



More than 100 attend Annual Local 1998 Retirement Reception



OVER 100 PEOPLE attended the annual Steelworkers Local 1998 retirement reception held at the Steelhall on Cecil Street Friday June 20th.

Retirees and their co-workers, friends and family gathered to share a meal, reminisce and celebrate. Co-workers told stories about their retiring colleagues and presented them with custom-made Steelworker watches.

Local President Allison Dubarry welcomed the gathering, thanking them for the many contributions they made to the university and the union local throughout their working lives. Carolyn Egan, President of the Steelworkers Toronto Area Council (STAC), and John Malcolm, President of the University of Toronto

Chapter of the Steelworkers Organization for Active Retirees (SOAR) also spoke, sharing their thoughts on retirement and honouring the retirees.

A special mention was made of retired member and SOAR treasurer, Rhea 'Ricky' Cameron, who passed away suddenly in January 2008. Cameron's activism as an employee at the university spanned the whole of her career; a quick sampling included being a board member of the University of Toronto Staff Association (UTSA), actively supporting

the local's union certification drive in the late nineties, and helping to set up the U of T chapter of SOAR. Turn to the back page of this issue for a special tribute to Ricky Cameron.

Retirees are encouraged to continue their union activities through SOAR. For more information on SOAR visit our website at www.usw1998.ca/SOAR.htm or call the local office. All Local 1998 retirees are entitled to a year's free membership in SOAR, complimentary of the Local.

Every year Local 1998 hosts the reception for retirees, their colleagues, friends and family, honouring and recognizing retiring employees and the contributions they have made to the university and union local.



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Women of Steel: Building power, taking action

The first international Women of Steel conference to be held in Canada brought about 1000 women (and some men) to Toronto for the biggest gathering of working women in North American history. Women of Steel started as an education program to build leadership and capacity and help women participate more in a male-dominated union. The size of the conference reflects the popularity and success of the program. Over three and a half days, delegates attended sessions focusing on engaging women in the work of the union, skills enhancement, global solidarity and

political action. Four members of Local 1998 attended the conference.

I was struck by how different our local, which is white collar and predominantly female, is from many other Steel locals in other sectors. I met women who worked in male-dominated shops in oil refineries, forestry, and auto manufacturing. Some of them were among ...continued on page 6



on the move

Local news for members of Steelworkers Local 1998



Steelworkers Local 1998 has won the Best Website Award (produced by volunteers) at the Canadian Association of Labour Media (CALM) Conference held in Toronto in May.

This is the first time that Local 1998 has won in this category. *Steeldrum* has previously won in categories such as Best Overall Publication (for locals more than 1,000), Excellence in Layout and Design, the Ed Finn Award (for the best feature story), the Muckraking Award (for our expose of the \$100K list at U of T), and the Best Flyer/Brochure Award (the hanging of Angelique).

Many thanks to Jan Eichmanis for his excellent work on the Local website!



P.C. on GC

The first half of 2008 has been an incredibly busy period. Since my last column, the Victoria University / United Church Archives had closed despite a spirited campaign to keep it open. Four of our members lost their jobs as a result.

My sincere thanks to the members of *Save the Archives Coalition* who put up a brave fight in the face of overwhelming odds, including putting up a comedy sketch just before the holidays called "The Gooch Who Stole Christmas." On a slightly positive note, the fight to save the archives resulted in our laid-off members being made eligible for the re-deployment pool—something that was not in the collective agreement. Thanks to John Ankenman, Unit Chair of Victoria University, for his tireless fight on behalf of our members. Ken Davey, Part-Time Undergraduate Student Governor, Ken Davey, Alex Thomson (an archivist at VIC) and myself met with Catherine Riggall, Vice-President of Business Affairs in an attempt to find an alternative to the closing.

On an equally sad note, the David Dunlap Observatory is also slated to close in June this year. Eight of our members also lost their jobs. I was one of two Governors on Governing Council to oppose its closing; the other is Part-Time Undergraduate Student Governor, Ken Davey. It sickens me to find that my fellow administrative staff Governor saw it fit to support the closing. This episode made it all the more compelling that members must elect Governors who stand up for them, not those who want to just pad their own resumes or to toe the administration's line unquestioningly.

I recently met with a group of current and former senior administrative staff who belong to the PM group to discuss their pension and other benefits. Unfortunately, this group is the only group on campus that is not organized and hence without any bargaining power. The administration must treat this group fairly and equitably and not exploit them just because they have no bargaining power.

