



Memo to McGuinty Government: Drop Compensation Freeze Idea

THE STEELWORKERS UNION

representing about 10,000 members in universities, nursing homes, hospitals and other broader public sector workplaces in Ontario – took the occasion of “consultations” on the McGuinty government’s proposal to freeze compensation to urge the premier to drop the whole idea.

The union has declared its opposition to the compensation freeze since it was first announced in the March 2010 budget. Our view is that taking money from the pockets of our members and other Ontario public servants is not the way to deal with the province’s fiscal challenges. This is especially

true in a context where corporate tax rates in Ontario are scheduled to drop significantly, funneling money to shareholders, foreign and domestic, of the most profitable corporations operating here.

Heading into the discussions in early October, we did not believe reaching a “framework agreement” was a reasonable prospect, but we were hoping to get clarification and explanation of some of the most unfortunate implications of the government’s policy. That hope was not fulfilled, and the government representatives made clear they had no mandate to consider money-saving ideas as alternatives to the compensation freeze.

At this point, the Ontario government should step back, absorb the lesson of its failed effort to reach framework agreements with any major unions and change the policy. In the meantime, several arbitration awards in the health and university sectors – including one involving a Steelworkers health care unit in Hamilton – pointedly refused to impose a wage freeze, generally

settling on increases in the region of 2% per year.

In the weeks since the multi-round consultations with dozens of unions wound up in evident failure, government officials have not made clear what, if anything, they intend to do next. Pressed on the matter in the Legislature, Finance Minister Dwight

Duncan was calm, saying: “We have had what I would term a very robust consultation with our partners in the public and broader public sectors, speaking with them in an open and honest fashion. We look forward to continuing that as we move forward to preserve and, indeed, enhance Ontario’s public service.”

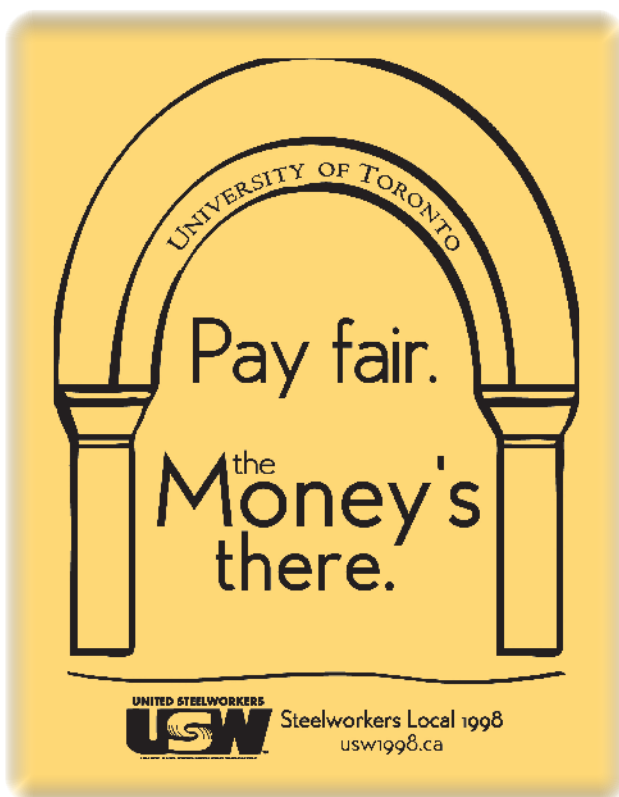
One option for the Liberal government is to step back from the process, but squeeze harder on transfer payments to universities and other agencies and institutions.

The danger in that strategy is that cuts to services – whether it be crowded classrooms or emergency rooms – ultimately get blamed on the government.

The government has cited statistics purporting to show that public sector workers have enjoyed

“Indeed, analysis shows that lower corporate taxes will reduce provincial revenues by significantly more than the freeze could conceivably reduce provincial expenditures. These corporate tax cuts are unnecessary”

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UNIVERSITY PENSION FUNDING:

Another Wrong Approach by the McGuinty Government

Defined benefit pension plans across Canada are facing challenges these days – from demographics, financial market stresses and greedy employers.

For Ontario universities, however, an unusual threat is looming in what is being pitched by the government as a rescue plan. Some – but not all – Ontario universities have developed significant pension funding shortfalls, for a variety of reasons. The University of Toronto has the biggest plan and the biggest

deficit, traceable to past contribution holidays, massive investment losses and current ultra-low interest rates (which cause a ballooning when the future liabilities are calculated in present

