



Job Evaluation: Just Get it Done!

THE MESSAGE came through loud and clear even before negotiations started: "Get job evaluation done as soon as possible."

The negotiating committee was determined to get a guarantee that job evaluation would get done without the kinds of delays and frustrations that occurred in the past. The slow painful progress that occurred between 2005 and 2008 is going to pay off in a fast tracked schedule as outlined below.

Step One

The job evaluation team is currently completing the job classification part of the project between September and December 2008. It involves reading carefully through each questionnaire to find out what you told us you do. If others are doing similar work, they and you will be collected into a job class. In January 2009 the union and the university will compare notes and try to resolve areas of disagreement on job classes.

Step Two

Where the university and the union cannot agree on job classes, we will ask expert persons known as referees to take another look during the month of March 2009.

Step Three

Cases where the referees cannot agree will go to arbitration in April 2009. Arbitrator Mary Ellen Cummings will rule on these matters by September 30, 2009.

Step Four

Next, the job evaluation team will begin work on the rating of agreed job classes starting March 2009 and complete the ratings by



November 30, 2009. This exercise determines the level of skills and responsibilities, effort and working conditions involved in each job class. As before, the union and university will compare notes and discuss areas of disagreement on job ratings during December 2009 and January 2010.

Step Five

Outstanding rating disagreements will go to the referees in February 2010.

Step Six

Cases not resolved will go to arbitration in March 2010. Arbitrator Cummings will rule on these by August 31, 2010.

The union and university will then agree on pay bands, pay structure, date of adjustments and implementation (i.e., when you are actually paid any adjustments you are due).

Sound complicated? Absolutely. The process has to capture all the work of the bargaining

"Making your work visible so that you can be paid accordingly is the whole purpose of job evaluation."

unit, including all work previously missed in outdated job descriptions. Making your work visible so you can be paid accordingly is the whole purpose of job evaluation. In the fall of 2007 we took a snapshot of the bargaining unit. Once the analysis has been completed the university and the union will jointly manage the new system.

You have an important role

And now to **YOUR PART** in job evaluation: You have an important role to play.

If you believe your job is underclassified, do not wait! Request reclassification immediately. The university has agreed to ...continued on page 6

You have the right to work in a safe, harassment free environment

Bullying is a form of harassment. It is one person asserting power in a dynamic that creates a power imbalance and it can ruin someone's life by causing undue stress and anxiety in the workplace.

"What is workplace bullying?"

Workplace bullying includes both words and actions that make others feel incompetent, ashamed, worthless, excluded, unwelcome or unsafe. These uncivil and disrespectful behaviours make people feel bad about themselves. Sometimes they even fear for their safety.



Workplace bullying disrupts work and undermines self-confidence, effectiveness, and credibility. It includes unwanted and unwelcome verbal, psychological, emotional, social, physical, and sexual threats or behaviour. It erodes workplace trust and compromises workplace ...continued on page 6

on the move

Local news for members of Steelworkers Local 1998



Local 1998 gains new unit: ESL teachers at the University of Toronto

This summer English as a Second Language (ESL) teachers at the University of Toronto were hard at work not only in their role as teachers, but also organizing themselves as the

newest certified unit of Steelworkers Local 1998.

A core group of just less than half of the total 52 teachers helped to organize the unit. Their hard work paid off when 90% of the unit voted

YES in favour of certifying. Their chosen union: Steelworkers Local 1998.

Members of the unit cited a lack of job security and a desire for a ...continued on page 7



Lillian Lanca stepped down as Co-Chair of the Grievance Committee to accept a new position in the Department of Astronomy and Astrophysics. Local 1998 is extremely grateful to Lillian for her many years of dedicated service, and we are thrilled that, despite her new responsibilities at the University, she has chosen to continue her service as Chief Steward for Arts and Science.

On behalf of the Grievance Committee I would like to welcome Nik Redman as the new Interim Chief Steward for U of T Libraries, and to congratulate Nik on his election as Co-Chair of the Grievance Committee. Nik brings many years of experience as an advocate for human rights and employment equity to the position. Prior to his election as Co-Chair, Nik served on the Job Evaluation Committee.

— Allan Revich

“GapZilla” bakesale raises funds, pay equity awareness

October 28th the Local 1998 Women’s Committee hosted a bakesale with a message. Not only did it raise funds for the pay equity campaign being waged in Ontario and across Canada, it also sought to build awareness around the existing wage gap between men and women.