I am also in touch with some of our own members who are concerned about the closure of the early retirement window. I have written to Angela Hildyard, the Vice-President of Human Resources and Equity, asking that the window be extended. I will also be bringing the ...continued on next page

Local 1998 wins best website award at CALM

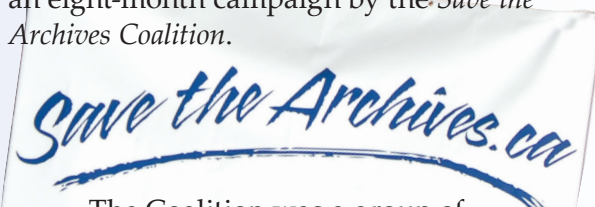
Victoria University News Victoria Unit report Vic Archives update

The past few months have been a busy time for the Union at Victoria.

Preparations for collective bargaining, job evaluation rating, summer layoffs in Food Services and permanent layoffs in the Archives are a few of the challenges we have been working on.

In April a 'failure to hire' grievance was filed on behalf of a member when the University chose another internal candidate to fill a temporary vacancy. Nythyanandam Kandiah and Valerie Ferrier, accompanied by the grievor, presented the case at the Step One grievance meeting ...continued on page 7

April 30, 2008 marked the closing of the United Church of Canada/Victoria University Archives, putting three Local 1998 members out of work and ending an eight-month campaign by the *Save the Archives Coalition*.



The Coalition was a group of union members and staff (including USW 1998 and CUPE 3902), academics, archivists, genealogists, historians, ...continued on page 7

Steeldrum wins four awards at USPA Bi-ennial Conference

Steeldrum has won four awards at the 22nd United Steelworkers Press Association (USPA) Bi-ennial Conference held in Las Vegas in June 2008 — garnering the most awards at the convention.

Steeldrum won in the following categories:

Civil and Human Rights Departmental Award for our coverage of gay and lesbian rights at the 'Workers Out!' Conference (October 2006); **Best Feature Story Award** (for circulation more than 2,000) for our coverage of the job evaluation project (April 2007); **The Raymond Pasnick Award for Best Newsletter** (circulation more than 2,000); **Merit Award for Best Editorial or Column Award** for our coverage on job evaluation (August 2007).

Local 1998 was represented by Steeldrum editor, P. C. Choo, who was re-elected to the USPA Executive for another three-year term.

Local gains new Casual Unit Chair

Local 1998's Executive and Negotiating Committees have gained a new Casual Unit Chairperson. At the Casual Unit meeting held on Tuesday July 8, 2008, Ashley Slack was nominated and acclaimed as the new Casual Unit Chairperson.

Andrew Pickles and Nick Marchese are also on the Casual Unit Negotiating Committee.

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
Carolellen Norskey
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Photography & Images

Kim Walker

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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.

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who
we
are





PRESIDENT'S MESSAGE

BARGAINING FOR OUR FOURTH contract has begun and we have set a number of dates to meet with the university over the summer.

The pace will definitely intensify over the summer and your committee will be keeping you updated via regular bulletins. Updates can be found on the local's website www.usw1998.ca. If you're not on the union listserve and would like to be, just send an email to info@usw1998.ca.

The response from members to the Staff-Appointed bargaining survey was excellent and we received many useful comments and suggestions that your committee reviewed. I've cited a few examples below, including the following which represent just a few of the ones from members showing support for the negotiating committee:

"Thank you for this opportunity to provide feedback to the committee. I hope to support you all the way and wish you all the best in the next few months."

"Best of luck on the upcoming negotiations. I appreciate all that you do for the U of T community and know how hard you work on our behalf."

"Thank you for the important task that the committee is taking on for the membership."

Members also commented extensively on a number of issues, including workload and job security issues:

"There is the very real worry looming in the

Bargaining 2008

Negotiating our 4th contract

near future regarding the university's move towards a user pay, 100% cost recovery budget model for faculties & departments. As departmental budgets become squeezed year after year (an additional 4% cut is due in May 08), they will invoke the knee-jerk reaction that they always rely on to save money—cut support staff!

We are stretched to the max as things stand now. There is no more fat to cut in terms of support staff due to workload! The faculty cry louder everyday that they are over burdened with administrative duties and want us to do more and more for them, yet no new staff are ever added to fill this need. These dual pressures open the door for positions to be 'reorganized' so that vacancies are not filled & positions are cut altogether. Aside from falling behind in terms of wages and the rising costs of basic commodities, coupled with the high cost of living in Toronto, this is my major concern for the future!"

