



## Impact of Public Sector Compensation Freeze



### Is Your Compensation Frozen?

The last provincial budget (March 25, 2010) proposed a two-year compensation freeze for Ontario's broader public sector. This proposal is not limited to employees of the provincial government. The broader public sector also encompasses institutions that receive provincial funding, including the University of Toronto.

However, the legislation (Bill 16) enacted by the Ontario government freezes compensation only for employees outside of bargaining units. Employees with collective representation are exempt from this legislation.

Because you are a member of the United Steelworkers union (USW), your compensation was not frozen. Indeed, your wages increased by 3% on July 1, 2010, as negotiated in our collective agreement with the U of T.

### What Does the Government Want?

While the Ontario government has not legislated a compensation freeze for unionized workers, it is asking unions in the broader public sector to voluntarily negotiate two-year freezes as existing collective agreements expire. Since USW's collective agreement with the U of T expires on June 30, 2011, a two-year freeze would prevent monetary improvements until July 1, 2013.

Despite some initial confusion, the government

has clarified that it is not trying to freeze normal progression through existing pay grids. Under the government's proposal, U of T staff would continue to receive step increases until they reach the top of the grid. USW is still trying to clarify the government's position on

"Ontario's Liberal government should not make working families pay for its reckless corporate tax cuts. This is an ill-conceived proposal placing the burden of those corporate tax cuts on low-and middle-income employees of universities, nursing homes, hospitals and government offices. McGuinty's government should rather be working with its key stakeholders — its employees — to find fair and equitable solutions to fiscal concerns, rather than making them scapegoats for problems they did not create."

—Ken Neumann, Steelworkers National Director for Canada

pay increases arising from job evaluation.

With the exception of step increases and perhaps job evaluation, the proposed freeze would apply to wages, the pension plan, other benefits and paid time off. Under this framework, the union could negotiate a wage increase only by sacrificing benefits or vacation of an equivalent value. The union could improve benefits or vacation only by reducing wages.

### Can the Government Enforce a Freeze?

University employees do not bargain with the provincial government, but with university administrators. To pressure administrators to negotiate a freeze, the government has threatened to not provide funding for any compensation increases beyond existing collective agreements.

However, it is unclear how this threat could be carried out. Provincial transfers to universities are not based on compensation costs. U of T receives a block grant based on the number of students enrolled plus some additional funding for specific research and capital projects. There is no envelope of provincial money for U of T staff compensation that could be frozen.

### Can the U of T Afford Improvements?

In any case, the U of T administration expects provincial operating grants to be flat over the next few years. However, these grants account for only 40 percent of its operating budget. The other 60 percent comes from revenue sources that are growing: tuition fees, investment income, endowment funds, etc.

The proposed 2010-2011 U of T budget projects that, despite flat provincial transfers, the university's total operating revenue will grow by 5 percent in each of the next two years. Clearly, the U of T can afford to improve staff compensation.

### Pay Freeze or Pay Cut?

The government is proposing a compensation freeze while it and the U of T administration are also suggesting higher employee contributions to the pension plan. If wages remain constant but pension contributions rise, your take-home pay would fall. The Ontario Ministry of Finance states, "It is not appropriate to increase compensation to offset an increase in the rate of employee contributions to the cost of pension or group benefits."

With the HST being charged on more consumer purchases, Ontario's annual inflation rate rose to 2.9% in July 2010. Your 3% annual wage increase

was just enough to keep pace with rising prices.

Frozen wages would mean a pay cut, relative to inflation. Reducing the purchasing power of public-sector workers and their families would have a negative effect on Ontario's economy.

### Are You Already Overpaid?

The Ontario government argues that public-sector workers should accept a freeze because they have previously enjoyed excessive pay increases. In fact, since the last recession in the early 1990s, wages in Ontario's public sector have lagged behind both private-sector wages and inflation.

In recent years, public employees began to catch up. The government focuses on these last few years to claim that wages are rising faster in the public sector than in the private sector.

Public-sector pay increases did not cause the current recession or the provincial deficit. On the contrary, over the past three decades, wages and salaries in Ontario's broader public sector have steadily decreased from over 50 percent to below 40 percent of total provincial spending.

### Where is the Money Going?

The government is slashing the provincial corporate income tax rate from 14 to 10 percent.

*For more on U of T's Public-sector compensation freeze, turn to page 3*



# on the move

Local news for members of Steelworkers Local 1998

PHOTOS: NANCY HUTCHISON



## LABOUR DAY UNION PARADE



## IT'S OFFICIAL



The official opening of the new Julius Deutsch Parkette on Cecil Street near the Steelworkers Hall took place on September 2nd. Julius was the Executive Assistant of the Labour Council - his co-workers from Labour Council and Labour Community Services pose with the sign honouring him."

## In Memoriam: Peter Leibovitch 1950 - 2010

**T**he workers' movement lost one of its most ardent activists when Peter Leibovitch recently passed away of leukemia. He was a selfless fighter for trade union

"Peter was a very good friend of Local 1998. He believed and lived a life that was based on equality for all and that meant taking on injustice. Regrettably, there are too few people of Peter's caliber and integrity. Peter was very respected and liked and this was evident when well over 600 people turned out to his memorial service."

**Allison Dubarry**

rights and a devoted father to his five sons. Those of us who worked side by side with him in the United

Steelworkers are absolutely devastated by his death. He was a militant in the best sense of the word.

Peter served three terms as president of USW Local 8782 at US Steel Lake Erie Works. He fought not only for workers on the shop floor but on broader issues such as the rights of the Palestinian people and against the wars in Iraq and Afghanistan. He managed many NDP campaigns including those of Sid Ryan and Tony DePaulo for federal parliament.

"He was a very forthright and fearless person in politics and the labour movement," said Bill Ferguson, president of the United Steel Workers union local at the



Lake Erie plant of U.S. Steel Canada. "If he saw a need, he'd pick it up and run with it."

That's how a Montreal-born Jewish unionist ended up as business agent for a union of taxi drivers that is largely Muslim.

Peter was instrumental

in organizing precarious workers in the cab industry.

I-Taxi is headquartered at the Steelworker Toronto Area Council. The parking lot is filled with cabs at every hour of the day and night, which spoke to the success of the campaign.

"I've cried twice in my life - once for my father and again for Peter," said taxi union activist Ejaz Butt. "My heart is still crying because I loved that guy."

Ontario NDP leader, Andrea Horwath remembers Peter as "someone with an ingrained sense of the need to fight for justice. He was never afraid to stand up when he thought there was a need to get information out to the public

"The one thing I remember best about Peter was his fearlessness. While most of us can be somewhat brave while dealing with the employer or outside injustices Peter never hesitated and was equally brave in tackling what he perceived to be any internal wrongs within the union, an often harder thing to take on. This requires a unique sort of moral commitment — a unique sort of character. He will be sorely missed."

**Judith Wilson, Former Executive member and UTSA President.**

about some injustice." She should know. Peter ran her campaign when she first ran for city council.

Peter will be sorely missed. He was a working class hero and leaves a tremendous legacy. I am sure that his message to us would be, "Carry it on, carry it on, carry it on."

—Carolyn Egan, President Steelworker Toronto Area Council



## PRESIDENT'S MESSAGE

**I am**

a public sector worker, and one of the million plus Ontarians who work in public service. At the university where I work, our wages have only just caught up to the cuts we experienced in the 1990s. Dalton McGuinty, Dwight Duncan and many in the media have tried to paint a picture of us as 'fat cats' with our Cadillac wages and pensions, that we are not at all like the other Ontarians who have experienced job losses. Yet, we do not feel very different from other Ontarians who have been affected by the global economic crisis. We do not have 'fat cat' salaries and benefits, and our pensions are our deferred wages that we have earned. We spend our money in the community and by doing so, support local business and stimulate the economy.