Strategic pricing illustrated the disparity. Men and women paid differing prices for their goods: one dollar per item for men, and 68 cents per item for women.

2008 is a particularly significant year for women and the pay equity campaign. January marked the 20th anniversary of the introduction of pay equity legislation in Ontario, and the 17th of September was dubbed the “*Now You’re Working for Free Day*” by Ontario’s Equal Pay Coalition. Marking 71% of the way through the calendar year, the date is a powerful illustration of the wage inequity that continues to affect women in Ontario.

The Pay Equity Act has helped reduce the pay gap from 38% in 1988 to 29% today, yet much remains to be done. The gap persists despite increased rates of post-secondary education amongst women—who now constitute the majority of post-secondary graduates—and the existence of pay equity legislation.

Mary Cornish, pay equity lawyer and advocate, comments:

“Pay equity enforcement must be revitalized to deliver pay justice to the current generation of working women who weekly take home inequitable pay... While the failure to properly value women’s work is an urgent human rights problem, it is also a family, social and economic problem.”

The Equal Pay Coalition was formed in 1976 and represents over one million Ontarians. For information on the pay equity campaign or how to get involved, please go to:

www.equalpaycoalition.org



Join UofT administrative staffer Ann-Kristine Pearson for a special reading from her upcoming book, ‘*Whose University Is It Anyway? Power and Privilege on Gendered Terrain*’ at noon on Thursday November 20th in room 2-214 OISE.

Pearson’s contribution is one of fourteen talented authors and paints a dynamic portrait of what goes on behind the scenes, learning and working, at Canadian universities.

Pearson has been a Graduate Student Liaison Officer for the Department of Sociology & Equity Studies in Education, UofT, for 17 years. A mother, grandmother and actress in her “other life”, she has a BA in English Literature, & French Literature and Language and an MA in Drama from the UofT.

Photo credit: Lisa Sakulensky.

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Layout & Production
Kim Walker

Graphics
Kim Walker
Canadian Association of
Labour Media (CALM)

Photography & Images
Kim Walker

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

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

who we are





PRESIDENT'S MESSAGE

2008

MARKS 20 YEARS since Ontario's Pay Equity Act was passed. It is also the tenth anniversary of administrative and technical staff at the University of Toronto being unionized under the Steelworkers.

The juxtaposition of both of these events is an interesting one when one considers that while on one hand the working conditions for members of Local 1998 have steadily improved after 10 years of unionization, yet,

"Twenty years after Ontario's Pay Equity Act was passed, Ontario women, working in segregated job ghettos, continue to suffer systemic gender-based discrimination in pay. In Ontario where a person's pay is critical to family, community and provincial prosperity, the gender pay gap at 29% is a human rights crisis which must be solved."

—Framework for Action, Equal Pay Coalition

Pay equity is an issue that is very relevant to members of our local as our membership is 70% female and we are currently involved in a massive job evaluation/pay equity project. The last pay equity exercise at U of T was twenty years ago and at that time staff members did not have a place at the table in developing and implementing pay equity. Twenty years later, and ten years since unionization, the situation is completely different as members now have a voice and a place at the table in implementing pay equity.

Fairness and equity are two issues central to pay equity and they are relevant to any discussion of

the conditions for casual staff at U of T. The casual collective agreement expired at the end of June and we are now working on proposals for our fourth collective agreement.

A recent survey of casual staff on bargaining priorities revealed that the top five priorities are salary increase, job security, applying as an internal candidate, benefits and improving the working environment (workload, bullying, etc.)

Some of the comments on the survey from members address these priorities:

"Salary Increase category is most important for me since I have to pay day care for my kid which costs more than half of my wage per month."

"Casual workers should not be working twice as hard as some of their permanent counterparts just because we have no sick days, and no paid holidays."

"I hope this survey sheds some light on the issues that affect all casual workers, be it salary, working conditions, etc. ...I honestly enjoy working for the University of Toronto and hope to see better results in the near future."

"Not having job security, seniority or sick time is very stressful. Another employee in my office who does the same job as myself, started a few weeks after me, but is permanent, and was

"Fairness and equity are two issues central to pay equity and they are relevant to any discussion of the conditions for casual staff at U of T."

— Allison Dubarry, President

recently offered more hours of employment. I would like to see situations like this change so contract employees have seniority."

"I hope we have a leg to stand on in getting at least the same increases as our permanent counterparts just negotiated for themselves."

