaza de Mayo", several human rights groups, and, for the first time in six years, the two major labour councils.



Under signs that read "We are all Carlos", between 5 to 6 million workers joined the strike.

Seeing solidarity at such a level is powerful. We do not always understand that what happens to our brother or sister affects us all. Solidarity and unity are incredibly powerful tools, and paradoxically, one of the few tools that we still have.

■ **Martin Aiello, University of Toronto Schools**

## Local 1998 joins fight against tuition fee hikes

**S**TEELWORKERS LOCAL 1998 has been consistent and steadfast in its support for UofT students in their protests against tuition increases.

In February 2007, Local 1998 sponsored a breakfast for U of T students who camped overnight in sub-zero temperatures in front of University College for a 'tuition freeze.'

At the Business Board meeting of Governing Council held on April 11, administrative staff Governor, P. C. Choo, seconded a motion by student Governor, Estefania Toledo, to refer the tuition fee increases schedule back to the Vice-President and Provost for re-consideration. Choo pointed out that according to the Report on Student Financial Support, 44% of undergraduate students at U of T are from families with parental incomes of less than \$50,000 per year and that the proposed fee increases would be especially burdensome to those families. The motion was defeated.

At the Governing Council meeting held on April 26, Local 1998 Vice-President, Robin Breon, spoke passionately against a tuition fee increase. (Robin was denied speaking privileges to Governing Council in 2004.) Choo also asked the Provost how much of the 30% increase in revenue arising from the provincial government's injection of \$6.2 billion were used to cushion the impact of tuition fee increases. The Provost replied that the funds had been allocated as part of special purpose envelopes



and that there has been very little change in the average per-student funding. The real answer: 0.

According to Allison Dubarry, President of Steelworkers Local 1998, "Tuition fee increases not only affect members who apply for tuition waivers, but make higher education inaccessible to many."

Choo was the only Governor (apart from Student Governors) to vote against the tuition fee increases for both the publicly-funded programs and the self-funded programs. (The other administrative staff Governor, Diana Alli, voted against the tuition fee increase for publicly-funded programs but voted for the fee increase for the self-funded programs.)

In separate interviews, both outgoing University of Toronto Students' Union (UTSU) President, Jen Hassum and UTSU External Vice-President, Emily Shelton, condemned the tuition fee increases. "It is disappointing" said

**"When students and their allies come together, we win."**

Jen. "There is nothing for students and I find the rationale of using the fee increase to hire more professors as rather disingenuous."

Emily echoed Jen's sentiments. "Given the university's rhetoric about improving the student experience, how is this tuition fee increase going to do that?" she asked. "Unfortunately, the administration has been treating the tuition fee issue as a zero-sum game in their dealings with students. This is very short sighted, as it will ensure that no-one will win, especially not U of T as a whole."

Both Jen and Emily called on the provincial government to step up to the plate and do the right thing. "Ontario remains the province with the lowest funding for higher education per capita in Canada. Only two states (in the U.S.) surpassed us in the race to the bottom," said Jen. "By increasing our tuition fees, we are doing the dirty work of the McGuinty Liberals for them," said Emily.

Despite the approval of the tuition fee increases by Governing Council, Jen and Emily are optimistic about the future. "We have made a lot of progress," Jen opined. "We have built strong relationships with like-minded allies and raised the profile of the issues."

"Perhaps in Governing Council we were outnumbered," Emily conceded. "However, when students and our allies come together, we win victories. The tuition fee freeze between 2004 and 2006 came about as a direct result of students efforts to lobby the provincial government for a shift in their regressive education policies as demonstrated by their perpetual fee hikes. When students present themselves as a political threat to the provincial government, we can influence change to their policies. We are looking