The government has targeted us and told us that we need to share the 'pain' that others feel, while at the same time the government is quietly handing back \$4 billion to the corporations through various tax cuts and another \$4 billion as HST tax credits. They are trying to make us the scapegoats. They think that ordinary people cannot do the math and see that the amount the corporations will get

## Fat Cats We Are Not: Wage Freeze Not The Answer To Provincial Deficit

will be far more than they will ever take from us. It is an old strategy, and would be comical, except that over one million people like you and me will feel the pain. Is this fair?

A recent Toronto Star poll revealed that 86% of Ontarians are finding it harder to make ends meet. We know that this is not fair and are working with other unions and Sid Ryan, President of the Ontario Federation of Labour on this important issue.

### HOW COULD THIS AFFECT YOU?

A compensation freeze would mean that members looking to retire soon would find that their pension would be permanently affected by this. Your pension is based on your best three years' salary (i.e. you would receive a smaller pension if your compensation was frozen and these years were among your three best years). Members who decide to leave the university would also be affected, as this would lower the amount of your pension contributions, and the university's, that you would take with you. A compensation freeze would mean that improvements to benefits could not be made.

Toronto Star columnist Linda McQuaig wrote on September 3<sup>rd</sup> that the government is not going after taxing the banks as "That wouldn't be fair, since our banks — unlike the Wall Street banks — played no role in bringing about the financial crisis."

But why doesn't that logic apply to other groups who also played no role in bringing about the financial crisis?

Specifically, why doesn't it apply to Ontario's public sector workers, who certainly did nothing to provoke the financial crisis, but who are being singled out to play a particularly large role in deficit reduction.

Under Ontario's two-year public sector pay freeze, for instance, a nursing home worker

earning \$25,000 a year would give up a hefty \$1,000 annually, says Erin Weir, an economist with the United Steelworkers union.

Ontario argues that its huge deficit leaves it no choice but to cut public sector pay.

But that doesn't explain why, at the same time, it is cutting corporate taxes, making the deficit even bigger. This summer, the provincial corporate tax rate was reduced from 14 to 12 per cent, and it will be cut to 10 per cent by 2013, draining \$2.4 billion annually from the provincial treasury."

Would you handle your personal finances the way that McGuinty and Duncan are proposing? Would you voluntarily give back income, when you needed it the most, to those who needed it the least? Is that financially prudent?

If you are one of the 86% of Ontarians who is finding it harder to make ends meet, should those on Bay St, who certainly are not hurting like the rest of us, be the ones who get more while we all get less? Is that really fair?

Instead of handing back billions of dollars to the corporations, wouldn't it be wiser to invest that money into things that will improve life for millions of Ontarians, like healthcare, education and making life better in nursing homes by improving the chronic understaffing that has a very real effect on the daily lives of those living in the nursing homes?

We will continue to work to make sure your interests are represented and that you and your family do not pay an unfair price. Let us be clear about this - giving billions back to corporations in a deficit situation while taking from over one million Ontarians simply is not wise or fair at all.

—Allison Dubarry, President Steelworkers Local 1998

## Public-Sector Compensation Freeze ...continued from page 1

Ontario's Ministry of Finance projects that this cut will reduce annual revenues by \$2.4 billion.

The government also recently gave up \$1.6 billion per year by eliminating the provincial corporate capital tax and will give businesses \$4.5 billion per year of input tax credits through the HST. By comparison, total provincial operating grants to the U of T are just \$0.6 billion per year.

A compensation freeze in conjunction with deep corporate tax cuts will not address the budget deficit or support public services. The money taken away from public-sector workers will be given to profitable corporations.

In fact, discretionary corporate tax breaks will reduce provincial revenues by far more than a compensation freeze could conceivably reduce provincial expenditures. Cancelling some of these tax breaks would remove the supposed financial need for the freeze.

### What is Your Union Doing?

USW will propose compensation improvements and conduct normal collective bargaining with the U of T when our current agreement expires next year. We will not agree to a compensation freeze in

advance, as the Ontario government has requested.

However, the union is always willing to engage with the government. In particular, we would welcome the opportunity to propose fiscal alternatives that would save more money than a compensation freeze.

The government began consulting with some unions about the proposed compensation freeze on August 9 and scheduled consultations with us starting on August 30. Recently, the government

delayed our consultations until September 20.

USW will continue working with other unions through the Ontario Federation of Labour as well as with faculty and student associations through the Ontario University Coalition. These alliances are helping to keep us informed about the government's consultation process and coordinate responses to the government's position.

"The government's plan to fight the recession on the backs of public sector workers has failure written all over it. The Public Sector Compensation Freeze, coupled with \$4 billion a year in corporate tax cuts, simply takes money away from public service workers and gives it to profitable corporations. It does nothing to address the deficit. The OFL and our affiliates with members in the public sector are working together to put pressure on this government to find other alternatives to deal with the deficit, while at the same time protecting public services."

—Sid Ryan, President, Ontario Federation of Labour

**Newsletter Committee**  
John Ankenman  
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Allison Dubarry  
Kubra Mir  
Donna Wheeler

**Layout & Production**  
Mike Andrechuk  
  
**Graphics**  
Mike Andrechuk

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



## Vote on October 25 and Change the Future of our City!

Cities play a major role in our society, delivering most of the direct public services that people use every day. For decades, union activists have worked to ensure that these services are accessible, affordable, and responsive to our community needs. As well, we organized to make sure that cities and school boards provide good, stable jobs to thousands of front line workers.

The coming October municipal elections will determine the politics of Canada's largest urban centre for the next four years and help shape the character of our city for the rest of this century. There are powerful forces that want to use this election to privatize services, sell public assets and weaken Toronto's role as an environmental leader. Their agenda includes undermining workers rights, and discrediting public services and those who deliver them.

We all need to be thinking about the kind of city we want and asking candidates the tough questions about where they stand on key issues such as those listed below. These are the values upon which the labour movement believes we can build a healthy, prosperous city for the enjoyment of all residents for the 21st Century and beyond:

- A foundation of quality, accessible public servicesEnvironmental sustainability, including an expanded public transit system
- Good jobs with decent incomes and benefits for everyone in a strong, diversified economy
- Equity and full social inclusion
- Ethical purchasing, including 'buy local' policies
- Quality physical and social infrastructure for all residents
- Safeguarding and utilizing all public assets for the public good
- Civic engagement and democratic processes for all decision-making
- Fiscal sustainability - based on fair sharing of program costs and tax revenue from Queen's Park and Ottawa
- Integral role of schools and education in healthy neighbourhoods

### Who Labour Council is Supporting

Before Labour Council endorses someone for City Council, we sit down with them and go over the key issues for this election. What kind of questions do we ask? We want to know about their participation in the local community, and their priorities for the ward after the election. A real emphasis is on the role of public services in our society, and where they stand on alternative financing, contracting out and privatization of public services. Transit is a big ticket item, from expanding to the suburbs to keeping it affordable and under public control. The Fair Wage policy needs updating. Of course we want their views on finding the balance between fair taxes and the cost of services. But there is also a role for the City around economic development, protecting or creating good jobs in the diverse sectors such as aerospace, film and green manufacturing.

And finally, we want to know about what work they have done on equity and human rights, and how they would promote the equity agenda as a City councilor. There are no simple answers to running the fifth largest government in the country. When you seen someone being endorsed by Labour Council, we have given a lot of consideration to why they would earn our vote.

The upcoming municipal elections will determine the politics of Canada's largest urban centre for the next four years.

[www.labourcouncil.ca/melections2010.html](http://www.labourcouncil.ca/melections2010.html)  
**Toronto & York Labour Council (labourcouncil.ca)**

### FIVE REASONS WHY ROB FORD IS WRONG FOR WORKING FAMILIES

**1** Millionaire Councillor Rob Ford would turn his back on Canadian jobs and send over half a billion tax dollars overseas, by having TTC subway cars built in China instead of here in Ontario. And

he says he would do it every time the price is cheaper.