"Save Us!... "

Many casual workers work in jobs that are similar to staff appointed jobs, yet for some of them, the terms and conditions of their employment are vastly different to their staff appointed counterparts. In some cases, departments also use casual employment to bypass the job posting requirement of the staff appointed unit. The survey also revealed that some areas keep casual members from ever migrating to the staff appointed unit by limiting their hours to no more than 14.5 hours a week.

Staff appointed members have a real interest in improving the conditions of casual members as a good number of "casual" jobs are jobs that should be staff appointed. Equity and fairness were important issues for us ten years ago when we unionized and are still as important now as it was then. Ten years later, solidarity from staff appointed members will be an important element in achieving equity and fairness for members of the casual unit.

— Allison Dubarry, President

Solidarity with University Workers: Humanity Fund Guests



On October 30th the Local hosted a lunchtime meeting with three special guests (shown left, right, middle): Gabriela Barrueta Ruiz and Silvia Alejandra Andrade Rodriguez from the Mexico City Autonomous University (UACM), and Thembisa Xeketwana from the University of Cape Town (UCT).

The speakers each shared stories of the specific challenges and campaigns they have faced at each of their Universities and freely offered the perspective of workers, teachers, trade union activists and students in their respective country. The overwhelming message was one of solidarity: that despite the global distance, the struggle and the prevailing economic, educational and policy-driven trends at the universities were very much the same.

Ruiz is a professor at UACM and is Secretary General of the UACM Workers Union. Thembisa Xeketwana is employed by Metro Cleaning Services at UCT and is active in the UCT Workers Forum.

on other fronts

relevant news
for steelworkers



Toronto coalition launches new goodjobs site

ON OCTOBER 21, a coalition of more than 35 community, environmental, labour, social justice and youth groups in the Toronto region launched a new website: goodjobscoalition.ca

The coalition, assembled earlier this year to begin a focused dialogue on how to improve living and working conditions in Canada's largest urban centre, will be hosting a Good Jobs Summit on Saturday, November 22 at the Metro Toronto Convention Centre. Its goal is to develop strategies that affirm the values of a truly just society: healthy communities, a sustainable economy, strong public services, equity, access to post-secondary education and training and decent work for all.

"In light of the global financial crisis and the need for action to stop climate change, it's more important than ever to make sure there will be new good jobs to replace the ones that have been lost," said John Cartwright, President of the Toronto and York Region Labour Council.

"For Toronto to prosper, we need to make sure that new Canadians have decent jobs, paying a living wage," said Tam Goossen, of the Urban Alliance on Race Relations.

The Good Jobs Coalition invites workers, community representatives, students and politicians from all communities in the region to participate in the Summit. Registration information is available on the site along with fact sheets about the economic reality faced by

most worked in the Toronto region.

Members of the coalition include: the Association of Community Organizations for Reform Now, Campaign 2000, the Canadian Arab Federation, the Canadian Auto Workers, the Canadian Federation of Students-Ontario, the Canadian Hispanic Congress, the Canadian Tamil Congress, the Canadian Union of Public Employees, the Chinese Canadian National Council-Toronto, the Colour of Poverty Campaign – Colour of Change Network, Community Organizing for Responsible Development, the Community Social Planning Council of Toronto, the Council of Agencies Serving South Asians, Family Service Toronto, Labour Community Services, the Labour Education Centre, the Metro Toronto Chinese and Southeast Asian Legal Clinic, Migrante, Miziwe Biik, the Ontario Coalition for Better Childcare, the Ontario Public Service Employees Union, the former workers of Progressive Moulded Products, the Scarborough Civic Action Network, the Service Employees International Union, the Social Planning Council – York Region, the Social Planning Network of Ontario, the Toronto Coalition for Better Childcare, the Toronto Environmental Alliance, the Toronto Training Board, the Toronto Women's City Alliance, the Toronto & York Region Labour Council, UNITE HERE Local 75, the United Food and Commercial Workers, the United Steelworkers, the Urban Alliance on Race Relations, the Workers' Action Centre, the Working Women Community Centre, and the Youth Union Movement.



Scotland to bring back in-house hospital services

UNISON, the UK's largest health union, is today calling on the Government to follow the example set by Scotland and bring hospital soft services back in-house.

The Scottish Government has announced that all cleaning, catering and clinically related soft facilities management services in the country's clinical premises are to be exempt from contracting out in future schemes, whether funded through Public Private Partnerships (PPPs) or not.