Note: the Demystifying the UofT Budget presentation can also be found on the negotiations update webpage.

Your support will be crucial in negotiating a good contract and we'll need to ensure that every department has a Communications Action Team (CAT) representative so that your department is part of the communications network. If your department doesn't have a CAT member, please contact Linda Wilding at linda.wilding@usw1998.ca.

Staff-Appointed members recently received Professor Jennifer Berdahl's report on the Staff Environment Survey conducted last year. One of the results that struck me was the fact that men earned 6% more per year than women. We've known that pay equity is an issue in this bargaining unit, especially as 70% of the members are women, however, this is the first time that the difference in wages has been measured. The impact of unfair wages is felt both while working and also affects one's pension. A member who worked as a secretary and who retired last week, asked me about her pay equity claim and spoke about how

her small retirement income would affect her lifestyle. Equity continues to be an issue that the union will continue to pursue vigorously.

Workplace poisons (undermining and harassment) were also measured by Jennifer Berdahl and it is clear that this is an issue that needs to be addressed with good language in our collective agreement that protects members. Members also commented on this in the bargaining survey:

"I hope you do your best to fight to get the bullying clause in the collective agreement."

"Bullying—the combination of incompetent managers with bright staff seems to foster bullying behaviour. In my experience, the staff member is twice victimized: 1st at the hands of the bully, and secondly my U of T refusal to reprimand the bullier in any meaningful way."

"Office bullying is very prevalent within the University. Management should be held accountable for their actions and behaviour. At this time I can't list any specific improvements, but I strongly feel that the University should acknowledge the fact that office bullying takes place within the University."

Professor Berdahl's report raises a number of important issues that we will address with the university.

On another note, administrative staff at Queen's University have launched a union drive with the Steelworkers. Many of the issues staff face there are very similar to those faced by us ten years ago and they are working on having "a place at the table" that provides them with a voice in the decisions that affect them. We wish them well and look forward to having more university administrative staff in the Steelworkers university sector.

We have a lot to do this summer and we will be asking for your support and help in the bargaining process. Enjoy the summer and look for the next issue of Steeldrum with the annual report on salaries over \$100,000.

— Allison Dubarry, President

P.C. on GC ...continued from last page

matter up at Business Board at its next meeting.

An interesting statistic came to light when the 2007 Human Resources and Equity Annual Report was released April 28. Out of 584 job postings for vacancies within the bargaining unit, only 322 vacancies (or 55%) were filled by internal applicants. The rest of the 262 vacancies (or 45%) went to external applicants. We have been constantly told that U of T always hires the best. We have absolutely no quarrel with that. On the other hand, once we were hired, how come we are no longer the best when we try to apply for other positions? If we are indeed the best, why were 45% of vacancies filled from without?

The meeting of Governing Council on April 10 was a tumultuous one. Students protesting yet another hike in their tuition fees took

over the meeting, causing Governing Council to adjourn to another location. Sadly again, I was only one of two Governors to vote against the proposed fee increase; the other is Full-Time Undergraduate Student Governor, Alex Rascanu from Scarborough. Two student Governors who were present for the vote—Alex Kanjeev and Yang Weng—voted for the increase while another student Governor, Saswati Deb, abstained. My fellow administrative staff Governor voted for the increase. It is strange how some people always say they care about students. I say, if you truly



care, show them that you care where it matters most – in the pocketbook.

— P. C. Choo, Governing Council

on other fronts

relevant news
for steelworkers

Brain-damaged woman at centre of Wal-Mart suit

DEBBIE SHANK CRIES EVERY TIME she is told that her 18 year-old son, Jeremy, has been killed in Iraq. The 52-year-old mother of three had attended her son's funeral, but she continues to ask how he is doing. When her family reminds her that he is dead, she cries as if she is hearing the news for the very first time.

Debbie suffered severe brain damage after a traffic accident eight years ago that robbed her of much of her short-term memory and left her in a wheelchair and living in a nursing home. The accident was the beginning of a series of battles – both personal and legal – for Debbie and her family. Their biggest battle, so far, has been with her former employer, Wal-Mart.

Eight years ago, Debbie was stocking shelves for the retail giant and signed up for Wal-Mart's health and benefits plan.

Two years after the accident, Debbie and her husband, Jim, were awarded \$1 million in a lawsuit against the trucking company involved in the crash. After legal fees were paid, \$417,000 was placed in a trust to pay for Debbie's long-term care.