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\$100k list

@university of toronto

Name	Job	Department	Total Increase from 2002 Onward	2006 Salary	2005 Salary	2004 Salary	2003 Salary	2002 Salary
Chee, Felix P.	President & Chief Executive Of	University of Toronto Mississa	\$264,654.00	\$539,654.04	\$581,868.04	\$321,827.96	\$330,765.42	\$275,000.04
Lyon, John	Managing Director	Investment Strategy	\$242,074.40	\$408,741.04	\$369,167.04	\$166,666.64	\$0.00	\$0.00
Whiteside, Catharine Is	Dean	Faculty of Medicine	\$239,942.00	\$351,000.00	\$0.00	\$108,558.96	\$108,558.96	\$111,058.92
Soman, Dilip	Professor	Marketing	\$203,501.98	\$328,501.96	\$295,338.04	\$246,099.96	\$124,999.98	\$0.00
Edwards, Aled	Chief Executive Officer	Structural Genomics Consortium	\$194,954.29	\$339,999.96	\$340,999.96	\$302,999.96	\$145,045.67	\$0.00
Golden, Brian	Professor	Strategic Management	\$187,540.04	\$307,540.06	\$286,416.04	\$300,070.06	\$315,239.04	\$120,000.02
Goel, Vivek	Vice President & Provost	Vice President & Provost	\$166,467.60	\$374,767.56	\$366,845.07	\$322,256.08	\$274,249.98	\$208,299.96
Riggall, Catherine	Vice-President	Business Affairs	\$162,076.33	\$265,228.50	\$243,060.92	\$242,714.48	\$188,447.00	\$103,152.17
Smith, Brian Cantwe	Dean	Faculty of Information Studies	\$161,381.96	\$269,881.92	\$248,412.96	\$114,166.50	\$119,975.50	\$108,499.96
Oxley, Joanne	Professor	Strategic Management	\$149,585.50	\$249,585.52	\$212,113.04	\$100,000.02	\$0.00	\$0.00
Gaskell, Jane	Dean	Ontario Institute for Studies	\$145,356.00	\$262,855.98	\$243,535.92	\$238,599.96	\$117,499.98	\$0.00
Sinervo, Pekka	Dean	Arts & Science & Vice-Provost	\$143,529.54	\$292,824.54	\$256,005.00	\$238,599.96	\$232,182.50	\$149,295.00
Tombak, Mihkel	Professor	Management & Chair	\$135,579.43	\$235,579.45	\$244,326.99	\$214,600.02	\$100,000.02	\$0.00
Vaccarino, Franco	Professor	Psychology	\$135,026.52	\$245,211.48	\$180,157.02	\$122,915.04	\$119,074.98	\$110,184.96
Dyck, Alexander	Professor	Finance	\$133,234.50	\$250,234.50	\$234,000.00	\$117,000.00	\$0.00	\$0.00
Dart, Beatrix	Professor	Strategic Management	\$127,835.77	\$232,770.42	\$221,088.96	\$215,027.04	\$158,805.87	\$104,934.65
Mcevily, William	Professor	Strategic Management	\$127,562.00	\$236,061.96	\$115,999.98	\$114,166.50	\$119,975.50	\$108,499.96
Goldreich, David	Professor	Finance	\$125,765.00	\$234,264.96	\$114,999.96	\$114,166.50	\$119,975.50	\$108,499.96
Mccurdy, Thomas	Professor	Finance	\$123,173.38	\$325,673.46	\$288,348.96	\$317,811.48	\$279,112.46	\$202,500.08
Fernie, Geoffrey	Professor	Surgery	\$121,468.86	\$243,213.90	\$233,070.00	\$217,000.01	\$146,308.02	\$121,745.04
Mahrt-smith, Jan	Professor	Finance	\$120,716.54	\$240,716.52	\$230,289.04	\$222,636.00	\$202,399.96	\$119,999.98
Moran, Mayo	Dean	Faculty of Law	\$116,228.42	\$249,450.00	\$139,322.21	\$135,932.00	\$144,359.60	\$133,221.58
Fisher, James	Vice Dean	MBA Programs & Executive Educa	\$115,746.56	\$234,346.52	\$264,309.90	\$241,778.94	\$210,388.10	\$118,599.96
Baum, Joel	Professor	Strategic Management	\$110,632.06	\$316,565.04	\$298,440.00	\$298,914.02	\$283,962.42	\$205,932.98
Farrar, David H	Deputy Provost & Vice Provost	Students	\$110,553.04	\$234,513.04	\$206,076.00	\$196,066.52	\$176,462.52	\$123,960.00
Davydenko, Sergei	Professor	Finance	\$110,291.54	\$218,791.50	\$132,500.01	\$114,166.50	\$119,975.50	\$108,499.96
Frankle, Rivi M	Vice President & Chief Advance	Vice President & Chief Advance	\$110,223.50	\$267,901.00	\$235,514.85	\$188,733.00	\$173,016.96	\$157,677.50
Doidge, Craig Andrew	Professor	Finance	\$107,972.54	\$227,972.52	\$209,863.00	\$206,675.02	\$201,649.96	\$119,999.98
Baird, George	Dean	Architecture, Landscape & Desi	\$107,650.58	\$216,150.54	\$195,000.12	\$114,166.50	\$119,975.50	\$108,499.96
John, Sajeev	Universit	Professor of Physics	\$106,430.58	\$241,530.54	\$195,382.02	\$150,223.98	\$146,237.58	\$135,099.96
Lipshitz, Howard	Professor & Chair Medicine Gen	Professor & Chair Medicine Gen	\$105,680.06	\$214,180.02	\$105,000.00	\$114,166.50	\$119,975.50	\$108,499.96
Gillespie, Nora	Legal Counsel	Vice President & Provost & Vic	\$104,714.32	\$213,214.28	\$203,025.54	\$114,166.50	\$119,975.50	\$108,499.96
Lozano, Andres	Professor	Surgery	\$104,052.44	\$212,552.40	\$130,000.00	\$114,166.50	\$119,975.50	\$108,499.96
Dyzenhaus, David	Professor Law & Philosophy &	Professor Law & Philosophy &	\$100,923.55	\$227,550.02	\$203,635.08	\$188,821.02	\$167,749.84	\$126,626.47
Moate, Steven	Senior Legal Counsel to the Pr	Senior Legal Counsel to the Pr	\$100,392.74	\$231,871.05	\$209,538.00	\$185,614.84	\$172,350.00	\$131,478.31
Hull, John	Professor	Finance	\$100,278.54	\$320,278.50	\$306,482.04	\$310,981.00	\$300,862.60	\$219,999.96
Lu, Hai	Professor	Accounting	\$97,288.58	\$205,788.54	\$195,000.00	\$114,166.50	\$119,975.50	\$108,499.96
Powers, Richard	Assistant Dean & Executive Dir	MBA Programs	\$94,176.40	\$236,427.24	\$210,458.44	\$182,999.62	\$160,810.98	\$142,250.84
Milner, Joseph	Professor	Operations Management	\$92,236.96	\$199,736.96	\$185,269.96	\$193,537.02	\$198,725.00	\$107,500.00
Oesch, John	Professor	Organizational Behaviour	\$89,079.15	\$229,079.15	\$184,131.55	\$180,553.50	\$152,344.98	\$140,000.00
White, Alan	Professor	Finance	\$88,817.38	\$253,817.38	\$256,413.00	\$259,405.58	\$235,112.64	\$165,000.00
Gertler, Meric	Professor	Geography & Vice-Dean Arts & S	\$88,323.00	\$207,975.00	\$171,848.94	\$141,357.96	\$135,117.48	\$119,652.00
Ripstein, Arthur S	Professor	Law & Philosophy	\$87,468.00	\$203,999.64	\$165,200.88	\$157,973.28	\$144,910.18	\$116,531.64
Crescenzi, Anne Marie	Executive Director	International Medical Graduate	\$86,467.81	\$194,967.77	\$139,091.34	\$114,166.50	\$119,975.50	\$108,499.96
Nasmith, Louise	Professor & Chair Family & Com	Professor & Chair Family & Com	\$83,973.81	\$261,951.75	\$233,028.10	\$185,721.78	\$177,977.94	\$0.00
Gullane, Patrick J	Professor & Chair of Otolaryng	Professor & Chair of Otolaryng	\$83,321.52	\$200,421.54	\$182,715.00	\$177,999.00	\$170,100.00	\$117,100.02