A letter from the Scottish Government to Hospital Chief Executives across Scotland says:

"The provision of soft facilities management services such as cleaning and catering play a key role in the delivery of clinical services in NHS Scotland. The Scottish Government believes that NHS Scotland should therefore be responsible for the direct delivery of these services wherever possible."

Wales has recently announced something similar.



CIBC Sudbury bank strike finally over

ONE OF THE LONGEST labour disputes in Sudbury is over. Canadian Imperial Bank of Commerce (CIBC) employees, who had been on strike since January 14, 2008, voted in favour of a new collective agreement by a margin of 81% on October 17th.

According to Myles Sullivan of the United Steelworkers, which represents the striking employees, the agreement provides for a guaranteed wage hike of 7.5% over the term of the 18-month contract. There is an immediate pay hike of 4.5% followed by a 3% increase which takes effect February 1, 2009. In addition, the employees will get a special signing bonus of \$1,650 for full-time staff and \$1,250 for part-time staff. A performance-based increase of 1.5% is scheduled for November 1, 2009.

However, the contract will not be retroactive. Instead it takes effect immediately and runs until April 30, 2010.

"The goals we were seeking, we achieved and we are now looking forward to returning to work, reopening the branches and serving our customers," said Sullivan. "Throughout the nine months on the picket line, the workers had unfailing support from the community. We think the community support was the main reason we were able to endure the nine months and go as long as we did," he said.

The strike was the longest by a Steelworker local in Sudbury in the history of the union here. The CIBC strike was the second staged by bank employees in the Sudbury area since the United Steelworkers began an organizing drive at the Toronto-Dominion Bank last year. About 110 TD workers were on strike for about five-weeks in midsummer last year.

local 1998 negotiations update

Victoria Unit ratifies strong new contract

NEGOTIATIONS for a new agreement for the Victoria University Unit recently concluded with a tentative agreement being ratified by the membership.



The new contract provides for an across the board wage increase of 3.5% retroactive to July 1st and 3% increases on July 1st of 2009 and 2010. Each member of the unit will receive a signing bonus this month. Also included in the new contract are the improvements in health care benefits that were won in the U of T Staff Appointed Unit (which will take affect on January 1st), a new child care benefit, strengthened anti-harassment language and improvements to bereavement, family/floating, compassionate care, parental and primary caregiver leaves. Additional improvements were won in sick leave, temporary transfers and the discipline "sunset" provision. Language was agreed to that sets out the process for the completion of the job evaluation project.

"Two key factors in winning a fair deal was the membership's support for their bargaining team, and the work of the CAT team..."



One of the key factors in winning a fair deal was the membership's support for their bargaining team as demonstrated by a 91.3% strike mandate and many people wearing their union shirts. Another important factor was the work of the Communication Action Team (CAT) providing two way communication between the bargaining team and the membership. The members of the CAT were Eileen Barr, John Britton, Jennifer Collier, Patricia Glover, Wanda Hughes, Anna Kot, Lisa Newman, Jerry Nogas, Alex Thomson and Samantha Wilkinson. The bargaining team also benefited significantly from the advice given by Valerie Ferrier in regards to new job evaluation language and from her help in analysing wages and job classes.

When the call went out a year ago for nominations for the salaried members' representative on the negotiation team, we were fortunate that Halyna Kozar took up the challenge. Halyna worked tirelessly on behalf of the membership. She paid the kind of attention to detail that time and again proved very important to our ultimate success.

Now that another round of collective bargaining is finished, we have the day to day challenge of strengthening the union at Vic. It will take determination and hard work, but by meeting the challenge together, we will continue to build momentum so that we are even stronger in the next round of bargaining in 2011.

—John Ankenman, Unit President



St. Michael's makes solid gains in new contract

Late in the evening on October 15th, the St. Michael's Unit reached a tentative agreement with the University.

Our bargaining team of Morteza Memari, Bryan Adamczyk and myself had been preparing for these meetings since the early spring by attending bargaining sessions provided by the Local. We spent time in discussions with other bargaining units to look at common goals that could achieve more equality for all our members within the university environment.

"Member surveys and meetings at St. Michael's gave us direction and helped us prioritize the objectives our members wanted to see realized in a new collective agreement..."

Member surveys and meetings at St. Michael's gave us direction and helped us prioritize objectives that our members wanted to see realized in a new collective agreement.

When it became necessary to seek further support, our members gave the negotiation team a 100% strike mandate vote.