Wal-Mart had paid out about \$470,000 for Debbie's medical expenses and when it found out that Debbie had collected damages, it sued Debbie and her family to recover the same amount. The Shanks had not noticed the fine print in Wal-Mart's health plan policy that the company has the right to recoup medical expenses if an employee collects damages in a lawsuit.

The family's attorney, Maurice Graham, said he informed Wal-Mart about the settlement and believed the Shanks would be allowed to keep the money. "We assumed that after

three years, they [Wal-Mart] had made a decision to let Debbie Shank use this money for what it was intended to," he said. Unfortunately for the Shanks, the court sided with Wal-Mart. Last summer, the couple appealed the ruling—but also lost. One week later, their son was killed in Iraq.

"They are quite within their rights. But I just wonder if they need it that bad," Jim Shank said.

In 2007, the retail giant reported net sales in the third quarter of \$90 billion.

Asked why the retail giant is pursuing the case, Wal-Mart spokesman John Simley, who called Debbie Shank's case "unbelievably sad," said in a statement: "Wal-Mart's plan is bound by very specific rules. ... We wish we could be more flexible in Mrs. Shank's case since her circumstances are clearly extraordinary, but this is done out of fairness to all associates who contribute to, and benefit from, the plan."

Jim Shank said he believes Wal-Mart should make an exception.

"My idea of a win-win is—you keep the paperwork that says you won and let us keep the money so I can take care of my wife," he said.

The family's situation is so dire that last year Jim Shank divorced Debbie, so she could receive more money from Medicaid.

Jim Shank, 54, is recovering from prostate

cancer, works two jobs and struggles to pay the bills. He is afraid he won't be able to send their youngest son to college and pay for his and Debbie's care.

"Who needs the money more? A disabled lady in a wheelchair with no future whatsoever, or Wal-Mart with \$90 billion?" he asked.

Right now, only about \$277,000 remains in the trust—far short of the \$470,000 Wal-Mart wants back.

Refusing to give up the fight, the Shanks appealed to the U.S. Supreme Court. But in March 2008, the Supreme Court said it would not hear the case.

The Shanks have exhausted all their resources and there is nothing more they can do but go on with their lives. Jim Shank said he is disappointed with the Supreme Court's decision not to hear the case – not for the sake of his family – but for those who might face similar circumstances.

For now, he said the family will figure out a way to get by and "do the best we can for Debbie."

"Luckily, she is oblivious to everything," he said. "We don't tell her what is going on because it will just upset her."



"Welcome to the changing face of labour-management partnerships."

Labours' newest frontier

IN 2005 ONEX CORPORATION purchased Boeing Company's aerospace plant for US\$1.1-billion in cash and debt.

To make the spinoff – renamed Spirit AeroSystems Incorporated – profitable, Onex demanded wage concessions, job cuts and changes to the pension plan. "If Spirit was not restructured to make it more competitive, it would have died on the vine," says Nigel Wright, private equity manager at Onex.

Wright and the union leaders worked on new compromises and hammered out a profit-sharing deal. In exchange for giving ground on some issues, Onex offered union members a 10% equity stake in an initial public offering. "If I made money, I was prepared to share the earnings," says Wright. It helped that the sector experienced a bit of a boom, and Spirit raised US\$1.46-billion in an initial public offering (IPO). Eighteen months later, the members of three unions that signed on each received payouts of US\$61,440.

"The IPO exceeded expectations," says Jim Davis, business manager for the International Brotherhood of Electrical Workers local 271 in Wichita.

Welcome to the changing face of labour-management partnerships. Unions began to notice

their management partners were changing in the late 1990s. Instead of blue-chip corporations, the new masters of the corporate universe were private-equity firms. According to one union, five of the 10 largest employers in United States last year were private-equity firms. So, unions changed their tactics and began brokering new financial deals. Demands on the table can now include everything from profit-sharing models to limits on dividend recaps, that is, the amount of money investors can squeeze out of a business.

"There is a corner being turned," says Courtney Pratt, former president and chief executive of Stelco Inc. "We are seeing unions understanding the business imperatives better and they are more willing to work within that context."

Pratt should know. During Stelco's restructuring in 2004, when the company went into bankruptcy protection, he worked with Ron Bloom, a former investment banker turned in-house negotiator for the United Steelworkers of America, to turn things around. Bloom not only faced-off against management, he also dealt with hedge-fund managers who held Stelco's bonds. "These were complex financial deals and Bloom really got it and understood it," says Pratt.