Hildyard, Angela	Vice-President	Human Resources & Equity	\$83,178.48	\$253,178.52	\$246,230.04	\$218,470.02	\$215,811.48	\$170,000.04
Kramer, Lisa	Professor	Management	\$83,050.58	\$191,550.54	\$198,359.16	\$114,166.50	\$119,975.50	\$108,499.96
Van Der Kooy, Derek	Professor	Medicine Genetics & Microbiolo	\$82,014.06	\$185,530.02	\$138,010.84	\$117,922.02	\$114,250.56	\$103,515.96
Rotenberg, Wendy	Professor Accounting & Finance	Director	\$81,564.90	\$275,815.04	\$259,888.12	\$238,747.14	\$244,212.56	\$194,250.14
Iacobucci, Edward	Professor	Law	\$81,275.56	\$198,133.46	\$180,587.04	\$203,883.04	\$170,337.99	\$116,857.90
Macfarlane, Avon	Assistant Vice President	University Advancement	\$80,809.00	\$215,985.52	\$212,209.40	\$162,754.54	\$147,959.04	\$135,176.52
Boutillier, Craig	Professor & Chair of Computer	Professor & Chair of Computer	\$80,174.86	\$196,764.90	\$179,490.00	\$159,481.98	\$134,039.46	\$116,590.04
Hodges, Brian	Professor	Psychiatry	\$80,097.77	\$203,382.00	\$203,382.00	\$203,382.00	\$123,284.23	\$0.00
Krashinsky, Michael	Professor & Chair of Managemen	University of Toronto Scarboro	\$76,887.54	\$213,237.50	\$203,718.96	\$193,086.00	\$165,137.58	\$136,349.96
Hindmarsh, K Wayne	Dean	Faculty of Pharmacy	\$76,404.38	\$246,816.84	\$213,277.92	\$198,242.38	\$198,674.84	\$170,412.46
Buchweitz, Ragnar-olaf	Vice Principal	Academic & Dean, University of	\$76,082.51	\$186,293.51	\$168,484.01	\$147,915.96	\$120,199.96	\$110,211.00
Trefler, Daniel	Professor	Business Economics	\$74,759.26	\$254,645.46	\$234,530.04	\$229,863.00	\$201,461.86	\$179,886.20
Pfeiffer, Susan	Dean of Graduate Studies & Vic	Dean of Graduate Studies & Vic	\$74,603.92	\$183,667.92	\$183,422.94	\$143,425.28	\$135,628.98	\$109,064.00
Martin, Peter	Professor & Chair	Astronomy & Astrophysics	\$74,542.42	\$202,460.95	\$172,119.03	\$160,545.96	\$156,284.58	\$127,918.53
Byrick, Robert	Professor	Anaesthesia	\$74,319.84	\$189,946.56	\$178,453.50	\$124,517.52	\$127,686.18	\$115,626.72
Naylor, C. David	President	University of Toronto	\$74,220.02	\$374,220.02	\$354,117.49	\$344,800.50	\$350,387.52	\$300,000.00
Kan, Raymond	Professor	Finance	\$74,152.23	\$237,371.02	\$225,540.96	\$223,017.00	\$237,649.96	\$163,218.79
Emili, Andrew	Professor	Banting & Best Department Medi	\$73,814.92	\$180,780.94	\$100,147.50	\$110,251.02	\$106,966.02	\$0.00
Simcoe, Timothy	Professor	Strategic Management	\$73,342.46	\$188,342.46	\$181,666.67	\$115,000.00	\$0.00	\$0.00
Aivazian, Varouj	Professor & Chair of Economics	Professor & Chair of Economics	\$72,976.47	\$236,137.49	\$198,104.05	\$195,118.12	\$183,202.32	\$163,161.02
Andrews, Brenda Jean	Professor & Chair	Banting & Best Department of M	\$72,884.82	\$198,562.50	\$181,045.92	\$157,720.98	\$134,680.56	\$125,677.68
Sinclair, Anthony	Professor & Chair Mechanical &	Professor & Chair Mechanical &	\$71,668.68	\$182,087.10	\$164,948.04	\$157,980.06	\$143,090.04	\$110,418.42
Baker, Michael	Professor	Economics	\$71,594.31	\$177,794.06	\$162,511.92	\$152,868.62	\$145,561.00	\$106,199.75
Berman, Oded	Professor	Operations Management	\$71,575.01	\$270,607.00	\$253,403.04	\$255,098.00	\$247,399.94	\$199,031.99
D'cruz, Joseph	Professor	Strategic Management	\$71,456.00	\$190,152.02	\$177,886.04	\$173,724.98	\$232,678.02	\$118,696.02
Schneider, Manfred	Senior Lecturer	Management	\$71,097.95	\$189,432.96	\$177,288.96	\$145,057.98	\$137,205.01	\$118,335.01
Rowley, Timothy	Professor	Strategic Management	\$70,671.14	\$219,004.50	\$196,897.30	\$192,549.17	\$210,900.18	\$148,333.36
Ethier, C Ross	Professor	Mechanical & Industrial Engine	\$70,373.94	\$185,400.90	\$157,035.48	\$141,578.04	\$144,912.96	\$115,026.96
Danesi, Marcel	Professor	Anthropology & Spanish & Portu	\$69,761.26	\$207,736.82	\$172,813.98	\$166,746.80	\$156,959.20	\$137,975.56
Ericson, Richard	Professor & Director	Centre of Criminology	\$69,579.56	\$178,079.52	\$162,499.98	\$114,166.50	\$119,975.50	\$108,499.96
Challis, John	Vice President Research & Asso	Vice President Research & Asso	\$68,001.42	\$313,066.50	\$291,809.04	\$284,026.98	\$270,367.76	\$245,065.08
Perovic, Doug	Professor & Chair	Materials Science & Engineerin	\$66,984.02	\$196,508.46	\$170,788.95	\$167,696.99	\$159,412.74	\$129,524.44
Orchard, Ian	Vice President & Principal	University of Toronto, Mississ	\$66,687.04	\$253,178.56	\$231,230.04	\$223,042.50	\$207,350.04	\$186,491.52
Averill, Gage	Dean	Faculty of Music	\$65,996.00	\$174,495.96	\$149,999.88	\$114,166.50	\$119,975.50	\$108,499.96
Zaky, Safwat	Vice Provost - Planning & Budg	Vice Provost - Planning & Budg	\$65,994.54	\$243,475.50	\$224,778.96	\$224,987.96	\$203,165.58	\$177,480.96
Baird, John	Professor	English	\$65,274.90	\$186,009.06	\$154,800.48	\$140,978.56	\$128,940.54	\$120,734.16
Bisanti, John	Chief Capital Projects Officer	Chief Capital Projects Officer	\$65,216.37	\$219,716.34	\$272,240.54	\$256,160.50	\$240,446.96	\$154,499.97
Whyte, Glen	Professor	Organizational Behaviour	\$64,473.00	\$336,598.00	\$327,555.96	\$320,671.50	\$339,637.44	\$272,125.00
Regehr, Cheryl	Dean Faculty of Social Work	Dean Faculty of Social Work	\$64,231.40	\$166,317.86	\$114,888.48	\$102,086.46	\$0.00	\$0.00
Silverman, Brian	Professor	Strategic Management	\$63,328.48	\$250,103.52	\$249,704.75	\$237,165.49	\$236,728.27	\$186,775.04
Wiecek, Irene	Senior Lecturer	Management	\$63,319.58	\$170,574.56	\$164,858.99	\$146,738.52	\$148,113.81	\$107,254.98
Sossin, Lorne	Professor	Law & Associate Dean	\$62,935.98	\$177,935.94	\$161,745.34	\$140,752.96	\$130,679.49	\$114,999.96
Bashevkin, Sylvia	Principal of University Colleg	Principal of University Colleg	\$62,835.78	\$173,749.98	\$155,041.98	\$142,066.02	\$125,349.72	\$110,914.20
Roach, Kent	Professor	Law	\$62,761.94	\$218,361.96	\$206,500.04	\$193,968.04	\$172,820.98	\$155,600.02
Utigard, Torstein	Professor	Materials Science & Engineerin	\$62,751.26	\$170,322.98	\$130,164.48	\$135,353.94	\$107,571.72	\$0.00
Hillan, Edith	Vice Provost - Academic	Vice Provost - Academic	\$61,862.94	\$188,960.46	\$175,923.00	\$141,096.01	\$127,097.52	\$0.00