**2** Ford would abolish the Fair Wage policy that protect workers from being exploited by contractors paying

substandard wages and cutting corners on workplace safety.

**3** Ford would cut thousands of city jobs at a time when there are already too many people out of work. And he would

replace some of them with contractors that pay poverty wages.

**4** Ford's numbers don't add up. He is making lots of promises that can't be paid for, and announcing figures

that are simply untrue.

**5** Rob Ford would be a constant embarrassment for the people of Toronto –

just listen to him rant on [www.fordonford.com](http://www.fordonford.com)

## Who's the Money Going To?

*Is a salary of \$300,000+ the new \$200,000 for top earners at UofT?*

Wage increases were very good for some after the crash of 2008- see below for a list of those who got increases of more than \$25,000 in 2009. A salary of more than \$300,000 seems to be the new level for top earners as the numbers have increased, though the numbers of those receiving salaries of more than \$200,000 is going up quite a bit. Here are some numbers regarding those who got salaries of more than \$300,000 at UofT (more numbers are at the bottom by university):

| Year | # receiving a salary of \$300k+ | # receiving a salary of \$200k+ |
|------|---------------------------------|---------------------------------|
| 2009 | 28                              | 216                             |
| 2008 | 24                              | 186                             |
| 2007 | 17                              | 141                             |
| 2006 | 15                              | 123                             |

Number on 2009 list with salaries greater than the highest amount in the USW grid (\$117,658) -1,683

George Luste from UTFA on the growth of senior administrators:

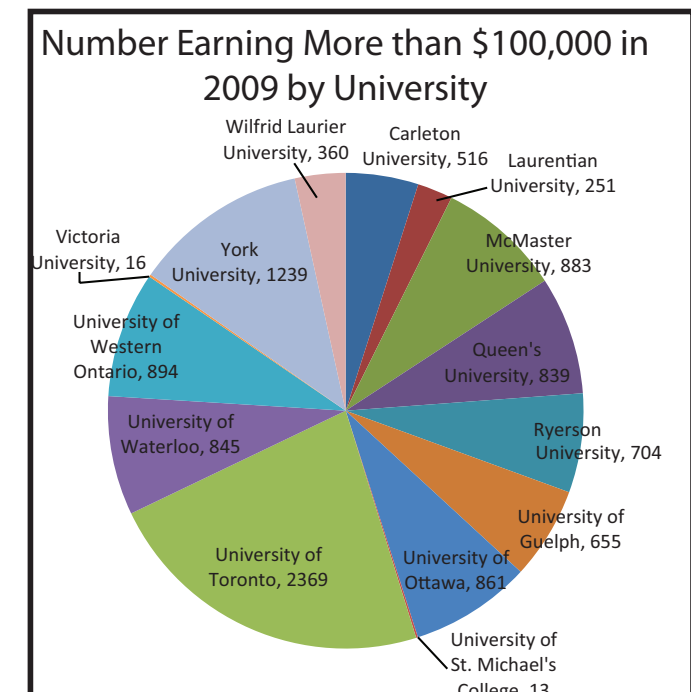
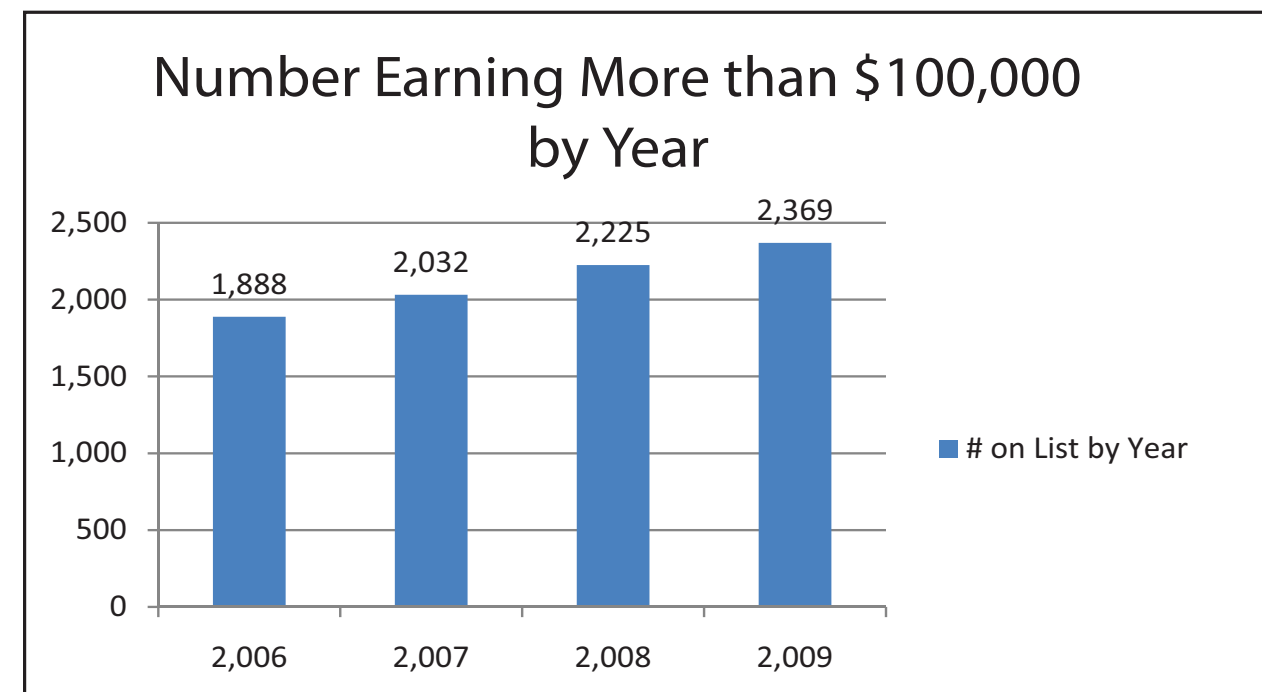
*"The across-the-board salary increases UTFA has negotiated over the past 11 or 12 years are almost exactly the same as Toronto inflation (CPI fromStats Canada). However, the salary increases for senior administrative positions have increased much more - about 300% - as, we believe, have the number of senior administrative positions and their support staff. At U of T there are about 94 people earning over \$200,000 a year. There is also a concern about the increase in the number of administrators."*

In the 1980s about 50 administrators were listed in the U of T telephone directory, but now there are about 150.  
<http://utfa.org/images/file/Newsletter%202010%20AGM%20FINAL.pdf>

| Name           | Position  | 2009 Salary  | \$ increase from 2008 Salary | % increase in 2009 | 2008 salary  |
|----------------|---|--------------|------------------------------|--------------------|--------------|
| Stein,Janice   | Univ Prof, Poli Sci/Dir, Sch, Global Affairs/Harrowston Prof, Conflict Mgmt & Negotiation | \$360,417.54 | \$112,080.06                 | 45.10              | \$248,337.48 |
| Misak, Cheryl  | Vice President & Provost & Professor of Philosophy  | \$348,333.26 | \$65,702.78                  | 23.20              | \$282,630.48 |
| Gertler, Meric | Professor of Geography and Dean, Arts & Science and Goldring Chair in Canadian Studies    | \$324,999.96 | \$56,809.63                  | 21.20              | \$268,190.33 |
| Stabile, Mark  | Professor of Economics & Director School of Public Policy                                 | \$249,742.48 | \$56,287.02                  | 29.10              | \$193,455.46 |
| Hull, John     | Professor of Finance  | \$414,782.47 | \$51,119.52                  | 14.10              | \$363,662.95 |
| Baum, Joel     | Associate Dean Faculty  | \$369,765.00 | \$47,206.01                  | 14.60              | \$322,558.99 |

Some of those who received increases of more than \$25,000

UofT leads the pack in having the highest number of people making more than \$100,000:





# Lots of \$\$\$\$ for UofT Top Earners in 2009

| Name                 | Position  | 2009 salary   | \$ increase from 2008 salary | % increase in 2009 | 2008 salary   | \$ increase from 2007 salary | % increase in 2008 | 2007 salary   | % increase in 2007 | 2007 salary   |
|----------------------|---|---------------|------------------------------|--------------------|---------------|------------------------------|--------------------|---------------|--------------------|---------------|
| Moriarty, William    | President and Chief Executive Officer, University of Toronto Asset Management Corporation | \$ 605,728.11 | \$ 338,682.66                | 127.00             | \$ 267,045.45 | \$ -                         | 0.00               | \$ -          | 0.00               | \$ -          |
| Hull, John           | Professor of Finance  | \$ 414,782.47 | \$ 51,119.52                 | 14.10              | \$ 363,662.95 | \$ 36,424.99                 | 11.10              | \$ 327,237.96 | 2.17               | \$ 320,278.50 |
| Martin, Roger        | Dean, Rotman School of Management   | \$ 388,335.00 | \$ 5,499.96                  | 1.44               | \$ 382,835.04 | \$ 11,584.98                 | 3.12               | \$ 371,250.06 | 3.74               | \$ 357,875.04 |
| Whiteside, Catharine | Professor, Medicine, Dean, Faculty of Medicine  | \$ 381,876.96 | \$ -                         | 0.00               | \$ -          | \$ -                         | 0.00               | \$ -          | 0.00               | \$ -          |
| Naylor, C. David     | President, University of Toronto  | \$ 380,100.00 | \$ -                         | 0.00               | \$ 380,100.00 | \$ -                         | 0.00               | \$ 380,100.00 | 1.57               | \$ 374,220.02 |
| Baum, Joel           | Associate Dean Faculty  | \$ 369,765.00 | \$ 47,206.01                 | 14.60              | \$ 322,558.99 | \$ 26,376.69                 | 8.91               | \$ 296,182.30 | -6.40              | \$ 316,565.04 |
| Whyte, Glen          | Professor of Organizational Behavior  | \$ 368,265.96 | \$ 5,542.44                  | 1.53               | \$ 362,723.52 | \$ 16,363.52                 | 4.72               | \$ 346,360.00 | 2.90               | \$ 336,598.00 |
| Mccurdy, Thomas      | Professor of Finance, Director (Finance Lab) & Chair                                      | \$ 367,815.92 | \$ (1,137.56)                | -0.31              | \$ 368,953.48 | \$ 37,274.04                 | 11.20              | \$ 331,679.44 | 1.84               | \$ 325,673.46 |
| Pauly, Peter         | Vice Dean, Research and Academic Resources  | \$ 362,886.90 | \$ 16,165.02                 | 4.66               | \$ 346,721.88 | \$ 21,488.52                 | 6.61               | \$ 325,233.36 | 1.61               | \$ 320,078.46 |
| Stein, Janice        | Univ Prof, Poli Sci/Dir, Sch, Global Affairs/Harrowston Prof, Conflict Mgmt & Negotiation | \$ 360,417.54 | \$ 112,080.06                | 45.10              | \$ 248,337.48 | \$ 10,452.48                 | 4.39               | \$ 237,885.00 | 12.70              | \$ 211,156.54 |
| Strange, William C.  | Professor of Business Economics   | \$ 360,027.96 | \$ 6,269.04                  | 1.77               | \$ 353,758.92 | \$ 50,794.09                 | 16.80              | \$ 302,964.83 | 16.80              | \$ 259,414.24 |
| Edwards, Aled        | CEO, Structural Genomics Consortium/Prof., Banting & Best Dept., Medical Research         | \$ 359,140.34 | \$ (32,074.96)               | -8.20              | \$ 391,215.30 | \$ 141,215.34                | 56.50              | \$ 249,999.96 | -26.00             | \$ 339,999.96 |
| Florida, Richard     | Professor Business Economics & Director Martin Prosperity Institute                       | \$ 352,102.98 | \$ 6,061.50                  | 1.75               | \$ 346,041.48 | \$ 176,041.50                | 104.00             | \$ 169,999.98 | 0.00               | \$ -          |
| Wolfson, Judith      | Vice President University Relations   | \$ 351,710.04 | \$ 6,187.50                  | 1.79               | \$ 345,522.54 | \$ 13,647.54                 | 4.11               | \$ 331,875.00 | 104.00             | \$ 162,499.98 |
| Misak, Cheryl        | Vice President & Provost & Professor of Philosophy  | \$ 348,333.26 | \$ 65,702.78                 | 23.20              | \$ 282,630.48 | \$ 72,447.00                 | 34.50              | \$ 210,183.48 | 17.60              | \$ 178,757.96 |
| Amon, Cristina       | Professor & Dean, Applied Science and Engineering   | \$ 345,206.04 | \$ 4,654.02                  | 1.37               | \$ 340,552.02 | \$ 10,395.54                 | 3.15               | \$ 330,156.48 | 104.00             | \$ 162,091.65 |
| Moldoveanu, Mihnea   | Professor of Strategic Management   | \$ 342,604.96 | \$ -                         | 0.00               | \$ -          | \$ -                         | 0.00               | \$ -          | 0.00               | \$ -          |
| Palmer, David        | Vice President, Advancement   | \$ 339,191.00 | \$ 13,418.50                 | 4.12               | \$ 325,772.50 | \$ -                         | 0.00               | \$ -          | 0.00               | \$ -          |
| Aivazian, Varouj     | Professor and Chair of Economics,   | \$ 329,429.49 | \$ 31,284.45                 | 10.50              | \$ 298,145.04 | \$ 44,363.08                 | 17.50              | \$ 253,781.96 | 7.47               | \$ 236,137.49 |
| Gertler, Meric       | Professor of Geography and Dean, Arts & Science and Goldring Chair in Canadian Studies    | \$ 324,999.96 | \$ 56,809.63                 | 21.20              | \$ 268,190.33 | \$ 48,451.68                 | 22.00              | \$ 219,738.65 | 5.66               | \$ 207,975.00 |
| Soberman, David      | Professor of Marketing  | \$ 319,605.00 | \$ 216,938.32                | 211.00             | \$ 102,666.68 | \$ -                         | 0.00               | \$ -          | 0.00               | \$ -          |
| Callen, Jeffrey      | Professor of Accounting   | \$ 316,272.96 | \$ 29,716.82                 | 10.40              | \$ 286,556.14 | \$ 10,115.32                 | 3.66               | \$ 276,440.82 | -5.90              | \$ 293,870.52 |
| White, Alan          | Professor of Finance  | \$ 309,401.96 | \$ 290.02                    | 0.09               | \$ 309,111.94 | \$ 34,755.46                 | 12.70              | \$ 274,356.48 | 8.09               | \$ 253,817.38 |
| Booth, Laurence      | Professor of Finance  | \$ 308,988.98 | \$ (1,218.93)                | -0.39              | \$ 310,207.91 | \$ 45,545.45                 | 17.20              | \$ 264,662.46 | 2.03               | \$ 259,408.01 |
| McGahan, Anita       | Professor Strategic Management  | \$ 306,053.04 | \$ 5,536.56                  | 1.84               | \$ 300,516.48 | \$ 153,016.50                | 104.00             | \$ 147,499.98 | 0.00               | \$ -          |
| Rotenberg, Wendy     | Professor of Accounting & Finance, and Director of the Commerce Program                   | \$ 304,604.94 | \$ 5,352.51                  | 1.79               | \$ 299,252.43 | \$ (6,162.51)                | -2.00              | \$ 305,414.94 | 10.70              | \$ 275,815.04 |
| Hildyard, Angela     | Vice President Human Resources & Equity   | \$ 304,245.00 | \$ 16,841.48                 | 5.86               | \$ 287,403.52 | \$ 22,450.00                 | 8.47               | \$ 264,953.52 | 4.65               | \$ 253,178.52 |

## UTAM CHIEF RAKES IT IN

According to figures published by the Ontario Government, the highest paid official at the UofT in 2009 wasn't President

Naylor. It wasn't one of the University's world renowned academic staff members. It was William Moriarty, chief officer of the University of Toronto Asset Management Corp,

(UTAM) who received compensation of \$605,728 in 2009.