Kristine Pearson winner of OISE 2008 Staff Excellence Award

KRISTINE E. PEARSON, a Liaison Officer in the Department of Sociology and Equity Studies at the Ontario Institute of Studies in Education (OISE), has been named the 2008 Inaugural Recipient of the OISE Staff Excellence Award.

The OISE Staff Excellence Award was created in 2007 “to recognize the important role that staff play in furthering its mission. OISE staff are true partners in our educational enterprise, and it is important to honour those who contribute so much to the community.” Kristine was nominated for her outstanding contributions to OISE in general and to her department in particular.

According to Prof. Kari Delhi, Chair of the Department of Sociology and Equity Studies in Education, excellence takes patience, cheerfulness, dedication and humanity.

“What is so remarkable about Kristine is how she shows her humanity. No matter what she is doing or whose problems she tries to address, she listens and empathizes, and always works to see the situation from the other's perspective. And, almost as if by a miracle, she finds a way to solve everyone's problem, even when most others would give up.” Professor Delhi said. “Kristine's job description does not mention anything about patience, cheerfulness and dedication, nor does it say she must be accommodating, even when others are being difficult. At the same time, these are the qualities that make her such an asset to our community. She has made an immeasurable impact on several generations of graduate students in SESE. Kristine reminds us to be human, generous and respectful to each other. She is truly an excellent employee.”

SESE Business Officer Paul Tsang who works with Kristine and also nominated her for the honour, describes Kristine as “warm and approachable in her demeanor, friendly and respectful in her personal interactions



Kristine Pearson (right) receives her award from Dennis Thiessen, OISE Associate Dean, Academic, and Carol Rolheiser, OISE Associate Dean, Teacher Education.

“Kristine is committed to equity, not just as part of the OISE or departmental mandate but clearly as a personal value system and as a way of living and knowing.”

with staff and faculty members, and caring and supportive in her counseling and advisory role to students. Kristine is committed to equity, not just as part of the OISE or departmental mandate but clearly as a personal value system and as a way of living and knowing.”

“Kristine has my deepest respect as an active and loyal USW 1998 member,” Paul adds. “She is active and vocal for the needs and concerns of the loyal and hard-working OISE staff. U of T works because we do!”

Kristine received her award at the Annual Awards ceremony on May 30, 2008. Well done, Kristine! You are truly an inspiration to us all!

— P. C. Choo, Admissions & Awards

Andre Tremblay 2008 winner of prestigious Chancellor's Award

ANDRE TREMBLAY, from the Centre de recherches en éducation franco-ontarienne (CREFO), at the Ontario Institute for Studies in Education (OISE), has been named as one of two winners of the 2008 Chancellor's Award.

The Chancellor's Award is part of the Awards of Excellence program awarded by the UofT Alumni Association. It recognizes and honours outstanding contributions by an administrative staff member.

Andre was nominated for his “enthusiasm, ever positive support, initiative and professional dedication.” He joined the Department of Curriculum, Teaching and Learning in 2000. Since then, he has played a leading role in such areas as graduate studies, research, student governance and community events. Most notably, Andre has been instrumental in facilitating many of the graduate studies goals within the Department Academic Plan during the merger of six semi-autonomous mini programs into the new Curriculum Studies and Teacher Development Program. This is reflected in the establishment of the “Doc Talk” and “MA” sessions which are informal support forums for graduate students within the program.

During the OISE/UT centennial celebrations in 2006-07, Andre was involved in the production of a promotional piece called *Inspiring Education*, a documentary on the history of education at the University of Toronto. He was also involved in numerous activities and events and offered his assistance in English-French translation to a number of programs and departments.

Since the nomination, André has been promoted as Centre Coordinator in CREFO. Andre received his award on April 16, 2008.

“It's been a lot of fun getting all

this attention... on top of this amazing recognition!” he said.

Congratulations, Andre, and keep up the good work!

— Lori May, OISE





UTFA Raises Questions on U of T Pension Plan



UNIVERSITY OF TORONTO'S Asset Management Corporation (UTAM) came under fire at the Business Board meeting of Governing Council on April 28.

Professor George Luste, President of the University of Toronto Faculty Association, submitted a 14-page memo to Business Board and gave a 5-minute presentation (the maximum time limit for presentations). In his memo, Luste raised a number of issues, some of which are troubling to say the least.