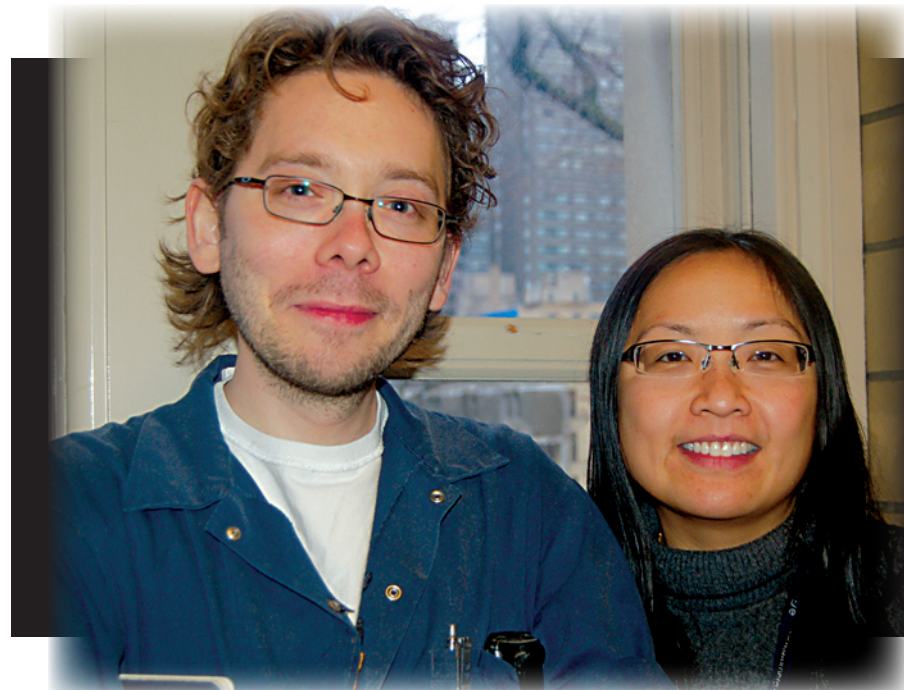
dollars).

What is clear is that our members and other university staff were not responsible for the crisis

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NEW REPS AT ST. MICHAEL'S COLLEGE



St. Michael's College has gained two new union representatives. On November 9th **Monica Phonsavady** was acclaimed as Unit President and **Steven Koshchuk** was acclaimed as Chief Steward. Phonsavady, who previously filled the role of Chief Steward, has worked in administration at the college since 2005, and Koshchuk has been the carpenter since 2007. Both Phonsavady and Koshchuk initially became active in the union through Health and Safety and said they were excited to take on the new roles.

Said Phonsavady, "We are the new face of the union at St. Mike's, some of the youngest leaders and activists, and we hope that this fact will encourage more participation from our members."

Koshchuk echoed the sentiment, adding "We're hoping to build on the strong foundation that former Unit President, David Johnson, established for the members at St. Mike's."

NEW EXECUTIVE MEMBERS



Donna Wheeler (EEB) was acclaimed as the new Trustee for the Executive Committee of Local 1998

Kristy Bard (Anthropology) was acclaimed as the new Guard for the Executive Committee of Local 1998

In Memoriam: Victoria Caroline Littman

Victoria Caroline Littman (Ph.D in Education) passed away suddenly and unexpectedly on October 11, 2010. She was a Learning Strategist at the University of Toronto; Accessibility Services from September 2002 to August 2010. During this time Victoria worked collaboratively with the Academic Success Centre to support student learning with a particular interest in development of students' writing skills. She had recently become the Manager of the Writing & Learning Centre at The Ontario College of Art and Design (OCADU).

How do you say farewell to a friend, a colleague and a person who has been a significant presence in your life? For me, I say goodbye by remembering her spirit, her persistence, and her love of life.

Victoria was a beautiful person who continues to live among us as a model of courage, honesty, and a spirit of determination that refuses to give up. She was loyal, empathetic, and supportive with a wonderful (great!) sense of humor. Victoria had a unique gift of making people whom she interacted with feel special. She was indeed a marvelous teacher – she taught me the importance of taking a mo-



ment to share with others my appreciation for whatever it is about them that is special.

I can remember vividly, like it was yesterday her concern when I was working on our volunteer program. This program can be very challenging and sometimes became frustrating. She would take her magic pink wand (which we still have today) and waved it over me to remove stress. Another fond memory I have is our laughter together. Almost every day we found something to smile about; be it something we read or had seen. I will miss that!

Perhaps above all Victoria will be remembered for her commitment to student learning. To her, every student was special. She dedicated her life to expanding her knowledge and disseminating knowledge to her students. Her gentle yet astute guidance, her passion for education reached out to touch the lives of countless students. "Victoria was a mentor, an advocate, a co-creator, and a friend. Without her wisdom, her savvy and her elegant compassion, I would not be a PhD candidate today. She will be sorely missed not only by me but by our entire community," said Jaclyn Piudik at her memorial gathering.

In conclusion, a group of Victoria's friends would like to establish a bench on Philosopher's Walk in memory of Victoria. Donations can be dropped off at the Accessibility Services reception desk, ground floor, Roberts Library, 130 St. George or at 215 Huron Street, 9th Floor Room 939. For more information please contact Alyson Geary, Division of Advancement, J. Robert S. Prichard Alumni House, 21 King's College Circle, Toronto ON M5S 2J3. Phone: 416-978-5754; e-mail: alyson.geary@utoronto.ca.

— **Amanda Harsham-DeRaaf**
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PRESIDENT'S MESSAGE

A Toronto Star poll this year found that 86% of Ontarians say that "it is harder now than it was two years ago to make ends meet." Are you feeling the pinch too, especially with holidays coming up? If so, you are not alone as most of us are finding it increasingly difficult financially, but for those at the top, it has not been this good since the 1920s.

Armine Yalnizyan, an economist with the Centre for Policy Alternatives, just published a report that examines the growing inequality in incomes. It is beginning to look a lot like the 1920s which is the last time the wealthy experienced tremendous growth while the rest (people like you and me) tried to just get by. Ms. Yalnizyan notes that from 1997 to 2007 Canada's richest 1% claimed 32% of all growth in incomes resulting in the remaining two thirds growth scattered amongst the 99% (i.e. the rest of us).