Mr. Moriarty is an investment banker by trade and UTAM is responsible for managing the University's investment funds which includes our pension fund.

Mr Moriarty took over the reins at UTAM in April 2008 when news of the reckless practices of investment banks in the USA and Europe was coming to light and was having a devastating effect on the world's economy and our pension fund.

In that year the fund recorded a loss of nearly 30%

UTAM was able to stabilize things in 2009 and posted a small increase in fund value but the latest results available still show that the fund is still some 30% lower in value than

it was in 2007.

Despite these massive losses being accrued on his watch, Mr Moriarty was given a pay increase of \$20,000 per month last year.

It would be interesting to know why UTAM's board

of directors which consists of President Naylor and his senior staff colleagues came to the conclusion that this increase was merited. Surely they are aware of the world wide anger at the level of executive salaries and this egregious salary

increase strikes close to home when it comes out of our pension fund.

The full 100k list can be seen at [usw1998.ca](http://usw1998.ca) (<http://usw1998.ca>)



# Alleged Bully-Induced Suicide at Virginia U

## A Cautionary Tale

One of the United States' most respected literary journals, the *Virginia Quarterly Review* (VQR), had its offices shut down by University of Virginia (UVA) officials in August, amid allegations that managing editor, Kevin Morrissey, 52, committed suicide after being bullied by his boss, journal editor Theodore "Ted" Genoways.

The fall edition will move ahead, said UVA spokeswoman Carol Wood, but the winter edition has been put on hold. "The decision was made just so that everybody can step back and take a much-needed break and let the internal review progress." UVA president, Teresa Sullivan, has ordered an investigation into VQR's management practices and operations.

Remaining colleagues want the fall issue, largely Mr. Morrissey's work, to be made into a tribute, but in the absence of plans to do so, have requested their names be removed from the publication.

Several colleagues and Mr. Morrissey's sister contend the University did not adequately respond to Kevin's repeated pleas for help, nor heed warnings of his increasing despondency.

The week before his death, Mr. Morrissey was put on a paid leave by his boss, citing "unacceptable workplace behaviour," with no further explanation. During that time, July 19-23, Mr. Morrissey was banned from representing VQR, or contacting any colleagues, yet was expected to work from home.

A handwritten note later found among Mr. Morrissey's belongings revealed that HR manager, Angelee Godbold, confirmed Mr. Genoways' ban violated UVA policy, however, no move was made to get him back into the office.

During his banishment, and throughout the next week, Mr. Morrissey placed at least 18 calls to university officials including human resources, the ombudsman, the faculty and employee assistance center, and the university president, trying to get help.

Upon his return, HR officials informed VQR staff that they would hire a mediator to improve the fractious office environment, and the President's Office assured Mr. Morrissey that there would be no retaliation for his complaints.

On July 30, he and a colleague received an accusatory email from Mr. Genoways. According to coworkers, Mr. Morrissey saw his fear of retaliation being realized, and felt no hope for resolution. Only days before, a staff member allegedly informed an HR official that some colleagues were afraid Mr. Morrissey might harm himself.

Less than two hours after that email, Mr. Morrissey shot himself in the head, and died. One staffer has resigned, and two others have been put on paid leave.

Mr. Genoways has denied the bullying allegation, telling *The Chronicle of Higher Education* that Mr. Morrissey's "long history of depression caused him trouble throughout his career." In an email to friends and colleagues two days after the suicide, he stated, "I feel unspeakably saddened by Kevin's death, but I do not feel responsible."

He admitted in the same email that "tension between my staff and me grew poisonous."

Prior to Mr. Morrissey's complaints, former 32-year VQR employee, Candace Pugh, says she was "forced out" in 2005 by Mr. Genoways. After filing a harassment complaint, and also allegedly being ordered out of the office, she accepted

the University's offer of a one-year severance package and agreed not to file a lawsuit.

If you are feeling harassed in your job, please contact your steward or the union office.

— Kathleen O'Brien,  
Faculty of Information Studies

## THE UNION IS HERE FOR US

*Union stepped in to ensure my personal safety*

**SOME** time ago, my apartment was broken into by a University employee who is outside the Steelworkers bargaining unit. He was charged and later convicted of break and entry. Specific conditions, pre and post trial were imposed that kept the individual away from me. I was advised by Toronto Police to apprise my employer of the situation and the conditions the employee was to follow, as my employer has an obligation to keep me safe while at work.

After the incident I met with my Director who then arranged an appointment with the Community Safety officer. I met with the Community Safety Officer and a plan was set up to ensure that the individual was kept away from me. Unfortunately, I was not advised that I could contact my union for assistance (It would have been better for me had I known that earlier.)

After the trial, similar conditions to the earlier ones were applied keeping the individual away from me and I reported the new probation conditions to the University and the Community Safety Office, I asked specifically how they would be interpreting the new conditions. The conditions were broken within a few days of this and when I reported it to the safety office, I was sent home to work while they figured out a solution.

Not knowing what to do and feeling as though my safety was not taken seriously, I decided to contact my union, Steelworkers Local 1998. I was put in touch with a union steward and I remember saying, "I don't know if you assist in these matters or if you can assist me in anyway but...blah blah blah". My union steward immediately said she would contact others in the union and within a day or two, the union ensured that I had union representation at the meetings with the University and the Community Safety Office.

I was contacted by the Community Safety Office to come in and review a work contract

devised for the guilty employee for the term of his probation. With union representation I attended the meeting and reviewed the contract which was developed without consulting me. To my surprise, the contract was less than adequate to ensure my safety as an employee at the University. Expressing my concern and following the assistance of the union, I responded outlining my concerns to no avail. We then initiated the Grievance Procedure and after Step 3 with no resolution in sight, my case was sent to arbitration. Mary Cornish was the union's lawyer on my case and Mary and the union worked to resolve this case in a way that granted me peace of mind as there is now a clear outline of what the guilty employee is allowed to do on campus and where he is allowed to be. This has allowed me to finally start dealing with the traumatic experience.

Without the support and reassurance from my union, and their lawyers, I would have felt victim to the systems shortcomings. When you are fighting a battle on your own, you inevitably start to question the validity of your concerns. Without the backing of the Steelworkers, I would not have continued the fight for my right to feel safe at work. I contacted the union on a whim, as a last resort, feeling already defeated. This is a reminder to all University employees that the union should be advised of any situations occurring with their members. Without the union knowing, there is little that they can do, and once they know, they stand with you in solidarity.

I know. I have been there, I have done that.

Name withheld

**If you are experiencing a bullying or personal safety issue please contact us at 416. 506. 9090 or via email at info@usw1998.ca so that we may help you.**

# BOYCOTT SEARS

## NO to gutting Collective Agreement

**A**s we prepare for our upcoming 2011 contract negotiations with the University of Toronto, we want to bring to your attention a situation facing over 450 members of USW Local 9537.

These women and men are employees of Sears Canada at its warehouse in Vaughan, Ontario. They ship products out to Sears stores across Canada from this massive logistics and warehouse centre. In early 2008, they voted by a large majority to join the USW and then bargained a successful first collective agreement.

This year they hoped to renew that collective agreement and went into bargaining with modest proposals for improvements.

Instead, Sears came to the table with demands to gut much of the current contract and replace it with language that leaves employee rights subject to the whims of "company policy." This would essentially give Sears the right to make unilateral changes at anytime to many important working conditions of the warehouse workers.

On April 1, after weeks of fruitless talks, Sears locked them out of their jobs and put them on the picket line. Despite their willingness to continue negotiations, our fellow USW members were forced onto the street.