With this unprecedented level of support and the realities of the financial situation of our times, we made gains on monetary adjustments for some job classifications over and above the across the board increases of 9.5% for all members over the life of this agreement. A child care benefit plan, other benefits equal to members across the U of T campus and the introduction of a job evaluation system were also achieved. These and other changes to our collective agreement have followed our members' desires to move forward in being recognized as essential partners in the St. Michael's unique community at the University of Toronto.

There are many people to thank for helping us at St. Mike's - Kim Walker from the Local's office for all the necessary printing and ballots, Mario and Inge Pugliese, retirees who came back to handle all our voting requirements, as well as all the members and non members of our Union that gave us their support. Thank you all very much.

—Dave Johnson, Unit President



Staff-appointed unit: mandate & ratification results

STEELWORKERS LOCAL 1998 held a Strike Mandate Vote on September 3, 2008.

The results of the vote are as follows:

No. of valid votes cast: 2069 Spoilt votes: 3
Yes: 1790 (86.5%) No: 279 (13.5%)

Following a tentative agreement, a Ratification

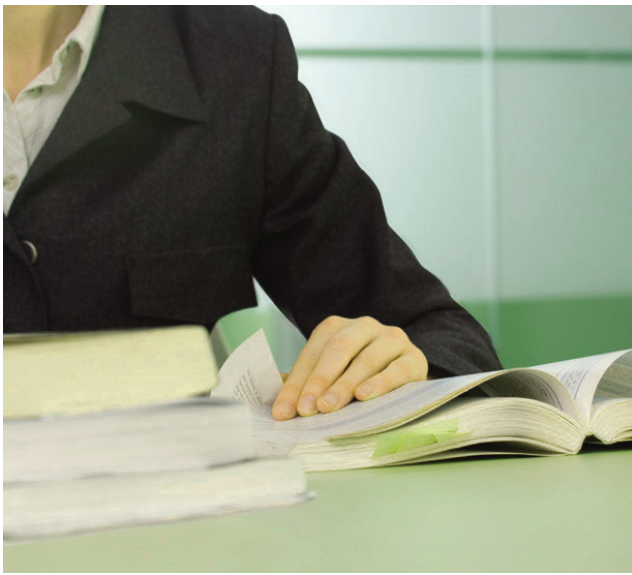
Vote was held on September 12, 2008.

The results of the vote are as follows:

No. of valid votes cast: 1723 Spoilt votes: 5
Yes: 1561 (90.6%) No: 162 (9.4%)

Respectfully submitted by:

—P.C. Choo, Chair, Elections Committee



Job evaluation: Get it done!

...continued from page 1

continue reclassifying jobs under the old system until the new one is in place. While the union does not have a joint role in reclassifications, the union does assist members who come forward. Do not delay. If you are re-classified, it will be effective from the day you submitted your reclassification request.

Even if you are satisfied you are properly paid for the work you do, we still want you to keep track of any new duties and responsibilities you are asked to do. Between 2007, when you filled out the questionnaire, and 2010/11 your job will likely change. Document these changes on a form you will receive shortly.

Even if you chose not to fill out the questionnaire in 2007, please take another look at your job. Note any changes in your duties and responsibilities since the job description was written. Make clear the work you do.

Even if you were not allowed to fill out the questionnaire in 2007, because you may have been on leave or were too new in your position, you will still have an opportunity to describe your job. A form will be sent to you.

Perhaps you are new at U of T. You have a job description that describes your work right now but, before long, new duties and responsibilities may be added. Keep track of these changes when the form arrives.

TOGETHER WE CAN GET JOB EVALUATION DONE RIGHT AT U OF T!

— Mary Bird, Job Evaluation Committee

Canadian Labour Congress statement on the Economic Crisis

Canadian working families will bear the brunt of a deep economic crisis caused by a self-serving and arrogant corporate elite, aided and abetted by complacent and do-nothing governments.

Our jobs and our pensions are at risk. Today, we demand nothing less than a fundamental change of course.

Immediately after the election, whoever is Prime Minister must develop an emergency national action plan with input from labour. This must include measures to audit, re-regulate and shore up our battered financial system, and concrete measures to save and create jobs through major public investments and changes to unfair trade deals.

We cannot leave it to those who got us into this mess to get us out of it. For years our corporate and political elites have been telling us that the economy was “fundamentally sound”, even though our wages were stagnating, good manufacturing and forestry jobs were being lost in the tens of thousands, and ordinary working families were going deeper and deeper into debt just to stay afloat.