Yalnizyan comments about the massive growth in the incomes of the wealthy and asks, "Think that's normal? The last time the economy grew so fast was in the 1950s and 60s, when the richest 1% took only 8% of all income growth...From the beginning of the Second World War to 1977, the income share of the richest 1% was cut almost in half, from 14% to 7.7%, as gains in growth led to more people working and better paid jobs."

Makes sense, doesn't it, that when the gains in income are distributed more equitably, more people are employed and wages are better and life for many is just better all round, which isn't a bad thing at all. The principles of fairness and fair pay become very important, especially when the world wide trend is for those in charge to take much more for themselves at the expense of others. Most full time workers have felt this as their

Pay Fair – The Money's There

median income, adjusted for inflation, has not gone up for 30 years.

SO HOW DOES THIS RELATE TO MEMBERS IN LOCAL 1998?

If the salaries of members in Local 1998 are like everyone else's and have not really gone up, is that true for others at U of T, Vic and SMC? The one useful legacy of Mike Harris is the list of public sector workers earning over \$100,000 as every year it shows that some at U of T, VIC and SMC are doing very well.

The faculty association has done research on the gap between senior administrators and "star" professors and the rest of us and found that the gap has been widening significantly at U of T. To be fair, after adjusting for inflation, the level should probably be moved up from \$100,000 to about \$125,000. Still, even after doing that, there is still a lengthy list with some huge annual increases. We do not begrudge those who are getting good increases; we just think that a fairer distribution is what is needed.

A fair conclusion to the pay equity and job evaluation project that addresses the income gap will make U of T a better place for our members to work and also show that U of T as an employer is not following the trend set by many other large companies in keeping wages unjustly low.

THE JOB EVALUATION AND PAY EQUITY PROJECT

is an important mechanism for the union to address issues of inequity and fairness with the university. The economic inequities of the 1920s were a major factor in the growth of unions and today unions are just as important in protecting people's rights. These days, employers and governments are fond of telling us that austerity is necessary as there just isn't the capacity for fair pay and for governments to fund good public services that we use. Yet, when you look at the lists of those making

more than \$100,000 a different picture emerges and it is evident that the money is there for some and austerity stops at a certain level at the top (remember eHealth).

David Logan, the Assistant Deputy Minister, Employee Relations, who told all of the unions this past summer that we should agree to wage, benefit and pension freezes for two years for our members, and also said more or less that he also felt the pain as his salary was frozen as a non-union worker, raked in \$245,073.53 in 2009. I don't think that his pain is the same as the rest of us, especially as he made more than his boss, Dalton McGuinty who took home \$208,974.00 in 2009. In 2009, 173 people made more than Dalton McGuinty at U of T. So, in other words, austerity for you and me and prosperity for those telling us the money is not there.

"PAY FAIR – THE MONEY'S THERE"

is important to us in Local 1998 and we do everything we can bring a bit more fairness and equity to the lives of our members by lessening the income gap and working to protect members' rights. A fair conclusion to the pay equity and job evaluation project that addresses the income gap will make U of T a better place for our members to work and also show that U of T as an employer is not following the trend set by many other large companies in keeping wages unjustly low. Contract bargaining is just around the corner too for 2011 so we will be getting ready for that and will be wanting to hear from you about what is important to you.

Thanks to everyone who has worked to better the working conditions for our members (stewards, health and safety members, CAT members, committee members, Executive members and the Job Evaluation Committee members and others working in the union office) and to all those members who came out to meetings. 2011 will be full of challenges, but our strength is in our collective power and that is what will be needed in 2011 in order to secure a good and fair contract.

— **Allison Dubarry**
President

Compensation Freeze

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higher wage increases in recent years than their counterparts in the private sector. This argument rests on carefully chosen periods for comparison. A broader view shows that private sector settlements ran ahead for most of a decade, while public sector workers lost ground to inflation through most of the 1990s. Higher public sector increases in recent years have allowed simply a partial catch-up. The most recent figures, for that matter, show public sector wage increases averaging in the neighbourhood of 2%, which is below recent rates of increase in the Ontario CPI. Our members, like other Ontarians, face the burden of soaring hydro rates and the

recent imposition of a Harmonized Sales Tax, making a proposal to freeze their compensation both an insult and an injury.

Meanwhile, the Liberal government is refusing to budge on its unwise plans to cut the corporate income tax rate. Indeed, analysis shows that lower corporate taxes will reduce provincial revenues by significantly more than the freeze could conceivably reduce provincial expenditures. These corporate tax cuts are unnecessary and unlikely to promote real investment or create jobs. Cancelling one of these cuts would eliminate the supposed financial need to constrain public employees' pay.

The provincial government should freeze corporate tax rates rather than freezing public-sector compensation.

Considering all the circumstances, the Steelworkers call on the Ontario government to drop its drive for a compensation freeze, instead allowing union members in the public sector to bargain freely with their employers to determine their compensation and other conditions of employment.

— **Charles Campbell**
Research Department
Steelworkers Canadian National Office

Public Services in the UK Gutted

BACKGROUND

Following the UK general election which resulted in a hung Parliament for the first time in over 80 years a coalition of both Conservatives and Liberal Democrats was formed. It has been titled the ConDem Government by us! The Lib Dems are on record and as part of their election manifesto saying they were opposed to any increase whatsoever on student fees. More on this later.

The ConDems have announced their intention of cuts in public spending of around 40%, although the National Health Service is supposed to be exempt as is the International Development budget.