According to Luste, there has been an alarming increase in the costs of administering the pension plan. In 2007 alone, fees and expenses increased by a staggering 48%—from \$15.6 million to \$23.1 million. Most of this increase is attributed to the more costly alternate asset fees (including hedge fund-of-fund fees). Annual costs are now about \$20 million more than in the years before 2000 (pre-UTAM). The cumulative costs from 2000 to 2007 now totals \$68 million. Since the pension plan is in deficit, this \$68 million have a negative impact on U of T's operating budget.

Even more damaging is the revelation that a simple passive investment policy beats UTAM's active investment policy by an astounding \$226.3 million for the period from 2000 to 2007! A basket made up of a passive mix of 50% all-Canadian bonds and 50% TSX Composite returned \$1,621.6 million whereas UTAM returned \$1,395.3 million—a stark difference of \$226.3 million. A simple passive investment policy carries much less volatility than an active investment policy of investing in higher risk alternate assets.

Luste also took issue with UTAM's use of peer group comparisons as a form of performance

measurement. Quoting from Nobel Prize winner William F. Sharpe (who wrote *"The Arithmetic of Active Management"* in 1991), Luste argued that there are intrinsic problems with the use of peer group comparisons. "An important corollary is the importance of appropriate performance measurement. 'Peer group' comparisons are dangerous. Because the capitalization-weighted average performance of active managers will be inferior to that of a passive alternative, the former constitutes a poor measure for decision-making purposes. And because most peer group averages are not capitalization-weighted, they are subject to additional biases. Moreover, investing equal amounts with many managers is not a practical alternative."

Another concern raised by Luste is the worrisome trend of investing in new alternative investments such as hedge funds in our pension plan. According to Luste, up to 45% of our pension plan is invested in these new instruments that carry a high degree of risk. Added to this is the question of conflicted compensation bonuses paid to UTAM executives that encourage expensive active management of the pension plan with no real oversight or accountability.

In his article, *"Why today's hedge fund industry may not survive"* in the March 18 issue of *The Financial Times*, Martin Wolfe warned that "hardly a week goes by without the implosion of a hedge fund. It is conceivable that this model

will join securitized sub-prime mortgages on the scrap heap."

In another article on March 11 in *The Financial Times*, John Kay wrote that "getting away with producing adulterated milk is hard; getting away with an investment strategy that adds no value is not. With the 'right' fee structure, mediocre investment managers may become rich as they ensure that their investors cease to remain so."

Commenting on the questions swirling around our pension plan, Allison Dubarry, President of Steelworkers Local 1998, said that these are serious issues that merit closer scrutiny. "Pensions are our deferred wages," she says. "It's important that the Steelworkers have a role in oversight of the plan."

According to administrative staff Governor, P. C. Choo, who sits on the Business Board of

"Pensions are our deferred wages. It's important that the Steelworkers have a role in oversight of the plan."

— Allison Dubarry, President

Governing Council, a board member asked UTAM executives to respond to Prof. Luste's concerns at the April 28 meeting. The response was, "We will get back to you on that later."

Steelworkers Local 1998 recently launched a series of lunch-time pension and budget workshops on all three campuses led by Jorge Garcia from the Steelworkers Research Department. Garcia's presentations can be found at www.usw1998.ca

Women of Steel ...cont from page 1

just a handful of women in their workplace. Many of their workplace issues were quite different from ours: like having safe women's washrooms which they can use without worrying about being harassed or health and safety cuts which can lead directly to being killed on the job.

Despite the different concerns coming out of our different sectors; as women workers, many of our issues are the same. Sexual and other forms of harassment, lower pay, lack of affordable childcare, and violence against women are some of the problems affecting women workers in all sectors and on both sides of the border. Dr. Jennifer Berdhal, the University of Toronto professor who has surveyed our members on workplace issues, presented some of her findings at the conference. Her research shows that women in our local are more likely to experience social undermining behaviour, harassment and have less job satisfaction than our male

co-workers. In addition, women at U of T are making on average \$6000 less a year than their equally qualified and educated male colleagues.

An exciting new campaign was launched at the conference, called "Get the Lead Out." This campaign will link the recent high-profile recalls of toxic toys to the erosion of trade laws and the "toxic trade cycle" which leads to unsafe production for workers and unsafe products for consumers. Women of Steel committees will be taking the lead on this campaign.

Despite the size of the conference and enthusiasm and commitment of the women in attendance, there is still more to be done to advance women within the United Steelworkers. USW membership is now 20% women, but this is not reflected in the international leadership. This was apparent as the Directors of USW's 13 Districts were introduced at the opening reception—all were men. Wayne Fraser, the Director of District 6 (our District) said that "the face of the union has changed but the face of leadership must change as well" to reflect this.