Name	Job	Department	Total Increase from 2002 Onward	2006 Salary	2005 Salary	2004 Salary	2003 Salary	2002 Salary
Gulak, Glenn	Professor	Electrical & Computer Engineer	\$61,845.54	\$165,606.90	\$160,022.97	\$159,369.72	\$103,761.36	\$0.00
Packer, Jeffrey	Professor	Civil Engineering	\$61,773.10	\$165,142.10	\$130,493.46	\$125,743.98	\$111,864.01	\$103,369.00
Waddams, Stephen	Professor	Law	\$61,755.54	\$233,205.54	\$215,097.96	\$210,182.99	\$205,507.44	\$171,450.00
Brean, Donald J S	Professor	Finance & Business Economics	\$61,448.08	\$173,620.06	\$150,016.08	\$148,676.56	\$130,660.44	\$112,171.98
Abrams, Peter	Professor	Ecology & Evolutionary Biology	\$61,266.18	\$170,387.52	\$153,231.96	\$149,695.02	\$133,606.58	\$109,121.34
Flood, Colleen	Professor	Law	\$61,140.58	\$168,268.78	\$127,472.40	\$114,610.30	\$116,936.94	\$107,128.20
Verma, Sarita	Professor	Family & Community Medicine &	\$60,424.04	\$168,924.00	\$100,000.00	\$114,166.50	\$119,975.50	\$108,499.96
Cossmán, Brenda	Professor	Law	\$59,855.48	\$191,230.50	\$158,586.99	\$154,017.96	\$158,095.85	\$131,375.02
Najm, Farid	Professor & Vice-Chair	Electrical & Comp Engineering	\$59,458.50	\$188,558.46	\$171,193.92	\$166,678.92	\$140,237.58	\$129,099.96
Peltier, W Richard	University Professor	Physics & Director	\$59,319.22	\$210,885.48	\$188,208.96	\$182,968.02	\$163,741.90	\$151,566.26
Lancashire, Anne C	Vice Dean	Arts & Science	\$59,228.01	\$175,607.97	\$149,316.99	\$150,174.30	\$135,080.37	\$116,379.96
Kidd, Bruce	Dean	Physical Education & Health	\$59,222.39	\$217,322.39	\$188,471.95	\$173,457.90	\$170,887.56	\$158,100.00
Leonardelli, Geoffrey	Professor	Organizational Behaviour	\$58,197.86	\$166,697.82	\$132,925.01	\$114,166.50	\$119,975.50	\$108,499.96
Duff, David Grant	Professor	Law	\$58,059.12	\$167,061.06	\$146,322.00	\$135,366.47	\$103,332.30	\$109,001.94
Martin, Roger	Dean	Rotman School of Management	\$57,875.04	\$357,875.04	\$350,000.10	\$300,000.00	\$300,000.18	\$300,000.00
Beatty, David	Professor	Strategic Management	\$57,331.96	\$168,606.92	\$153,902.52	\$143,635.98	\$134,275.00	\$111,274.96
Lavack, Lesley	Associate Dean	Professional Programs, Pharmac	\$57,310.64	\$163,001.42	\$139,954.04	\$129,584.02	\$126,690.78	\$105,690.78
Luke, Michael	Professor Chair of Physics	Professor Chair of Physics	\$57,176.04	\$158,377.08	\$132,637.50	\$115,708.50	\$101,201.04	\$0.00
Arthur, James	Universit	Professor of Mathematics	\$56,941.36	\$220,861.92	\$202,445.04	\$197,607.96	\$193,026.48	\$163,920.56
Brudner, Alan S	Professor	Law	\$56,864.04	\$189,792.00	\$172,479.96	\$143,539.53	\$130,939.67	\$132,927.96
Cleghorn, William L	Professor	Mechanical & Industrial Engine	\$56,630.50	\$163,557.46	\$146,477.04	\$139,105.98	\$143,771.46	\$106,926.96
Macintosh, Jeffrey	Professor	Law	\$56,007.95	\$180,545.03	\$167,592.96	\$156,885.70	\$135,570.42	\$124,537.08
Lemieux-charles, Louise	Professor & Chair	Health Policy, Management & Ev	\$55,509.02	\$168,114.98	\$163,288.52	\$132,745.02	\$129,913.50	\$112,605.96
Nevitte, Neil	Professor	Political Science	\$55,427.94	\$163,816.50	\$151,124.04	\$147,600.00	\$108,881.79	\$108,388.56
Pauly, Peter	Vice Dean	Research & Academic Resources	\$55,012.44	\$320,078.46	\$302,466.96	\$297,813.00	\$308,453.40	\$265,066.02
Gotlieb, Avrum I	Professor & Chair of Laborator	Medicine & Pathbiology	\$54,824.28	\$253,551.08	\$235,889.76	\$231,970.50	\$231,649.54	\$198,726.80
Young, R. Paul	Professor & Chair of Civil Eng	Professor & Chair of Civil Eng	\$54,704.40	\$202,104.36	\$184,203.96	\$187,175.40	\$147,399.96	\$0.00
Abdelrahman, Tarek	Professor& Associate Chair	Electronic & Computer Engineer	\$54,410.85	\$177,135.48	\$166,155.00	\$162,643.02	\$147,290.52	\$122,724.63
Koudas, Nick	Professor	Computer Science	\$54,403.60	\$194,136.42	\$137,977.94	\$139,732.82	\$0.00	\$0.00
Bewell, Alan	Professor	English	\$54,223.83	\$156,428.07	\$140,700.36	\$120,838.98	\$120,988.02	\$102,204.24
Le Huenen, Roland	Professor	French & Director	\$54,198.54	\$183,073.50	\$162,465.98	\$156,395.95	\$153,937.50	\$128,874.96
Walker, Gilbert	Professor	Chemistry	\$54,134.30	\$162,634.26	\$152,241.30	\$114,166.50	\$119,975.50	\$108,499.96
Julian, Stephen R.	Professor	Physics	\$54,117.56	\$162,617.52	\$150,000.00	\$114,166.50	\$119,975.50	\$108,499.96
Abraý, L Jane	Professor & Chair of History	Professor & Chair of History	\$53,952.12	\$162,715.08	\$140,865.48	\$129,657.96	\$119,723.58	\$108,762.96
Dahlin, Kristina	Professor	Strategic Management	\$53,902.29	\$169,600.25	\$131,436.03	\$129,428.50	\$131,158.54	\$115,697.96
Mintz, Jack	Professor	Business Economics	\$53,900.04	\$243,900.00	\$240,000.00	\$214,999.98	\$189,999.96	\$189,999.96
Brown, Tad	Counsel	Business Affairs & Advancement	\$53,664.98	\$187,773.52	\$166,274.50	\$154,292.50	\$144,128.02	\$134,108.54
Ahmed, Syed	Senior Lecturer in Management	Senior Lecturer in Management	\$53,614.82	\$203,514.82	\$180,407.54	\$144,343.52	\$149,903.44	\$149,900.00
Stewart, Hamish	Professor	Law	\$53,586.70	\$159,836.02	\$146,231.04	\$145,186.48	\$124,503.66	\$106,249.32
Leon-garcia, Alberto	Professor	Electrical & Computer Engineer	\$53,472.17	\$253,922.54	\$221,766.28	\$202,024.66	\$200,450.37	\$0.00
Krull, Ulrich J	Vice Principal	Research, University of Toront	\$53,366.10	\$173,910.06	\$153,498.00	\$149,389.50	\$145,770.06	\$120,543.96
Spragge, Suzanne	Assistant Dean	External Relations	\$53,247.98	\$179,248.00	\$182,499.97	\$164,999.94	\$149,500.00	\$126,000.02
Sipe, John	Professor	Physics	\$53,170.94	\$155,598.00	\$128,951.52	\$124,551.48	\$110,781.49	\$102,427.06
Xie, Jia Lin	Professor	Organizational Behaviour	\$53,014.02	\$213,013.98	\$190,323.98	\$184,979.94	\$0.00	\$159,999.96
Rice, Keren	Professor	Linguistics & Director	\$52,991.46	\$162,901.50	\$145,249.08	\$140,194.50	\$123,473.88	\$109,910.04
Segal, Dan	Professor	Accounting	\$52,945.47	\$218,320.47	\$207,377.96	\$189,163.00	\$175,874.94	\$165,375.00
Begun, David	Professor	Anthropology	\$52,877.15	\$159,298.96	\$145,267.00	\$134,196.02	\$119,929.30	\$106,421.81
Rogerson, Carol	Professor	Law	\$52,776.54	\$173,104.02	\$149,181.67	\$138,200.87	\$133,793.82	\$120,327.48
Smith, J.J. Berry	Vice-Dean	Students	\$52,769.48	\$179,292.48	\$161,385.96	\$157,891.98	\$150,310.56	\$126,523.00
Krass, Dmitry	Professor	Operations Management	\$52,693.50	\$187,693.50	\$172,128.48	\$168,189.42	\$164,949.46	\$135,000.00
Weiss, Shelly	Professor	Paediatrics	\$52,578.00	\$169,305.00	\$160,067.02	\$147,427.04	\$126,167.04	\$116,727.00
Miller, Dwayne	Professor	Chemistry & Physics	\$52,489.14	\$161,729.94	\$142,869.48	\$136,588.44	\$120,765.99	\$109,240.80
Greenblatt, Jack F	University Professor	University Professor	\$51,981.06	\$184,502.46	\$167,009.04	\$162,387.96	\$158,068.44	\$132,521.40
Horstmann, Ignatius	Professor	Business Economics	\$51,861.52	\$221,861.56	\$195,166.00	\$187,021.98	\$178,500.06	\$170,000.04
Santerre, Paul	Professor	Dentistry	\$51,829.90	\$159,480.90	\$147,610.92	\$142,489.44	\$129,043.50	\$107,651.00
Reibetanz, John	Professor	English	\$51,773.72	\$176,345.08	\$156,637.96	\$147,004.98	\$132,925.52	\$124,571.36
Hitzler, Johann	Professor	Paediatrics	\$51,679.98	\$227,580.00	\$213,940.00	\$206,400.00	\$196,890.00	\$175,900.02
Rotundo, Maria	Professor	Organizational Behaviour	\$51,566.68	\$189,139.64	\$173,853.50	\$168,860.02	\$164,731.56	\$137,572.96
Swaill, Ronald	Assistant Vice President	Facilities & Services	\$51,436.21	\$167,213.52	\$157,934.40	\$141,413.50	\$115,777.31	\$0.00
Kherani, Nazir P	Professor	Electrical & Computer Engineer	\$51,333.44	\$153,580.94	\$145,274.96	\$112,576.50	\$102,247.50	\$0.00
Bierstone, Edward	Professor	Mathematics	\$51,109.94	\$169,995.00	\$152,415.96	\$147,884.04	\$131,060.71	\$118,885.06