HIGHER EDUCATION FUNDING CUTS

Within higher education a 40% cut in government grants would have a devastating effect on many UK universities. The total figure of HE cuts is expected to be in the region of £4.2 Billion (\$6.8 Billion Canadian Dollars). The figures are split between teaching grants and research grants.

The science and research resource budget has been maintained in cash terms at £4.6 billion (\$75B CAD) until 2014-15. However this will be a real terms decrease once inflation impacts on the figures. The main concerns are for "Humanities" subjects, as one newspaper put it "Band C and D subjects, including information technology, psychology and social studies, will essentially lose their teaching grant support".

Many of the UK's less familiar universities that concentrated on "Humanities" face serious funding issues that could result in some of them having to merge or face extinction. The sector would lose thousands of jobs. Commentators say this is a certainty. Feelings are running very high amongst staff especially faculty staffs that are directly affected by teaching grant cuts. However support staff could lose jobs as soon as the tutors are affected.

STUDENT FEES

One of the last Labour Governments acts before leaving office was to commission a report into university funding. Chaired by Lord Browne (not Gordon Brown) it has now delivered its opinion.

The main recommendation has been to switch funding from student grants

made by central government to students paying a contribution towards degrees. Currently in the UK students are required to pay £3,200 per (\$5,200 CAD) year towards the cost of their higher education degree courses. In Scotland the devolved Parliament picks up the cost for Scottish students. International students pay even higher fees than these.

The student fees are initially funded by student loans repayable once the student has graduated, paid by taxation from pay checks on graduates earning over £18,000 (\$29,000 CAD) per annum. The figures were not going to be up rated for inflation and were spread over 25 years.

I say were because the Browne Review is now recommending fees at a maximum of £9000 (\$14,000 CAD) per annum but only the best universities, Oxford, Cambridge, Imperial College, Kings College etc are expected to charge this rate.

Universities can now set their own rates subject to the maximum £9,000 (\$14,000 CAD). The average annual student fee though is expected to be around £6000 p.a (\$9,800 CAD). These fees will be paid by taxation

on earnings but only for those earning over £21000 (\$34,000 CAD). The figures however will be increased with inflation. The term of repayment has been extended to 30 years.

UK students can now expect to graduate with a minimum debt of around £18,000 (\$29,000 CAD) to £27,000 (\$44,000 CAD) for the normal 3 year degree courses depending on the type of university. For medical, veterinary and for other longer degrees of 5 years the figures will be more like £45,000 (\$73,000 CAD). Of course the figures do

not take into account living costs and many students will easily graduate with debts of over £50,000 (\$81,000 CAD) once all living costs are taken into account. This was the reason for the demo in London last week.

The Liberal Democrats fought the General Election on the promise they would not increase student fees. They lied! Have a look at the National Union of Students You Tube video that nails these lies. Go here <http://www.youtube.com/watch?v=dYMN7Lwo5U>

The future in higher education looks very bleak. Redundancies, pay cuts and closure of universities are all predicted. Student fees going through the roof. There is a complete laissez-faire attitude by the ConDems to the funding for the sector. Some members are reacting with fear. They need to move beyond this to action. The students are already doing that and are providing a good model for staff.

—Mike Robinson

Unite national officer for the further education sector
www.unitetheunion.org/

**DON'T BREAK
BRITAIN
CUTS KILL COMMUNITIES**

SAY "NO" TO PROVINCIAL WAGE FREEZE: SID RYAN

OFL President Questions McGuinty Strategy

While still recovering from the recession, adjusting to the Harmonized Sales Tax, and reeling from soaring hydro rates, unionized public sector workers are dismayed that the Ontario Provincial Government, under Premier Dalton McGuinty's Compensation Restraint Act, is planning to freeze workers' compensation for two years.

Addressing the October monthly membership meeting of Steelworkers Local 1998, Sid Ryan, the newly elected President of the Ontario Federation of Labour (OFL), said that "we are at a crossroads for wage freezes." A final decision will be made before year end.

Under this proposal, University of Toronto (U of T) staff will not be eligible for a raise until 2013.

In contrast, labour arbitrator Martin Teplitsky approved professors and librarians getting a 4.5% raise over the next two years. He also ruled that the University's 2,500 teachers and librarians will not have to pay more toward their pension plans.

This salary increase translates into an extra \$20 million payout, say U of T President David Naylor, adding that the University has to extract those funds from its already recession-battered budgets.

However, that has to be seen in context. In 2009, there were more than 2,300 U of T senior administrators and faculty being paid \$100,000+ a year, 216 more who earned salaries of \$200,000+, and 28 who raked in \$300,000 and more.

The University's funding from the government will not change as it is based on student enrollment and the university's revenues, which are expected to increase over the next several years. In other words, as a recent Union email states, "the money is there for fair wage increases for employees."

Yet the provincial government would like public sector employees already having difficulty making ends meet to bear the brunt of its fiscal problems, according to Ryan.

In 2009 there were more than 2,300 U of T senior administrators and faculty being paid \$1000,000+ a year, 216 more who earned salaries of \$200,000+, and 28 who raked in \$300,000 and more.

While the average private sector wage hike this year in Ontario is expected to be 2.3%, Ryan wonders why Queen's Park is offering public sector workers "zeros."

According to Ryan, taking "from the pockets of members" as a strategy to deal with the province's fiscal challenges does not make sense, and "lower wages means lower tax revenue for government."