Women of Steel committees have done a great

deal to increase women's involvement in the Steelworkers and strengthen the union as a whole. The union's constitution now requires every local with female members to set up a women's committee. However, there is still work to be done in our union to break the Steel ceiling and get women into more leadership positions at the highest levels.

— Colleen Burke, Co-Chair Women's Cttee

Get more involved

Join the Local 1998 Women's Committee. Help us organize a lunch time session on a topic of interest to you, or just come out to a meeting.

Sign up for the District 6 Women's Information Network to receive emails about working women's issues and union campaigns

usw.ca/program/content/winfonet.php

Check out International Women of Steel activities usw.org/womenofsteel

David Pauwels

for the love of music

DAVID PAUWELS will never forget August 28, 2006. It was the day he broke his left leg performing at the Silver Dollar Tavern.

As he hobbled around Admission and Awards, his legend as a creative genius spread. David is not new to the university. He completed his undergraduate studies here in English and Philosophy in 1994 and worked as a casual at the School of

Continuing Studies administering the ESL program. To experience the European lifestyle, he lived in Amsterdam for a year and then returned to the university in a variety of short-term assignments all over the St. George campus before accepting his current position.

David's love affair with music started twenty years ago. He plays bass guitar, drums and does vocals. He writes his own music and is inspired by the music of the sixties. David formed The Midways in 2001 and this musical group performs punk and original music. His association with The Primordials started a year ago and the music style is a smooth Beatles sound. His bands have toured all over Ontario, and have been heard in the pop music festival in Montreal. Samples of his two bands' music can be heard at www.myspace.com/themidways and www.myspace.com/theprimordials. David's bands often perform live at the Silver Dollar, Horseshoe Tavern, and El Mocambo in Toronto.

His most memorable performance memory was in Sackville, New Brunswick, where his band performed in front of a sold out crowd of three people. The keyboardist dropped his pants

and the rest of the band followed suit for a truly unique creative experience. However, it was not the Full Monty!

David has a real love of the written word. He has written for the *Naked News* TV version and has written comedy skits. While researching Deepa Mehta's documentary *Let's Talk About It* he learned about domestic violence. He also edited *Gloriously Free*, a documentary about domestic violence issues among gay and lesbian refugees who came to Canada from places such as Mexico, Jamaica, and the United States. His interviews with these refugees revealed the persecutions and gay bashing they experienced in their home countries.

He has performed as a stand up comic in the Spirits Bar and Einstein Cafe. He takes pride in writing his own comic material. The Globe and Mail column *Facts and Arguments* have received his written submissions over the years. Dedicated to his music, he rehearses with his bands twice a week. In between these activities, he even manages find time to play hockey. What is David's next challenge? Maybe writing a book. What does he want people to know about him? "Anything but the truth!"

Keep your eyes out for this very unique individual.

— *Kubra Mir, Admissions & Awards*

Victoria University report

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with management. The University provided information to support their hiring decision and answered the Union's questions. In their formal response to the Step One meeting, the University denied the grievance. After a full investigation of information supplied by the grievor, the union (including our local's staff representative and me) determined that the University had not broken the collective agreement, and the grievance was withdrawn.

Overnight bookings at Vic are down again this summer. This decrease affects our members in Food Services, because there is a subsequent decrease in demand for meals. There was enough business in May and for most of June to keep everyone busy, but the drop in business in the last week of June, all of July and the first half of August has led to staffing reductions. The Union worked with the University to minimize the number of layoffs. As a result, four Food Services employees facing layoff will be absorbed into Housekeeping starting in the last week of June, and another has had his layoff date pushed back to the first week of July. Another member took voluntary layoff.

After almost a year of working within the broadly based Save the Archives Coalition, the Union signed an agreement with the University that provides for our members who worked in the Archives the opportunity to enter a re-deployment pool upon accepting layoff. This re-deployment pool is based on the one that is provided for in the U of T Staff Appointed Unit's collective agreement. Winning it for our Archives members improves our chances of negotiating it, or something better, into our collective agreement for the benefit of all Vic members. It also reduces the possibility that the closure of the Archives leads to bumping. You can read more details about the coalition and

the re-deployment pool in Alex Thomson's accompanying article, *Vic Archives Update*, on pages 2 and 7 of this issue.