## So this is where the money went...

Last fall, Provost Vivek Goel happily announced to Governing Council that U of T's revenue increased by 30% as a result of the provincial government's injection of \$6.2 billion into the post-secondary sector over five years. However, he also admitted that the 30% figure had almost all been allocated as part of special purpose envelopes and that salaries made up the bulk of university expenditures. U of T's \$100K list grew by 283 in 2006 - from 1,609 in 2005 to 1,892 in 2006. In contrast, York University's \$100K list grew by a mere 11 - from 692 in 2005 to 703 in 2006.

The April 9, 2007 issue of the U of T Faculty Association (UTFA) Newsletter, *Information Report #8*, is a gold mine of information regarding high end incomes and salaries at U of T. It also revealed that

### Some statistics on the top 10 universities in Ontario 2006 vs. 2005:

2006			2005		
University	#	Avg Salary	University	#	Avg Salary
University of Toronto	1892	139315	University of Toronto	1,609	\$135,509.49
York University	703	125134	York University	692	\$123,227.10
University of Ottawa	650	127361	University of Ottawa	369	\$119,713.89
McMaster University	614	127495	McMaster University	516	\$126,873.30
University of Waterloo	581	127304	University of Waterloo	519	\$124,076.01
Queen's University	572	126271	Queen's University	502	\$124,344.16
University of Western Ontario	531	123460	University of Western Ontario	490	\$121,354.76
University of Guelph	404	118753	University of Guelph	344	\$116,687.75
Ryerson University	393	121328	Ryerson University	323	\$119,923.27

the large salaries seem to be concentrated in U of T Asset Management (UTAM), Simcoe Hall and the Rotman School of Management. (For further details, please visit the UTFA website at: **www.utfa.org** To put things in perspective, the average salary of staff-appointed members at U of T as of June 2006 is \$51,000 for 3,347 members. For the period 2002 - 2006, 152 people on the \$100K list received a total increase of more than \$51,000. The total cost of paying the increases for these 152 people came to \$12,341,679!



# Steelworkers Policy Conference

**L**OCAL 1998 SENT A DELEGATION TO THE USW 50TH NATIONAL POLICY CONFERENCE held in Ottawa this past April because we believe our Local holds a unique place within the USW and can make a valuable contribution to the debate and discussion of issues that affect all of our members and beyond.

The 2007 conference, *Workers First: A commitment to Equality Locally and Globally*, was the largest National Policy Conference in the USW's history with over 700 delegates in attendance. Delegates speaking to resolutions from the floor, addressed issues with passion and commitment, bringing home the message that the USW is a forward looking organization ready to take a stand on the pressing issues of our times.

Panel discussions touched on issues affecting the growth and development of a strong economy that is also environmentally sustainable, issues affecting Steelworkers in the public sector - the fastest growing sector of our union - and building power.

Carolyn Egan, president of Toronto Area Council, chaired the panel on the environment and noted that "economic growth is not contrary to a clean environment.

Bob Matters, who chairs the USW Wood Council, noted that our members know, in a very real way, that the forest represents their future and their children's future. In an unplanned economy, "the pressure to produce along with increased contracting out not only lowers wages and benefits but at the same time threatens health and safety as well as environmental stability," said Matters.

Leo Gerard, USW International President, and Ken Neumann, USW National Director for Canada, spoke to successes workers are having internationally when they form strategic alliances and begin to organize globally. Attending the conference were

international delegates representing mine workers in Mexico and steelworkers in Chile. In a dramatic development with regard to international solidarity, President Gerard announced the formation of a merger exploration group that would prepare the ground for the creation of the first Trans-Atlantic trade union. The United Steelworkers have entered into formal strategic alliances with unions in Canada and internationally, including: the Alliance of Canadian Cinema, Television and Radio Artists (ACTRA), Amicus, the largest manufacturing union in the UK with 1 million members, Australian Worker's Union and Construction Forestry Mining Energy Union (CFMEU) in Australia, CNM-CUT Brazil, FAT (Authentic Workers Front) and Los Mineros in Mexico, IG Metall in Germany (2.4 million members), and UTU (United Transportation Union).

Speaking in support of the planned merger, Derek Simpson, General Secretary for AMICUS stated: "Workers in this new century need a trans-Atlantic union to tame the exploitation of global corporations, international banks and world trade organizations. The time for global unionism has arrived."

A panel entitled *A Commitment to our Benefits and Public Services* which included University of Toronto student Jen Hassum, President of UTSU, the U of T Students Union (see article on page 5 of this issue for more on



UTSU). Sister Hassum spoke to the "incredible solidarity and support" from Local 1998 given to UTSU over the past year with regard to their rallies and lobbying around the issue of unregulated tuition fee increases that are occurring throughout the post-secondary sector in Ontario. Local 1998 delegate David Chew spoke eloquently from the floor about the need to encourage and support younger union members.

Numerous resolutions were passed, including those submitted by Local 1998 on important issues surrounding health and safety, the environment, pay equity rights and the union's opposition to the war in Iraq and Afghanistan. Local 1998 treasurer Lee Jeffrey represented our Local on the Resolutions Committee. An impressive march of delegates to Parliament Hill concluded this momentous conference.

▪ **Robin Breon, Museum Studies; Lee Jeffrey, Woodsworth College; Linda Wilding, Student Information Systems**

Local 1998 has a new staff representative

## Welcoming Bryan Adamczyk



**S**TEELWORKERS LOCAL 1998 welcomes Bryan Adamczyk as its new Staff Representative. Bryan is taking over from Omero Landi who has moved on to Organizing although he continues to be involved with job evaluation and the next round of negotiations.

Bryan brings to us a wealth of experience. Beside our Local, he is servicing three other Locals in the Toronto area (Welded Tube, Strategic Communications and the newly organized Telespectrum call centre.) Born and bred in Hamilton, he tried various jobs and hitch-hiked across Europe before signing up in 1976 at Stelco's brand-new Burlington works. As a labourer in the annealing furnace and pickling lines, he worked continental shifts on a 7-day rotating schedule. He intended it to be

a short-term gig to fund another trip overseas, but he ended up staying 11 years and devoting his worklife to the Steelworkers.

Bryan resented the 'master/slave' mentality of Stelco management and quickly learned to fight back. He enjoyed finding ways to lead his brothers and sisters out from under. He ran for Departmental Steward and after the first contract, quickly rose to

Chief Steward, and was elected Local President in 1979 - just in time for a tough bargaining campaign, which resulted in a lengthy strike and the fracturing of the Stelco chain unity.

By 1987, Bryan - now an established, determined union activist - was offered a Staff Representative job in the Hamilton Area. He leaped at a chance to service the mighty Local 1005, and 12-13 additional units besides. He spent 15 years in that "wonderful,

challenging" assignment. Over the last few years however, he has switched back to the less hectic, 2-person Fonthill office, dealing with dozens of different kinds of workplaces scattered across the Niagara peninsula.

Now Bryan works in the great T.O. and so far he loves it. His main assignment is U of T's Local 1998, and he is very impressed by how it is run; both smoothly and effectively, involving and engaging a huge and diverse membership. Preparations for next year's negotiations are already underway. He finds management here a bit of getting used to - more 'polite' than in manufacturing, but tough in different ways. He was on the Board of Governors at Mohawk College, Hamilton, for several years and was recently elected Vice-Chair of the Board of Governors, effective September 2007. Still, he finds the university to be quite a different experience. For the first time in his union career he has had to curb his tongue. The F-word can still shock the genteel gatekeepers of academe.

The main issue facing our union, says Bryan, in fact the whole labour movement, is the devastation of manufacturing, the wholesale carnage of good industrial jobs. As we speak, his home town's guts are being ripped out - Stelco, Steel Car, Slater, even

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# Victoria Members

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A bad ending was all but guaranteed when VIC announced that because they own only ten percent of the Archives' holdings, they are no longer willing to continue with a financial arrangement that they claim is unfair; that is, they are no longer willing to pay for half of the Archives' budget while the United Church pays the other half and owns ninety percent of the holdings.