Inexplicably, he says Queen's Park has decided to drop corporate tax rates in Ontario.

"There is no revenue problem — but there's a political problem," Ryan says. "Why should we suffer for \$4 billion in corporate tax cuts?"

What we are trying to achieve, Ryan says, is a voice "in issues where labour has been absent for many years."

A better strategy, he says, is for the provincial government to freeze corporate tax rates rather than freezing public sector compensation. Especially, he says, even "a modest increase" will mean a lot to Ontario families.

He called attention to the economic burden that will be placed on low- and modest-income Ontarians who are being asked to bail out the provincial government, while witnessing the largest, most profitable Canadian corporations benefit from generous tax cuts.

Also under the provincial government's microscope are university pension plans. The government wants to drop the University's rate of contribution while raising the employees' rate of contribution.

"It's a bit of a mess," Ryan says.

The government is proposing workers and employers each contribute 50% to an individual's pension plan, accept lower benefits, and change the benefit plan to a defined contribution plan. This last point would translate into "no security for retirement," he says.

What we need, he contends, is to work on a campaign to expand the Canada Pension Plan, such as increasing premiums 50% over seven years, so that workers can take home more.

"This is the first time in fifty years that this will take place," he said, adding that "it's good for future generations."

Formore information on the proposed wage freeze, please visit www.usw1998.ca/Comp10_2010.htm

—Kathleen O'Brien
Faculty of Information

New Promises To Consult With Union For Future Plans at Arts & Science

Students, faculty and staff unite to defeat original proposal

In the last issue of Steeldrum, we provided a review of what had been happening with the Faculty of Arts and Science and Dean Meric Gertler's five-year academic plan.

Much has happened since then, and you will be pleased to know (if you don't already) that Local 1998 has been meeting and working with students, faculty and other unions on campus due to the widespread impact of the original plan. It has been encouraging to note that we all support each other and have genuine concern for the implications for all our members.

Steelworkers Local 1998 finally had its meeting with Dean Gertler on October 29,

2010 – the same day that a *Globe and Mail* article appeared stating that the plan to create a School of Languages and Literatures at the University of Toronto has been cancelled. In response to our question as to why our members had to read about it in the *Globe and Mail*, Dean Gertler and Vice-Dean Stephen Rupp agreed it would be better for the union to be informed about such news before it goes to the media.

The discussion with the Dean was helpful and provided some clarity on where the plan stood at that point in time. While the proposed new 'School' has received the most attention because of the implications for many academic departments and centres, it was acknowledged that it was never the intent to add an extra administrative layer when proposing the new 'School', nor was it the intent that staff should be ill-informed about what was being proposed. It

was announced that there will be extensive consultation with all parties and the number of people 'at the table' will be expanded and that the expected model



is one of collaboration and sharing of administrative services. The Director of Labour Relations stated that it is important to note that administrative services include not only staff, but also chairs and assistant/associate chairs.

Dean Gertler and Vice-Dean Rupp made the following promises at the meeting on October 29:

- The union will be contacted, very early on in the new planning process, about any proposals that may affect our members. They stated that the faculty is committed to informing us where possible if something will be directed to our members so that the union can respond. Advance copies of materials/notices/missives will be sent to the union if at all possible;
- Academic objectives will be shared with all affected parties;
- Labour Relations will respond to requests for budget information;
- The concerns of the unions and their members are taken very seriously;
- The faculty will try to ensure that plans and possible outcomes will be openly shared with the union.

Dean Gertler's update of November 5, 2010 gives an overview of changes to the original plan, and these changes are due to the work of the unions and their members, the faculty, the students, and many other supporters in their responses to the original proposals. Steelworkers Local 1998 will continue to work with our members in the Faculty of Arts and Science, other unions, faculty members and students and will also continue to meet with our members to hear their concerns and work with the membership.

—Linda Wilding
EASI

Queen's University Staff Join United Steelworkers

Administrative staff of Queen's University in Kingston, Ontario, voted Monday December 13th to join the United Steelworkers (USW).

"This is a great day for Queen's staff," said Kelly Smith, a 20-year Queen's employee in the Faculty of Arts and Science. "Now that we have our vote counted, we can move forward with real bargaining rights that give staff a voice in the decisions that affect us. Staff have always been proud contributors to the life of our university and that will continue."

The Ontario Labour Relations Board (OLRB) today completed the counting of ballots that were cast in a representation vote on March 31, 2010. The final count of ballots was delayed due to differences between the union and the university regard-

ing the bargaining unit's structure. After engaging in discussions and a formal mediation process, the

tor/arbitrator Janice Johnson, paving the way for today's final count. The new bargaining unit will



USW and Queen's reached a settlement with the assistance of media-

number almost 1,100 employees. Queen's staff join 7,500 other univer-

sity employees in Ontario who are already members of the USW – at the University of Guelph and at the University of Toronto and its affiliated colleges Victoria University and St. Michael's University College.

"Staff are a key part of Queen's successes and we have for a long time needed a stronger voice," said Mark Publicover, a 30-year Queen's employee in the geography department. "It is a time of great change in the university sector and finally staff have a place at the table."

"Throughout the campaign, we reached out and talked about real issues with our colleagues, like fairness, a genuine voice for staff, consistent policies, job security, pensions and a better way to resolve complaints. Now we can look forward to reaching out to all staff to get ready for the exciting challenges of collective bargaining."

UNIVERSITY PENSION FUNDING:

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and we should not have to carry the burden.