But Sears has not stopped there. After locking out its employees, Sears took

advantage of a rarely used section of the Ontario Labour Relations Act to force a 'final offer vote' on its proposed collective agreement. The members responded and

Sears members with radio ads, rallies and thousands of leaflets handed out at Sears stores across Ontario.

As consumers and as union members, we can play a role in helping the Sears employees. Our dollars and our voices can have an impact. So, in support of our fellow USW members, please don't shop at Sears until this lockout ends.

And to ensure that your message is heard, send an email to Dene Rogers, President and CEO of Sears Canada telling him that you and your family support the Sears workers. Just visit [www.sears.ca](http://www.sears.ca) and click on the "Contact Us" link and use the handy email form to send Sears a clear message. Here's an example: "I will not do my shopping at Sears unless the dispute with your unionized warehouse Associates ends. I will also discourage my family, friends and colleagues from shopping at Sears. I

encourage Sears to immediately return to negotiations with the union and the Vaughan Warehouse Associates and end this lock-out."

Remember, attempts to erode the rights of workers in the private sector will affect how we, as union members in the broader public sector, are treated. Let us support our fellow USW members.



voted to reject Sears' proposed agreement.

After that vote, Sears went to court to seek major restrictions on the rights of the very employees that it had forced onto picket lines in the first place. And in recent weeks, Sears has been using replacement workers to operate the warehouse.

The union has backed up our fellow

**P.C. on G.C.** This spring, I was re-elected to a third three-year term on Governing Council. Looking back over the past six years, I must say it has been both challenging and rewarding at the same time. It has been challenging because the issues faced by administrative staff are perennial – restructuring, lay-offs, pension reforms, etc. It has also been rewarding because I have had the opportunity to serve on the various committees of Governing Council – from the Executive Committee to the Elections Committee to Planning & Budget and Business Board – and ensuring that the voice of administrative staff is heard at the highest level of governance. I also have had the privilege of serving on The Task Force on Governance and the Task Force to Review the Office of the Ombudsperson.

As I begin my third term in office, the proposed changes in the Faculty of Arts & Science are

a major cause for concern. The proposed amalgamation of the Centre for Comparative Literature with five language departments (Departments of East Asian Studies, Germanic Languages and Literatures, Italian Studies, Slavic Languages and Literatures, and Spanish and Portuguese) into a proposed School of Languages and Literatures, seems rushed and ill-conceived. According to the Dean of the Faculty of Arts & Science, Prof. Meric Gertler, the closing of the centre is an acknowledgment of how widely scholarship in this area has progressed in the past forty years. "The centre has been so successful that it has seeded interest in literary theory and comparative studies across humanities departments," he said. "In our judgment it is no longer necessary." Prof. Gertler's comments would be funny if they were not so tragic. Extrapolating from his illogical logic, one can argue that since U of T has been so successful in churning out so many bright scholars around the world, U of T is no longer necessary!

According to the Faculty of Arts & Science Academic Plan 2010-15, the Faculty is facing significant financial challenges.

Currently expenditures outstrip revenues by \$22 million annually and the Faculty has a cumulative deficit of almost \$60 million. My question is: who caused these deficits? Yes, we know that the province is chronically underfunding post-secondary education. That is a given. Yet, year after year, Governing Council approved tuition fee increases by saying that the increase will help preserve the quality of education at U of T. I do not see how gutting so many programs in the humanities is going to improve the quality of education for students nor helping to improve the quality of student experience here at this great university.

The July 13, 2010 edition of the *Globe and Mail* quoted Prof. Gertler as saying that "between \$900,000 and \$1.5-million in administrative costs will be saved by combining the centre with the five faculties." This is a mere drop in the bucket in the overall budget of the Faculty of Arts & Science. Now, Prof. Gertler would have more credibility if he decides to forgo his salary increase of \$56,809.63 for last year. (Prof. Gertler's salary rose from \$268,190.30 in 2008 to \$324,999.96 in 2009 – a 21.2% increase.)

One good thing that comes out of this is that faculty, staff and students are coming together and unite in a common front to fight these cuts and restructuring. This augurs well for the future as we brace ourselves for the next wave of unprecedented attacks on employee rights and benefits at all three levels of government. Examples include the assault on pay equity at the federal level, the proposed wage freeze at the provincial level and the possible wholesale gutting of services at the municipal level.

—P.C. Choo, Governing Council





# Job Evaluation Nears Completion

Our union job evaluation committee has been hard at work since our last update in June. We have met regularly with the university and Mediator/Arbitrator Cummings, to represent our members’ interests at the table. We have negotiated many final ratings for each position and are steadily working toward the joint deadline of December 31<sup>st</sup>, 2010. Over the last three months we’ve successfully resolved and negotiated over 900 disputes and continue to negotiate the remaining 200. Should negotiations prove unfruitful they will be ruled on by Mediator/Arbitrator Cummings, as per the agreed protocol. To further support our goal of a fair system, we have asked Mediator/Arbitrator Cummings to review and sore-thumb the ratings to ensure ratings are consistent and compliant with the pay equity act.

Our members have served an important role during this particular phase of the process. Back in June when it looked like the employer wasn’t interested in continuing to negotiate fairly we sent out a letter to the membership and initiated the ‘Fair Play and Fair Pay at U of T’ campaign. Pay Equity lawyer and expert Mary Cornish came to a special

lunchtime meeting to speak with the membership about this phase of the job evaluation project and the issues of fair pay and pay equity. Your positive response and



eagerness to collect and distribute the various ‘Fair Play and Fair Pay’ bags and t-shirts in your workplaces have had an enormous impact and helped us put increased pressure upon the University to negotiate in a fair manner.

This fall we are beginning another important phase of the process:

discussions with the University about fiscal banding and pay scales. This conversation is essential to the process as it will determine future pay scales, including the rate of annual salary increases. Banding and pay scales are a critical component of a fair and equitable compensation plan that will set the standard for pay at the university for many years to come.

The University of Toronto is an incredibly diverse workplace, and

times, and your team has fought carefully and diligently to advance the interests of our membership. The university is a large employer, possesses many resources, and is skilled in the tactics of delay. We have had to argue hard for both the university and the Mediator/Arbitrator to perceive and understand the complexity and level of skill involved in many of the positions at the university. Nowhere has this been more apparent than when we are discussing traditionally female job classes and their functions. Traditional gender biases have rendered much of women’s work invisible, effectively downplaying the skills involved. A particularly concerning feature of the discussions is that it often comes down to a matter of ‘interpretation’ of the work being done, and whether the functions actually require skill in order to be performed.

Finally, another important stage of the process will begin soon. Approximately 1200 new jobs have been created at the university since the job evaluation project was initiated. With your assistance, this group of members, called Wave 6, will collect the important information necessary to carefully assess these new positions according to the new system we have jointly developed to rate Waves 1 through to 5. Questionnaires for these positions will be sent out in the New Year.

—Kim Walker,  
Job Evaluation Committee

## VICTORIA UNIVERSITY REPORT

### Public Sector Compensation Freeze Not The Answer To Provincial Deficit

Over the past few months the Union has been analysing and responding to the Ontario government’s plan to impose a two year freeze on our compensation. Many aspects of this issue are the same for Vic members as they are for our colleagues in the U of T Staff Appointed Unit, although because Vic is a separate employer with its own budget, there are details specific to us. For instance, money from the government represents a smaller percentage of Vic’s operating income than it does for U of T’s operating income. More than three-quarters of Vic operating budget comes from sources other than the government. This strengthens our argument that the Union and the Vic administration should be allowed to negotiate the terms of compensation in a new collective agreement without government interference. Also, Vic’s latest three-year budget plan includes a projection that compensation will increase by 3% in each of the next three years.

The government wants the Union to sign on to a binding framework that would shape our next round of collective bargaining. The framework that the government has in mind would set limits on what can and can not be negotiated in the next round of collective bargaining. The Union has no intention of entering such an

agreement, although we look forward to sharing with the government our ideas for alternative ways the provincial deficit can be reduced. A good place to start would be the cancellation of the planned corporate tax cuts that will lead to \$2.4 billion less in provincial revenue every year.