On the surface, the University's position may seem reasonable, but it ignores the fact that many of their own faculty and students, both those in Victoria College (VIC's arts and science school) and those in Emmanuel College (VIC's theological school), have based their research on the Church's share of the Archives' holdings, not just VIC's share of the holdings.

The University's position ignores their own report from 2004 entitled *Pursuing Our Mission: A Plan for Emmanuel College*. One of the objectives identified in the report is for Emmanuel College to have available the archival resources required to support its mission. In order for that objective to be met, the report includes action items, two of which are: 1) ensuring that the needs of the Archives are known and that resource allocation decisions take them into account; 2) exploring and developing ways in which the Archives can support the needs of alumni and alumni can support the Archives. Not only did the University fail to implement both of these action items, their decision to decrease their share of the Archives' budget by forty percent has made it impossible for them to meet their objective. How could removing forty percent of the Archives' budget help make available the archival resources needed to support the University's theological school?

In addition, the University's position ignores the recognition and prestige that has been gained from the use of the Archives by national and international scholars, researchers and writers.



Furthermore, the facility has been known as a leader in the field of archives in Canada. The number of international scholars using the Archives has increased during the past few years. In the introduction to her Giller Award-winning novel, *Alias Grace*, Margaret Atwood, one of VIC's most prominent alumni, acknowledged the use of research done at the Archives.

Previous senior management at VIC recognized the value of the Archives to the University and saw the necessary budget commitment as being a sound investment. The current administration does not value the Archives in the same way. They want the money and the space the Archives uses for other purposes that they consider more important.

The University's downloading of an additional forty percent of the budget on to the United Church, and the University's denial of the Church's request for a one year reprieve led to a predictable outcome. With many individual churches across Ontario struggling with a decline in revenue, the extra financial burden was too much for them to bear. With such a short time to find a way to shoulder that extra burden, the Church was forced to take steps to dissolve their archival relationship with the University.

When the University notified our Archives members that they will be laid off, the Union asked if the University would be interested in working creatively with us to find other jobs at VIC for them so that they could to continue their long time service to the University and maintain their livelihoods, and so that the terrible disruption to the VIC community that would be caused by the implementation of their bumping rights could be avoided. Initially, we received a positive response, but since then, the University has indicated that they may be reluctant to follow through.

What the Union and our members are asking of the University is this: that they not just do what they have to according to the collective agreement, but that they do what is ethical, what they can and should do. This is a realistic and reasonable request. Previous VIC administrations have done it. The current administration, led by President Paul Gooch, should follow their example.

■ **John Ankenman, Unit Chair, Victoria University**

## Welcoming Bryan Adamczyk

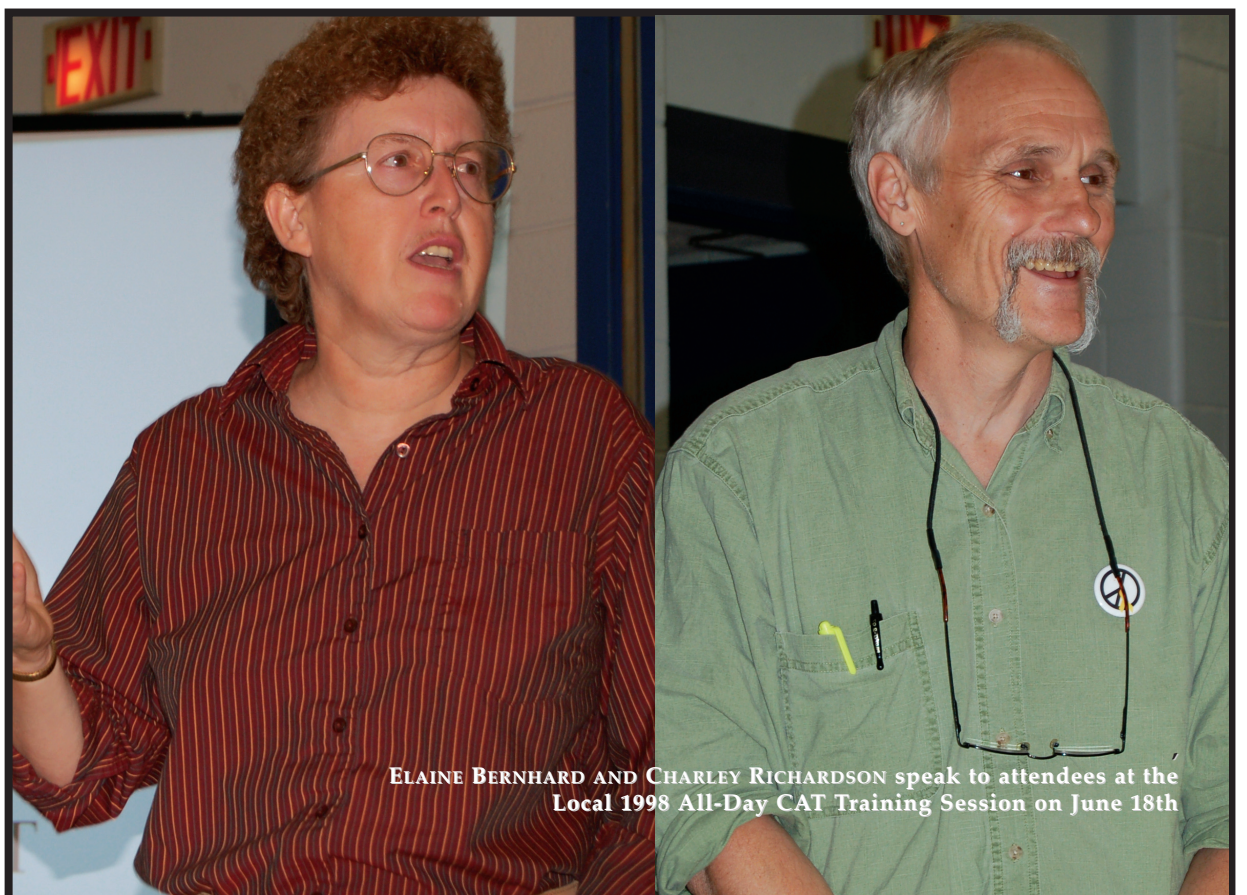
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Dofasco are slashing jobs. "Our governments sit back and do nothing - there is absolutely no strategy to protect our industrial base," said Bryan. "Worse, they deliberately turn a blind eye, as first our paper-mills, then our mineral resources, and now our steel producers, slip company by company into foreign hands. "It is open season. CVRD, Xstrata, and Arcelor-Mittal are digesting their prey. Algoma has just been swallowed by Essar Global of India, Ipsco is being courted by the Russians, Stelco only weeks away from being sold off. We're tossing away levers of control that we could use to fashion an economic strategy for a strong Canada, to curb corporate greed and defend our communities."

A lifelong NDPer, Bryan is running in the October provincial election for Hamilton Mountain. Bryan and his wife live in the Steel City, where their 3 teenage children (including twins) attend high school.

Bryan, you are a marvelous addition to our ranks.

■ **Lori May, OISE/UT**





# Gerry LeBlanc Speaks Out about Injuries in the Workplace: PART II



**GERRY LEBLANC, PROGRAM COORDINATOR, Program Coordinator for the Steelworkers Injured Workers Program (IWP) for the Toronto Area Council, spoke at a meeting of the Employment Section of the ADR Institute of Ontario on February 7.**

In the last edition of *Steeldrum* we published the first of a two part article about Gerry LeBlanc's presentation to ADR Ontario about workplace health and safety issues. ADR Ontario is an organization whose members work as mediators and arbitrators throughout the province of Ontario.

On Wednesday, February 7th, Gerry LeBlanc, the Program Coordinator for the Steelworkers Injured Workers Program for the Toronto Area Council spoke at a special meeting of the ADR Ontario Employment Section. Gerry, along with Merv King, handles all of the WSIB claims for USW members injured in the workplace. An important component of this job is popular worker education and community outreach.