Unfortunately, that is just the solution the Liberal government is advancing. It has told universities with defined benefit pension plans that funding requirements could be relaxed – but only if the university commits to a plan that would cut costs by reducing benefits, increasing member contributions or even converting the defined benefit plan to a defined contribution plan.

The university would then have three years to implement this cost-cutting plan – presumably by persuading all affected bargaining units to agree to it. In the govern-

ment's view, if the changes aren't made to cut pension costs, the universities will just have to find tens of millions of dollars through cuts elsewhere in their budgets.

There's an irony lurking here – the funding rules are intended to reduce the likelihood that pensions would have to be reduced if an employer goes bankrupt with an underfunded plan. The government's solution is to substitute the certainty of cuts to either our members' current pay-cheques or their eventual pensions. That is no solution.

This crisis is even more unnecessary when you consider how remote the possibility is that the University of Toronto will cease to exist in our lifetimes – and of course if that even happened, the university's valuable land and other assets would be available to fund its

pensions.

"We're not going to go out of business unless the government decides to put [us] out of business," Cathy Riggall, the University of Toronto's Vice-President of Business Affairs, was quoted as saying in the *Globe and Mail*.

The USW has written formally to Finance Minister Dwight Duncan, rejecting the government's framework and calling for appropriate public funding so that the quality and accessibility of university education in Ontario can be sustained and enhanced.

—Charles Campbell
Research Department
Canadian National Office

VICTORIA UNIVERSITY REPORT

GEARING UP FOR JOB EVALUATION

THE UNION has filed a new policy grievance. The subject of the grievance is the job classification system that the Victoria University administration has used for many years. It is the same system as the one used by the University of Toronto administration and it determines the wage rates for all jobs at Vic. Exactly how it determines wage rates is unknown outside of a relatively small group of managers and Human Resources employees, but we do know that there are jobs that are misclassified and under paid because of defects inherent in the system. We are currently in the process of setting up a Step 2 meeting for this grievance. I'll keep you updated as the grievance procedure unfolds.

Eventually the University's current job classification system will be replaced by the SES/U system. It has been several years since the Union first suc-

cessfully negotiated language into the U of T Staff Appointed Unit's collective agreement and began the process of replacing the U of T's job classification system with the fairer SES/U mechanism.

Here at Vic, we have followed the lead of our U of T union colleagues. At one point, a couple of years ago, we needed to put a brake on the Vic job evaluation work so that we did not get too far out ahead of the U of T bargaining unit. The large size of the U of T bargaining unit (3,600 members) and its complexity meant that their progress was slower than at Vic. Now that our U of T union colleagues are getting closer to completing their project, we will be gearing back up for our own final push towards the adoption of a fairer job evaluation system at Vic.

Valerie Ferrier will once again be working with me as we re-engage with the Vic administration to develop and implement the SES/U system. Ratings for all

our unit's salaried jobs have to be determined and the hourly-paid jobs that have changed significantly in the past two years will have to be re-rated. After that, we will enter negotiations with the Vic management to determine the job class structure and the financial outcome of SES/U.

I have no doubt that we will be faced with significant challenges as we draw closer to the full implementation of SES/U. Valerie's expertise and the support of our U of T union friends and of the Steelworkers International Union will be key elements in bringing our efforts to a successful conclusion. Most of all, it will be Vic membership solidarity that will win the day.

—John Ankenman
Local 1998
Victoria University Unit President

P.C. on G.C.

Has the Administration Forgotten How to Consult?

The October 28, 2010 meeting of Governing Council was brought to a standstill when students protested against the adoption of the Temporary Use of Space on Campus policy.

According to the Provost, Cheryl Misak, the new policy was little more than an update of an older set of guidelines dating back to 1988. "It's not a new policy," she said. "The new document is simply an articulation of current practices around space bookings."

Students were not convinced. Speaker after speaker were adamant that the new policy would impose undue financial hardship on student organizations and see it as a tool for the administration to quash dissent on campus.

Graduate Student Governor, Olivier Soirin bluntly asked the Provost if any student was ever consulted. The answer was in the negative.

The Provost's attempt to reply to some of the questions was repeatedly interrupted as some students openly challenged her. Things rapidly degenerated after that and the students in attendance then

stood up and sang, "We Shall Not Be Moved." After repeated attempts to restore order failed, Jack Petch, Chair of Governing Council, then adjourned the meeting. Student Governors huddled with the Chair and came up with a compromise: the Provost would set up a Working Group to consult with students. The meeting then reconvened and the policy was adopted. Nonetheless, some Student Governors (Diana Alli and myself) voted against the policy.

The fiasco over the Temporary Use of Space policy is the latest in a string of public relations disasters for the university administration. Last year, the administration surreptitiously brought forward the policy on flat fees. This summer, the Faculty of Arts and Science tried to introduce wide-ranging changes that would see five language departments being merged into one in an attempt to reduce administrative costs. In all these cases, there was little or no

meaningful consultation with all the stakeholders. They were simply imposed from the top down. The result was widespread opposition – and in the case of the Faculty of Arts and Science, it has the effect of galvanizing and uniting students, faculty and staff in a common cause. Dean Meric Gertler's pathetic attempts to rationalize the changes drew nothing but scorn and contempt from far and wide.

Having witnessed all the above up close and personal, I cannot help but ask if the administration has forgotten how to consult. As one Alumni Governor told me, all these (disruptions and protests) were totally unnecessary and would not have happened if the administration has engaged in meaningful consultation with all the stakeholders in the first place.