The job evaluation project, led by Valerie Ferrier, continues to progress well. The Joint Job Evaluation Committee (Union/University) is on track to complete the rating of hourly-paid jobs by the end of June. To protect the best interests of our members, Vic salaried job classes will be evaluated once the Union/U of T ratings of similar job classes are complete. On July 1st Valerie will return to her job in the Registrar's Office. She will be ready to work again on job evaluation when the U of T project has advanced far enough for Vic salaried classes to be evaluated. Victoria University has agreed in principle to pay for the balance of Valerie's release time to complete this important initiative.

Tuesday June 10th marked the beginning of negotiations with the Vic administration for a new collective agreement, when the Union exchanged non-monetary proposals with the University. Halyna Kozar and I created the proposals based on notes taken over the three-year life of the current collective agreement, ideas from the negotiating committees of three of our local's other units and, most importantly, the suggestions and comments from Vic members gathered through the written survey and in formal and informal consultation meetings.

We will be negotiating again with the University on July 10th. (The University had to cancel the session that was planned for June 24th.) As in our last round of collective bargaining, a Communication Action Team (CAT) will act as a liaison between the Negotiating Committee and the membership. The CAT will be important in building the strong membership solidarity that will give the negotiating committee the strength it needs to bargain a fair agreement.

— *John Ankenman, Vic Unit Chairperson*



Victoria Archives update

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students and other community activists dedicated to keeping the Archives at Victoria University and saving the jobs of our members who worked there. As a result of the campaign, Victoria University agreed to a union proposal that provides for the remaining Local 1998 members working at the former United Church of Canada/Victoria University Archives to remain in a re-deployment pool for up to 24 months after layoff, and during that time they would only have to be qualified for a posted bargaining unit position, instead of having to be the best candidate.

As for the Archives' collection, April 30 came and went, staff were laid off, and the collection stayed at the University. It came as no surprise to the members of the Coalition that in spite of the Church's optimistic announcement that the collection would open to the public at its new location on May 8, by June 1st, the new space at the head offices of the Church was not ready and the collection had not moved. There has been no statement as to when the archives will be available.

— *Alex Thomson, Victoria University*

In Memoriam:

RHEA 'RICKY' CAMERON passed away on January 9, 2008. Ricky was an activist for employee rights at the University for many years.



Rhea 'Ricky' Cameron

July 18, 1940 — January 9, 2008

"I give you this one thought to keep
I am with you still, I do not sleep.
I am a thousand winds that blow,
I am the diamond glints on snow,
I am the sunlight on ripened grain,
I am the gentle autumn rain.
When you awake in the morning's hush,
I am the swift, uplifting rush
Of quiet birds in circled flight.
I am the soft stars that shine at night.
Do not think of me as gone
I am with you still—in each new dawn."

— Native American Prayer

"She was one of a small group of women whose activism brought about massive changes to the working conditions of both women and men at U of T."

She was a board representative for the University of Toronto Staff Association (UTSA) and a long time member of UTSA's Status of Women Committee. She was one of a small group of women whose activism brought about massive changes to the working conditions of both women and men at U of T some 20 years ago. From there, she went on to actively support our union certification drive in the late nineties. Before retiring in 2006, Ricky worked at the Faculty of Information Studies. Upon her retirement, Ricky was actively involved with setting up the U of T chapter of the Steelworkers Organization of Active Retirees (SOAR).

Speaking at a standing-room-only memorial at the Church of St. James the Less on Parliament Street, Saturday January 19, Steelworkers Local 1998 President Allison Dubarry spoke of Ricky's many contributions to the union.

"Ricky was instrumental in the organizing drive," said Allison.

"She was one of our best organizers and union activists as people respected and trusted her a great deal. Her energy was boundless and her enthusiasm infectious. Although she had retired, she remained very involved in the local and this past summer joined us at the Steelworker table at the Baldwin and Kensington Pedestrian Sundays and chatted with people about why unions were important."

P. C. Choo, Chair of the Election Committee on many occasions, described Ricky as someone who could always be relied upon whenever the need arose. He recalled that on one occasion, Ricky was not feeling well but insisted on being a teller because the Election Committee was short on tellers and she did not want to let anyone down. "Ricky did not run in any of the elections," Choo said, "but she helped run every single one of them."

Ricky will be fondly remembered by many of us at Local 1998.

Rest in peace, my friend.

—John Malcolm, President
University of Toronto Chapter
Steelworkers Organization of Active Retirees (SOAR)

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