Gerry told the audience that despite the recognition of mutual interests, and the legal obligations placed on employers, the reality does not always correspond to the ideal. Laws only provide baseline, or minimum standards. In unionized workplaces further improvements to safety are negotiated through collective bargaining, but workplace safety expectations are not always matched by safe workplaces. For a workplace to be truly safe there needs to be a commitment from all parties to what he termed, "a culture of safety and awareness".

Some of the safety improvements that unions have negotiated include job rotation, job standardization, and standards that affect so-called invisible injuries like RSI. Gerry said that these negotiated improvement often form the leading edge of social changes that eventually result in legislated improvements. He used the example of the wildcat strike in the Elliot Lake uranium mines that led to the formation of the Ham Commission and new legislation to protect miners.

Gerry reminded the audience that all workers, whether unionized or not need to know that they are entitled to exercise three fundamental rights regarding their safety at work:

1. **The right to refuse unsafe work, without repercussion.**
2. **The right to know of all hazards in their workplace**
3. **The right to participate in their own safety, through the JHSC.**

Gerry also talked about some of the factors that can make exercising these rights difficult for workers. For example, the right to refuse does not force the employer to eliminate the hazardous situation. Employers may ask any other employee to perform the same task that other employees have refused to do as long as they inform each employee that another employee has refused to perform it because they felt it was unsafe. Safety is also compromised by a culture of blame, resulting in focusing entirely on "whose fault" it was that an injury occurred rather than focusing on the much more important issues of what caused the injury and how similar injuries can be avoided in future.

One barrier to workplace safety that has become very common lately is the often exclusive focus on employee behaviour as the sole contributing factor in workplace injuries. Behavioural expectations allow employers to shift the blame for injuries onto the injured victims by looking at what the workers "did wrong" instead of looking at all contributing factors. Factors such as inherently unsafe workplaces, lack of safety education, workplace culture, unsafe equipment, dangerous standards of practice, etc. are often ignored.

While there is a joint responsibility for safety at work, it must be remembered that the onus for safety rests primarily on the employer. The executive and officials of Local 1998 are aware of this issue too, and are committed to making sure that the University lives up to its commitments.

In workplaces in which behaviour management is the primary safety measure, the flaws were highlighted by Gerry when he used the example of the common practice of advertising the number of days without a workplace injury by some companies. Sometimes there is even a prize for exceeding a certain number of days. This is an example of a practice with dangerous (but easily foreseeable) consequences. When workers are rewarded for

not being injured, instead of employers taking responsibility for maintaining a safe workplace, the end result is that workers become extremely reluctant to report their injuries, no matter how serious. Workplaces may appear safer, but they may in fact be as dangerous, or even more dangerous, than they were before the safety competitions!

When injuries are unreported, or underreported, the burden of caring for injured workers does not disappear. The burden is shifted from employer obligations to the public purse (OHIP), and to individual workers and their families. Gerry said that it is estimated that 40% to 50% of all workplace injuries are unreported. And the reported injury numbers are already staggering. The Canadian Medical Association Journal reported that in 2004 there were nearly a million injury claims (977,184) and 920 worker fatalities in Canada. Of these, approximately 370,000 were in Ontario. Our own local has several members who have been injured at work, and who have required Workers Compensation, workplace accommodation, or intervention by Gerry and Merv to make sure that they are treated fairly and receive the benefits that they are entitled to.

■ **Allan Revich**  
Co-Chair, Grievance Committee

MORE INFORMATION about ADR ONTARIO is available on their website at [www.adrontario.ca](http://www.adrontario.ca)



## The fight to freeze tuition fees

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forward to the provincial election in October, because we believe we will be able to once again pressure the McGuinty Liberals to amend their education policies.

"I am confident that this will pay off, because the students, united, will never be defeated!"





# Debbie Bilinski recipient of 2007 Chancellor's Award

**F**OR DEBBIE BILINSKI, A RESEARCH PARTNERSHIP OFFICER IN THE OFFICE of Research Services, winning the 2007 Chancellor's Award is the best gift to celebrate her 30th anniversary with the University of Toronto.

The prestigious Chancellor's Award is one of the Awards of Excellence handed out annually by the University of Toronto Alumni Association. It recognizes "outstanding contributions by an administrative staff member."

"I was pleasantly surprised," Debbie admitted in an interview with Steeldrum. "I knew that I was nominated when they asked me for an updated resume. But when I received the news that I had actually won, the feeling was one of incredulity. I was glad I was sitting down when I opened the letter!"

"Being nominated is an honour in itself," said Debbie. "Of course, it is much nicer to have won! To be recognized by the community I serve is a wonderful validation of my work."

Debbie began her career with the university in 1977 as a grant-paid research technician in Physiology. Her supervisor, Dr. Mladen Vranic, was "a wonderful man" who was totally supportive when she decided to work part-time in order to raise her two sons. She joined

Research Services in 2001 as a Grant Officer and was later promoted to Research Partnership Officer, dealing with grant applications for the Natural Sciences and Engineering faculty members.

For Debbie, one of the most satisfying aspects of her job is the opportunity to work with researchers and seeing their proposals/applications getting funded. Because of her knowledge and experience, researchers consult with her on almost every aspect of the grant application process. The most challenging aspect of her job is the "fall competition" when there is a staggering volume of applications to be processed - between 200 to 225 operating grants and another 100 or so equipment grants.

When asked to what and to whom she attributes her success, Debbie praises the members of her 'excellent team': Grants Officer Angie Agulto, Awards Administrator Christine Kwan, and Agreement & Awards Administrator Melissa Kwong. Her team members' ability to



carry out their responsibilities independently has allowed her to handle the more complex programs and issues, and deal with sponsors at the highest level.

Debbie loves to travel and she has visited countries as diverse as France, Italy, China, Greece, Switzerland, the Dominican Republic and St. Lucia. In her spare time, she plays golf, exercises at her fitness centre and cooks.

Asked what advice she has for those who seek to follow in her footsteps, Debbie remarked that in a challenging position like hers, one must love the challenges, be dedicated, like variety, have the ability to see the big picture beyond local concerns and remember that it takes time to establish relationships and credibility with faculty members and sponsors.

Congratulations, Debbie and well done! You truly are a role model for administrative staff.

■ **P. C. Choo, Admissions & Awards**

## Joint Job Evaluation prepares for final information gathering

**A** REVISED AND REFINED JOB CONTENT QUESTIONNAIRE THAT INCORPORATES the careful study and rating of the sixty-nine benchmark jobs was tested by fifty-five members of Steelworkers Local 1998 in a pilot project this March.

These position holders devoted significant time to individual interviews and completed the new questionnaire and participated in the evaluation of both the questionnaire and its administration through targeted focus groups.

Additional focus groups solicited the opinions and experience of managers. Both union members as well as their managers who participated in these sessions, agreed that the worksite interview was a particularly valuable component of the job evaluation process as it pertained to understanding and interpreting the questionnaire.

The Union and the University used these experiences to generate an improved instrument that we believe collects significant detail about the work our members do each day. Final differences concerning the questionnaire's content were ironed out with the assistance of a mediator, Gerry Lee, during the month of May.

An electronic, on-line version is being prepared and will be distributed to selected departments this summer. All members of the bargaining unit will receive the new questionnaire by October 30, 2007.

### Interviews Continue

The interview has always been a fundamental part of the Union's undertaking, and the questionnaire was designed to be administered in tandem with it. Our experience of interviewing more than 1,500 of our members has confirmed that individuals participate in the Job Evaluation process with commitment and seriousness, often devoting significant off work time to filling in the questionnaire and recording specific examples of the work that they do.

In preparation for the roll out of the web-based version of the questionnaire, the JEC team will intensify interviewing during the coming

months. The questionnaire you work on during the interview will provide you with an excellent basis for completing the forthcoming on-line version within the required timelines.