I couldn't agree more.

—P. C. Choo
Governing Council

Local 1998 Supports Rebuilding Efforts in Curepto, Chile

A big "Thank You" goes to Steelworkers Local 1998 for supporting the victims of the Chile earthquake and tsunami through Habitat for Humanity.

Three-time Gemini Award nominee Carlos Diaz turned his 40th birthday party into an incredibly successful event to raise money for families in the town of Curepto that was devastated by an earthquake and tsunami on February 27, 2010. The earthquake measured 8.8 on the Richter scale.

The event was held on July 21, 2010 at Revival Bar in Toronto. Guests enjoyed the entertainment that showcased the very heritage and culture that they were helping to save. All of the \$20,000 that has been raised from online donations and from the event will go to the building of homes in Curepto. A personal note from the Mayor expressed his gratitude for helping his town continue to rise above the hardship and sadness they have endured. Thousands of families in Curepto are still living in tents or emergency shelter and are enduring a harsh winter.

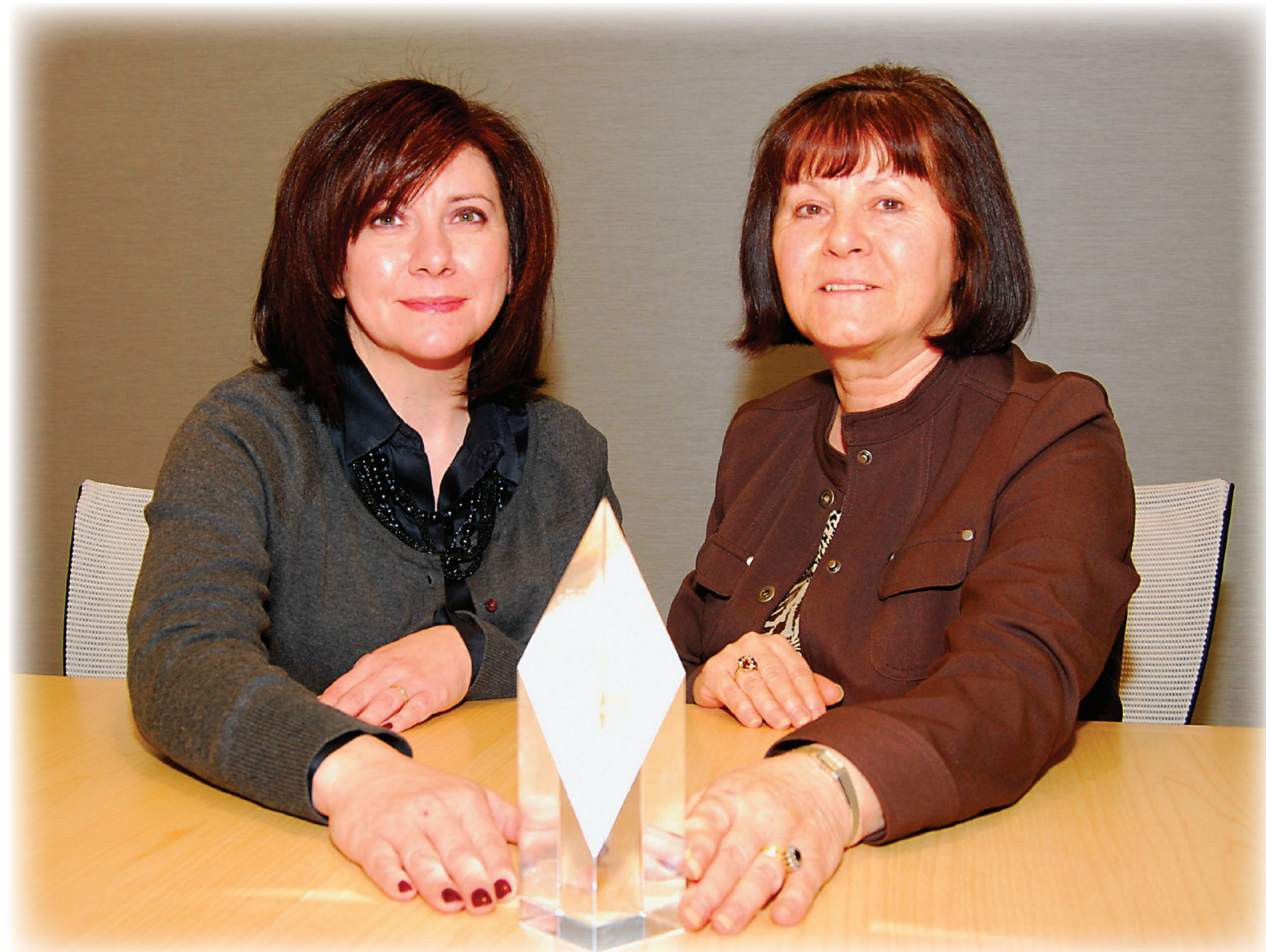
Carlos and his family are continuing to raise funds through www.carlosdiaz.ca with the hopes of reaching their goal of \$40,000. A documentary of the building of the homes will be filmed by Carlos himself to show the impact of donor support. Carlos and his family are grateful to Local 1998 for their generosity and for helping bring hope and homes to the families of Curepto.

—P. C. Choo
Admissions & Awards



Grupo Chile performing at Carlos Diaz's Habitat for Humanity fundraiser

Rosa Ciantar and Julie Waters Honoured With Staff Service Award at UTM



Rosa Ciantar (l) and Julie Waters (r) with the Staff Service Award.