### Grievance VC 2010-01

On September 9th the Step 2 grievance meeting was held for grievance VC 2010-1. The grievance was filed by a group of housekeepers when management scheduled them to be off a day during their normal work week so that they would not qualify for overtime when they worked during the spring residence change over weekend. Valerie Ferrier, Grace Santos, Stuart Deans (our acting staff rep) and I presented the grievance for the Union.

We agreed with the University that, given none of the housekeepers worked more than forty hours during the week of the change over, the University had not failed to pay earned overtime. Our presentation focused on the assertion that the University had switched the housekeepers’ days off so that the housekeepers would not work enough hours to qualify for overtime pay, and that led to the housekeepers not having two consecutive days off. Article 25.02 of the collective agreement reads, in part, “In establishing shift schedules, the University agrees that it will not schedule regular straight time shifts more than five (5)

consecutive days per week and will provide for two (2) consecutive days rest. Variations to this provision maybe made by mutual agreement between the employee and the University.” The schedule created by the University did not provide two consecutive days off and there was no consultation with the housekeepers or the Union.

To settle the grievance, the University and the Union have agreed that each of the affected housekeepers will receive a half day off with pay at a time agreed upon with their manager. The parties have also agreed to meet sixty days before the next spring changeover weekend to discuss scheduling for the weekend. It should be noted that for this year’s end of summer change over weekend, the University created a schedule that saw the housekeepers work their normal work week and then earn overtime for the day they worked on the weekend.

We have a busy autumn and winter ahead of us. Once the U of T job evaluation ratings are settled, we will be re-starting the Vic job evaluation process. We will also begin preparations for collective bargaining. I look forward to organizing a new Communication Action Team (CAT) and to consulting with all members of the unit as we work towards the creation of our negotiating proposals.

—John Ankenman  
Local 1998  
Victoria University Unit President

# Dave Taylor wins 2009 UTM Staff Service Excellence Award

Hearliest congratulations to David Taylor from Classroom Technology for winning the 2009 University of Toronto at Mississauga Staff Service Excellence Award. I have worked with Dave for the past ten years and I firmly believe there is nobody more deserving. Dave first started working at U of T in 1978 at the Media Centre on the St. George campus and later on at the Best Institute before moving to UTM in 1983 in the Audiovisual department (now Classroom Technology).

During this time, Dave has made a positive impact on a great number of people with his professional work ethics, calm and easy-going nature, and never ending supply of jokes and good humour. He was nominated for the award by Anil Vyas, Director of the Technology Resource Centre, and as the many letters of recommendation suggest, this award is long overdue.

Long-time colleague Jim Luckett from the Physics Department had this to say about Dave: “His dedication and energy in his position are exemplary. Dave is a major contributor to the UTM community and he is one of kindest people I know. I’ve known him since he came to UTM. He has always been conscientious about the work that he does and he is always cheerful. I don’t think I have ever heard him complain. David is just a genuinely good-hearted, good-natured and loving individual, who I am very thankful, is my friend.”

According to Chemical and Physical Science faculty member, Prof. Wagih Ghobriel, “David gave me the ‘courage’ to develop my



Dave Taylor (l) receiving his award from Vice-President & UTM Principal Prof. Ian Orchard (m) and Anil Vyas, Director, Technology Resource Centre (r).

experience with modern technology especially as applied to audiovisual equipment. A typical example for that is my shift from using the blackboard and chalk to the most advanced ways of using media/demonstrations in a very short time thanks to his support, assistance and experience. His continuous support makes life simpler and easier.”

Dave is also a talented musician and has entertained at various events at UTM. Prof. Wagih could sing his praises enough: “In his spare time, Dave enjoys playing music and entertains with his humour. His humour and eagerness to serve has made him a fixture with our UTM community.” And with regard to his personality, Prof. Wagih said that “Dave’s personal qualities, too, are a model of self-giving, empathy, ideal worth ethic and responsibility.”

Prof. Jeremy Sills from the Computer Science department described Dave as someone “who can take chaos and transform it into order. ... Dave had this ability to multi-task long before

anyone even knew the word.” Professor Dan Schulze from Earth Science describes Dave’s contribution as follows: “It is very difficult to find someone these days who offer such a level of support and service. He has always been willing to go well beyond what is expected from him. ...I was quite surprised to learn that Dave had not yet received the Staff Service Award.”

David has also impacted many students at UTM. Humanities student Simona Koicheva who has worked with Dave said: “Dave Taylor was my first boss at my first job and he has always made me feel comfortable and secure during the work week.

He is always willing to go above and beyond and help me with any trouble I might be having with professors or equipment, including calling his cell phone after hours. He has genuine concern about his subordinates, putting the job ahead of his own needs, always putting on a smile, and remembering the little things about each individual employee. In my opinion, Dave Taylor deserves this award for the many years and efforts he has invested in the MED/CRT department at UTM.”

Dave said modestly that he was “pleasantly surprised” to win this award. In his acceptance speech, Dave said that someone had once told him that he should not waste his time telling jokes all the time, but now he has won an award for it.

Once again, congratulations, Dave! You truly are an inspiration to us all at U of T in general and at UTM in particular.

—Victor Gillson  
Technology Resource Centre, UTM

## Building for Tomorrow’s Jobs: USW National Policy Conference

From April 27 – 29, Toronto was host to hundreds of Steelworkers who came from across Canada for the union’s National Policy Conference. Representatives from Local 1998 joined with their brothers and sisters from the industrial, resource, service and other sectors to hear reports on the state of the union and to pass resolutions which set the work plan for the next few years.

The theme of the conference was Building for Tomorrow’s Jobs. The impact on Canadian workers of the recent economic crisis and economic globalization in general was high on the agenda. Thousands of USW members have been affected by layoffs, plant shutdowns and bankruptcies in the past few years. Multinational Vale Inco made \$4 billion in two years in Ontario alone, but kept members of Locals 6500, 6200 and

9508 on strike for a year, demanding concessions from the workers.

While at the Local level, USW members are involved in hard fought struggles to keep the job security, wages, pensions and benefits they’ve gained in the past, at the National level, the union is looking at more broadly at ways to strengthen and build the union. USW organized 12,000 new members between 2007 and 2009, but much more needs to be done. Across Canada, “union density” has been falling – this is the overall percentage of working Canadians who are unionized. Unionization does not just help members who benefit from good contracts, but a strong labour movement has political influence to win progressive public policies which benefit all workers. The Policy Conference passed a resolution to launch a new National Organizing Project, which will

direct its efforts toward women, new Canadians and younger workers.

USW has also been engaged in a number of strategic alliances with international unions, including an initiative called Workers Uniting the Global Union, which brings together 3 million members in Canada, the USA, Ireland and the UK. As International President, Leo Gerard, said at the conference “Our fights are with global corporations and if we’re going to have the capacity to take them on, we’ve got to have the global networks and solidarity.” In many cases, workers in different countries have the same employers. International cooperation among unions can help stop the practice of pitting workers in different countries against each other in a race to the bottom in terms of wages and benefits. Tony Burke from Unite the Union in the UK reported that they are working with USW to coordinate collective

bargaining with international paper companies. Local 1998 sponsored a resolution to ensure that USW continue to build and strengthen Workers Uniting the Global Union.

These are challenging times for Canadian workers, but the unions like USW are part of the solution. By building our union and forging new and creative alliances, we can bargain better contracts for our members and continue to fight for safer, more secure, healthier and more prosperous communities for all Canadians.

Local 1998 was represented by Allison Dubarry, John Ankenman, Colleen Burke, Alexandra Thomson, Arthur Birkenbergs, Linda Wilding, Sandra Grant and Philip Murton.