If you have not been interviewed, we urge you to use your permitted release time to meet with a member of the Local's Job Evaluation Committee to discuss the particular demands and complexities of your position and to ensure that your questionnaire will be complete and accurate. It is to your advantage to agree to the interview when contacted by a member of the Union's JEC.

### Preparing for the Interview

The questionnaire and interview are designed to capture information about your position which is necessary to evaluate your job according to the job evaluation system agreed to by the Union and the University. This may include information that may not be readily apparent in your job description. It is structured to ensure that the work performed by both male and female dominated jobs is properly counted.

Remember that the interview and questionnaire are not a performance review; the information collected will be used to generate a comprehensive understanding of the tasks and responsibilities that characterize a position.

### Review your job description to determine if it is current and accurate.

The questionnaire asks you to detail your tasks and responsibilities. In particular, you will be asked to provide examples of decisions you make, interactions with others and activities that require sustained concentration. A review of your calendar, appointment book, client log or Corporate Time could suggest useful examples and remind you of the range of activities you engage in.

Many departments in the University have unique yearly cycles. Therefore, it is helpful to review your own yearly calendar. Note peak times and duties that may be characteristic of particular periods.

■ **Carolellen Norskey, Job Evaluation Committee**



# Building a Strong Public Sector

**B**UILDING A STRONG PUBLIC Sector" was the theme of the USW International Public Employee Conference held May 7-9, 2007 in Pittsburgh.



Over two and a half days, attendees attended presentations, panel discussions and workshops. Steelworkers Local 1998 was represented by Allison Dubarry, Robin Breon, Pat Hood, Lori Wells, Martin Aiello and Lillian Lanca.

On Monday morning, Lauren Horne, a Public Employee Council Representative and successor to Tom Clancy, presented an overview of Steelworkers Public Employee membership, highlighting areas of growth (the U.S. Virgin Islands, for example) and legislation, at the state level, that limits the ability of public employees to organize. This was followed by a highly interactive and energetic session on workplace change and its affect on public employees led by Charley Richardson and Nancy Lessin.

Tuesday morning started with a very brief presentation by Shaheen Hirani, Canadian Steelworkers Counsel, on the organizing of Canadian workers. Allison Dubarry and Robin Breon participated in panel discussions that followed, on Strategies for Public Sector Organizing and Challenges in Public Sector Collective Bargaining.

Omero Landi moderated the second discussion. International President Leo Gerard, was the speaker at the Tuesday luncheon.

A total of eight workshops were offered in the afternoons with topics ranging from Steward Training in Effective Grievance Handling, Developing a Response to Workplace Change, Building Campaigns around Legislation, Bargaining for Meaningful Arbitration Clauses in Labour Agreements, and Improving Health and Safety in Public Sector Workplaces.

Martin Aiello of Local 1998 has documented highlights of the conference on video. His video documentary, which includes Leo Gerard's speech and interviews with Tom Clancy, Lauren Horne, Charlie Richardson and Nancy Lessin, was shown at the June 18 quarterly meeting of Local 1998 Unit Chairs, Stewards and CAT members.

For more information about the conference or to arrange to view the video documentary, please contact the Local office at 416. 506. 9090 or send an e-mail to [info@usw1998.ca](mailto:info@usw1998.ca)

▪ **Pat Hood, Job Evaluation Committee**



contact info

## LOCAL 1998

### EXECUTIVE MEMBERS

Allison Dubarry, President  
416.506.9090 x224  
[allison.dubarry@usw1998.ca](mailto:allison.dubarry@usw1998.ca)

Robin Breon, Vice President  
416.506.9090 x230  
[rbreon@usw1998.ca](mailto:rbreon@usw1998.ca)

Christine Beckermann, Recording Secretary  
416.978.0220  
[c.beckermann@usw1998.ca](mailto:c.beckermann@usw1998.ca)

Linda Wilding, Financial Secretary  
416.506.9090 x229  
[linda.wilding@usw1998.ca](mailto:linda.wilding@usw1998.ca)

Lee Jeffrey, Treasurer  
416.978.5340  
[lee.jeffrey@utoronto.ca](mailto:lee.jeffrey@utoronto.ca)

Philip Murton, Guide  
416.978.5271  
[philip.murton@utoronto.ca](mailto:philip.murton@utoronto.ca)

Alex Thomson, Guard  
416.585.4565 x3212  
[alex.thomson@utoronto.ca](mailto:alex.thomson@utoronto.ca)

Art Birkenbergs, Trustee  
905.828.5254  
[abirkenb@utm.utoronto.ca](mailto:abirkenb@utm.utoronto.ca)

Lillian Lanca, Trustee  
416.506.9090 x228  
[lanca@usw1998.ca](mailto:lanca@usw1998.ca)

Melba Remedios, Trustee  
416.506.9090 x222  
[melba.remedios@usw1998.ca](mailto:melba.remedios@usw1998.ca)

David Johnson, Unit Chairperson  
University of St. Michael's College  
416.926.1300  
[david.johnson@utoronto.ca](mailto:david.johnson@utoronto.ca)

John Ankenman, Unit Chairperson  
Victoria University  
416.506.9090 x227  
[john.ankenman@usw1998.ca](mailto:john.ankenman@usw1998.ca)

David Chew, Unit Chairperson UTS  
416.946.7990  
[dchew@uts.utoronto.ca](mailto:dchew@uts.utoronto.ca)

Lori Wells, Unit Chairperson, Casuals  
416.978.3722 x226  
[lori.wells@utoronto.ca](mailto:lori.wells@utoronto.ca)

### STANDING COMMITTEES

Bylaws  
P.C. Choo  
[pcchoo@usw1998.ca](mailto:pcchoo@usw1998.ca)  
David Johnson  
[david.johnson@utoronto.ca](mailto:david.johnson@utoronto.ca)

Grievance  
Lillian Lanca  
[lanca@usw1998.ca](mailto:lanca@usw1998.ca)  
Allan Revich  
[arevich@usw1998.ca](mailto:arevich@usw1998.ca)

Health and Safety  
Mary Ann DeFrancis  
[maryann.defrancis@utoronto.ca](mailto:maryann.defrancis@utoronto.ca)  
Sean Kearns  
[sean.kearns@utoronto.ca](mailto:sean.kearns@utoronto.ca)

Human Rights  
Ruby Barker  
[ruby.barker@utoronto.ca](mailto:ruby.barker@utoronto.ca)  
Melba Remedios  
[melba.remedios@usw1998.ca](mailto:melba.remedios@usw1998.ca)

Job Evaluation  
Mary Bird, Robin Breon, P.C. Choo, Valerie Ferrier, Shelley Glazer, Pat Hood, Monique McNaughton, Carolellen Norskey, Melba Remedios, Martha Young  
[jec@usw1998.ca](mailto:jec@usw1998.ca)

Newsletter  
P.C. Choo  
[pcchoo@usw1998.ca](mailto:pcchoo@usw1998.ca)  
Lori May  
[lmay@oise.utoronto.ca](mailto:lmay@oise.utoronto.ca)

Political Action  
John Ankenman  
[john.ankenman@usw1998.ca](mailto:john.ankenman@usw1998.ca)  
Milly Weidhaas  
[w\\_milly@hotmail.com](mailto:w_milly@hotmail.com)

Women of Steel  
Colleen Burke  
[colleen.burke@utoronto.ca](mailto:colleen.burke@utoronto.ca)  
Sandra Grant  
[s.grant@utoronto.ca](mailto:s.grant@utoronto.ca)

SteelPride  
Martin Aiello  
[maiello@uts.utoronto.ca](mailto:maiello@uts.utoronto.ca)  
Nikki Redman  
[nikki.redman@utoronto.ca](mailto:nikki.redman@utoronto.ca)

### GENERAL INFO

You can find us at:  
Steelworkers Local 1998  
25 Cecil Street, Third Floor  
Toronto, ON M5T 1N1  
e [info@usw1998.ca](mailto:info@usw1998.ca)  
t 416.506.9090  
w [www.usw1998.ca](http://www.usw1998.ca)