Rosa Ciantar was at home on vacation when the call came: she is one of two winners of the 2010 University of Toronto, Mississauga (UTM) Staff Service Award. She knew that she had been nominated – but to win is clearly something else. It took a few moments for the news to sink in. She felt extremely honoured, not only for herself but also for her department.

An Academic Counsellor at the Department of Language Studies, Rosa has been with UTM since 2003 and in her current position since 2005.

Prof. Michael Lettieri, Chair of the Department, spoke about Rosa in glowing terms at the award ceremony: "It is hard to speak of Rosa in anything but superlatives. Rosa's story is a story of great dedication. Students, faculty and staff all seek Rosa out to discuss their problems and their ideas."

Likewise, Professor Michel Lord, then Acting Chair of the Department, described Rosa as "the greatest Academic Counsellor I have ever known. It speaks to the magnificent qualities

Rosa has as a wonderful person and as a dedicated Academic Counsellor."

Asked about the most challenging aspect of her job, Rosa said that undoubtedly it is the counselling part of it. On the other hand, the most rewarding and satisfying aspect of her job is when she sees the smile on the students' faces when they leave her office.

Rosa received her award from newly-installed UTM Principal, Professor Deep Saini on November 1, 2010. With her to celebrate the proud moment were her parents, colleagues and students.

However, it is not all work and no play for Rosa. She loves music and taking walks as well as doing things with her hands which include "gardening, cooking and knitting."

Rosa also paid tribute to Julie Waters, her co-winner of the Staff Service Award. "I am truly privileged to be in her company," she said.

Congratulations, Rosa! You truly are an inspiration to all of us!

— P. C. Choo
Admissions & Awards

Julie Waters had just returned from a two-week vacation when she learned that she is one of two winners of the University of Toronto, Mississauga, Staff Service Award. "I was called into Prof. Kelly (Hannah-Moffat, Chair of Sociology)'s office where she told me that I had won the Staff Service Award and presented me with a beautiful bouquet of flowers. I was totally surprised – this award had never entered my mind."

However, to those who nominated her, it was no surprise that Julie won the award. "She is an outstanding and deserving candidate, who exemplifies all the criteria this award honours," said Prof. Hannah-Moffat. "Julie is utterly indispensable. Her lengthy career at UTM is one of sustained dedication and excellence. She is highly valued and respected by the UTM community."

Prof. Ronit Dinovitzer said that he has often witnessed the "transformative impact Julie's devotion has on students." Prof. Green notes that "in my thirty four years at UTM, I have

known no one else as utterly dedicated, helpful, knowledgeable, consistently friendly, thoughtful and utterly indefatigable as Julie Waters."

To the question as to what is the most challenging aspect of her job, Julie said that would be saying 'no' to students. And the most rewarding? "Helping students to succeed."

Juie has been with the University of Toronto for more than twenty five years with the last five in the Department of Sociology at UTM. Born in Italy, she is married with two kids and three grandkids. Her family was with her at the award ceremony to help celebrate her success. In her spare time, she enjoys reading and sewing.

The Staff Service Award is not her first award this year. Earlier in the year, she received her 25-year Service Award. "Wow! Two awards in one year!" she laughed.

Congratulations, Julie! You are truly an inspiration and a role model for all of us!

— P. C. Choo
Admissions & Awards

FILM REVIEW

MADE IN
DAGENHAM

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If you were not able to make it to the November 22 showing presented by the Equal Pay Coalition and Canadian Labour International Film Festival (CLIFF), then you should run, not walk, to see *Made In Dagenham*. This is a lovely movie. It tells the story of a 1968 strike by 187 women sewing machinists at the Ford plant in Dagenham, England, which resulted in the passage of equal pay legislation in Britain. *Made in Dagenham* begins when women at the plant discovered that they have been placed in a job classification for unskilled labour with their pay rates set accordingly. As they vote to strike for a higher job classification, they demand to be paid at the same rate as the 40,000 men in the plant. Supported by their (male) union representative in the plant (played by Bob Hoskins), the women find themselves up against plant management, Henry Ford Jr., the union and even some of their union brothers when the strike results in the whole assembly line being shut down at the plant. Director Nigel Cole has crafted the story into a heartwarming and inspiring tale of political empowerment, with stellar performances by Sally Hawkins, Bob Hoskins and Miranda Richardson. The colourful backdrop of sixties England is accentuated by an upbeat soundtrack which includes some ska and reggae.

From a union perspective, it is a shame that Rita O’Grady’s character (Sally Hawkins) is based on a composite of several of the women who were involved in the strike. Dramatically, it makes for a stronger movie. It does have the unfortunate effect, however, of suggesting that this significant political victory was won by strong leadership, rather than solidarity. We can take inspiration from *Made in Dagenham* that important political battles are worth fighting and can be won (equal pay legislation in Britain was introduced two years after the Dagenham strike, and followed shortly after in many other countries). Forty years later, however, the struggle has not ended, and women in Britain are still paid an average of 17 per cent less than men. The screening on November 22 included short presentations from Mary Cornish, of the Equal Pay Coalition, Mary Bird, from USW 1998’s Job Evaluation team and from Frank Saptel of CLIFF who placed the movie in the context of our current struggle for equal pay for work of equal value here in Ontario and in Local 1998.

—Alex Thomson
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