—Colleen Burke  
Innovations & Partnerships Office

With files from  
USW @ Work, June 2010



# DO YOU KNOW WHAT'S HAPPENING AT THE FACULTY OF ARTS AND SCIENCE?

**L**abour Relations called your union to a meeting with the Dean of the Faculty of Arts & Science on July 14, 2010. The meeting was to unveil the Faculty's 5-year plan, now posted at [www.artsci.utoronto.ca](http://www.artsci.utoronto.ca). At the July 14th meeting, the Dean gave union members a copy of the plan, and advised that USW members would be kept informed and their needs and rights would be respected. The Dean stated he wanted an orderly transition. However, one only has to read the plan to see how monumental the proposed changes are for the destruction of key departments and programs within the humanities at the University of Toronto and affected units and individuals are being notified now, without any consultation (apart from a group of 8 members of the Dean's Strategic Planning Group). Successful world-renowned centres and institutes will be dis-established (International Studies, Ethics, Comparative Literature, Diaspora and Transnational Studies), others (Industrial Relations and Human Resources, Criminology, and Drama) will be moved and aligned as programs within undergraduate colleges; major

of mid-summer when many staff, professors and most of the affected students are away!

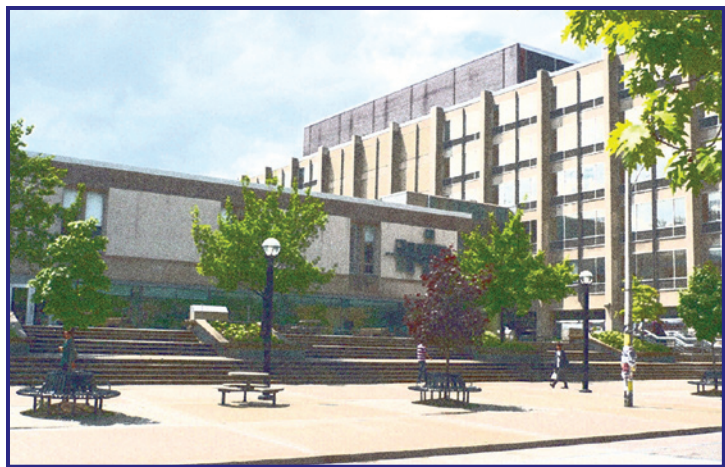
Representatives from Human Resources attended the July 14th meeting and heard the Dean's assurances to honour USW members' needs and rights. HR then set up a meeting with USW members on July 16th, specifically excluded USW representatives from attending that meeting, and told our members that their jobs would no longer be secure on July 1, 2011 and that they should be looking out now for another job. They were also told that the restructuring was being done for financial reasons. How does that action respect our members' needs and rights? The 'plan' has not yet been approved by either the Faculty of Arts and Science Council or the Governing Council of the University, and already members are being given notice of layoff?

You should also know that on July 15th concerned faculty across the University have convened a first meeting in a series of subsequent meetings to discuss "The Future of Languages at the University of Toronto"; the extent of faculty and student representation in this group is truly impressive. The website for the faculty group is located at <http://academicplan.ca/>. The University of Toronto Student Union called a meeting of representatives from all UTEAU (University of Toronto Employee Associations and Unions) members to attend a meeting to strategize on the next steps to save the humanities at the University of Toronto and have started a student campaign. USW representatives have attended meetings of the faculty and the student groups, have met with USW members affected on July 22nd and August 13th, and UTFA, USW and CUPE have formally consulted. UTFA has a formal grievance

challenging the planned closures and

amalgamations. UTFA was told the change is a budget issue and that savings would come from the loss of USW jobs with no loss to faculty positions; however, our members reported that HR at the July 16th meeting advised that significant savings would come from a reduction in faculty stipends.

USW Local 1998 has requested a second meeting with the Dean, and we will have a date soon.



structural change for all language departments is proposed, beginning with the German, Italian, Spanish & Portuguese, East Asian and Slavic Languages and Literatures, i.e. a school of languages and literatures which in its first phase includes the afore-mentioned units, and the promise of more language units to be included in future. Professors, staff and students are up in arms. Most significant is that this small planning group tried to pull this off under the cloak

## The issues identified by the faculty group at their first meeting are valid for us all, namely:

- 1 What happened to the concept of shared governance, and why has this 'plan', which epitomizes the privatization of decision-making, lack of information, and violation of policy principles and past practice?
- 2 Why has implementation of the changes started, e.g. notifying staff that they will not have jobs, asking units to halt admissions, sending memos to teaching assistants and students, etc., when there has been no official approval of the plan's recommendations?
- 3 Since the plan's recommendations are so monumental, why has there been no consultation process undertaken?
- 4 What are the long-term savings of this plan? The faculty, staff and students must educate themselves about the financial situation at the Faculty of Arts and Science. For example, why should students, faculty and staff have to pay for losses such as the \$12 million shortfall due to the endowment shortfall (due to poor investment planning by UTAM), and poor academic planning, e.g. basing income on the assumption that faculty will retire when they reach 65 (only 6 of the 36 professors eligible for retirement did in fact retire this year).

Please read the plan, sign the on-line petitions to save the academic units, read the news articles (such as the Macleans article at <http://oncampus.macleans.ca/education/2010/08/10/academic-crisis-at-the-u-of-t>) and check the various websites for updates on this significant restructuring.

—Linda S. Wilding  
Financial Secretary & CAT Coordinator

## EXECUTIVE MEMBERS

### USW LOCAL 1998

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

Paul Tsang, Vice President  
416.978.0500  
[paul.tsang@utoronto.ca](mailto:paul.tsang@utoronto.ca)

Colleen Burke, Recording Secretary  
416.506.9090 x230  
[colleen.burke@usw1998.ca](mailto:colleen.burke@usw1998.ca)

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

Art Birkenbergs, Treasurer  
905.828.5254  
[arthur.birkenbergs@utoronto.ca](mailto:arthur.birkenbergs@utoronto.ca)

Sandra Grant, Guide  
416.506.9090 x.238  
[s.grant@usw1998.ca](mailto:s.grant@usw1998.ca)

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

Guard  
Vacant

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

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

Unit Chairperson, University  
of St. Michael's College  
Vacant

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

Linda Prue, Unit Chairperson, ESL  
[linda.prue@utoronto.ca](mailto:linda.prue@utoronto.ca)

### STANDING COMMITTEES

Grievance  
Nik Redman ([nik.redman@usw1998.ca](mailto:nik.redman@usw1998.ca))  
Paul Tsang ([paul.tsang@utoronto.ca](mailto:paul.tsang@utoronto.ca))

Health and Safety  
Lee Jeffrey ([lee.jeffrey@utoronto.ca](mailto:lee.jeffrey@utoronto.ca))  
Jennifer Blackett  
([jennifer.blackett@utoronto.ca](mailto:jennifer.blackett@utoronto.ca))

Human Rights  
Ruby Barker ([ruby.barker@utoronto.ca](mailto:ruby.barker@utoronto.ca))

Job Evaluation  
Mary Bird, Jan Eichmanis, Sandra Grant, Pat McClellan, Kim Walker ([jec@usw1998.ca](mailto:jec@usw1998.ca))

Newsletter  
P.C. Choo ([pcchoo@usw1998.ca](mailto:pcchoo@usw1998.ca))

Political Action  
John Ankenman ([john.ankenman@usw1998.ca](mailto:john.ankenman@usw1998.ca))  
Christine Beckermann  
([c.beckermann@usw1998.ca](mailto:c.beckermann@usw1998.ca))

Women of Steel  
Colleen Burke  
([colleen.burke@usw1998.ca](mailto:colleen.burke@usw1998.ca))  
Sandra Grant ([s.grant@utoronto.ca](mailto:s.grant@utoronto.ca))

SteelPride  
Martin Aiello ([maiello@uts.utoronto.ca](mailto:maiello@uts.utoronto.ca))  
Nik Redman ([nik.redman@usw1998.ca](mailto:nik.redman@usw1998.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)