The financial crisis brought on by an utterly irresponsible and transparently self serving elite of bankers and outright corporate criminals now clearly threatens to drag us into a global depression. Those in Canada and around the world who proclaimed the virtues of deregulated global finance and do nothing governments stand naked and discredited.

We can pretend that all of the damage was done by Wall Street. But it was Canada’s own financial insiders who were behind the Asset Backed Commercial Paper debacle, and Canada’s own Minister of Finance who refused to get involved, preferring “a market led solution” which left huge holes in our pension plans.

The Canadian banks and their economists assure us today that our own financial system is sound. We hope this is the case, but we have had no independent auditing of the risks to the system, and no clear idea of the impact of this crisis on our pension plans and on the savings of working families.

No one today can parrot yesterday’s official line that the “fundamental” of the Canadian economy are sound. The meltdown of our Canadian stock market over the past two weeks has been even worse than in the US. Far from providing us with a cushion, our once booming resource sector now seems headed for just as deep and punishing a crisis as the hard-hit manufacturing sector which has now shed more than 300,000 jobs.

At one level, we are paying the price of a hugely inflated credit bubble, the product of government regulators failing to reign in the excesses of self-serving global financial elites who personally pocketed billions getting us into this mess. But the roots of this crisis lie deeper. In a world, where workers wages have been stagnant while corporate profits and executive pay have soared to obscene levels, the only source of growth has been debt fuelled spending. In Canada today, as in the US, family debt is at a record high because our economy has not worked for working people.

The economy will not be fixed by Wall Street bailouts, or by platitudes about the need for a steady hand on the tiller as we go into the abyss. Unemployment will soar if governments, at the national and international level, do not take real measures to fix the real problem of stagnant wages and huge trade imbalances. It is simply no longer an option for governments to stand back and do nothing, and pretend that all is well. The Emperor of deregulated global capitalism has no clothes.

This financial debacle demands a fundamental change of direction now to protect working families’ interests.

You have the right to a safe, harassment free environment ...continued from page 1

safety.

“How would I know if my workplace has a bullying problem?”

“Indicators may include: rude and mean-spirited comments; friction; edginess; “attitude”; people being “frozen out” or shunned; conflicts that keep resurfacing; repeated verbal sniping; gossip; rumours and innuendo; two-faced behaviour; scapegoating; stealing another person’s ideas; withholding urgent messages; and tampering with someone’s work or workstation.

Inappropriate supervisory or managerial tactics include: micromanaging; breathing down employees’ neck; scolding someone in front of others; constant fault-finding; providing only negative feedback; imposing impossible and unnecessary deadlines and expectations; constantly changing rules, roles, reporting structures, and job requirements; withholding necessary information / resources / training; giving people assignments for which they lack skills, time, or authority; setting people up for failure; and hounding staff outside of office hours.

Deteriorating working climate includes: lower morale; increasing gossip and rumours; higher rate of absenteeism; lower productivity; more and longer stress or illness related leave of absence; higher turnover; more difficulty attracting new employees; more lawsuits and legal action.”

Excerpt above cited from:

www.unbf.ca/towardsarespectfulworkplace/

What can you do if you are experiencing bullying in the workplace?

Contact us.

We are here to help.

We can provide advice on your next steps and help you with raising the issue. The union will be assigning more members on all campuses who will be handling these issues.

In the new collective agreement, some hard fought for language was added to deal with the increasing incidents of bullying at U of T. The first step is to initiate a complaint under the university’s Civil Conduct Guideline. You are entitled to have a union representative with you at each step.

The complaint must first be raised under the Human Resources Guideline on Civil conduct and if it is not resolved satisfactorily, then it can advance to step 3 of the grievance procedure. Please contact us if you like more information on how to raise a complaint.

Remember, bullying exists and is an occupational hazard that can affect your health and make your workplace toxic.

Contact **Nik Redman**, Grievance Co-Chair at 416. 506. 9090 ext. 231 or e-mail at nik.redman@usw1998.ca if you have questions concerning bullying and harassment.

—Nik Redman





GREETINGS TO members of USW Local 1998 from staff at Queen's University in Kingston, Ontario!

We are members of the Steering Committee for the Queen's staff union campaign—one of the largest union-building campaigns in Canada currently.

The campaign of some 2,000 administrative, technical and support staff at Queen's to join the USW, is taking place with a backdrop of tightening budgets and imminent changes being planned by the University's senior administration. Queen's Principal Tom Williams has warned that "radical changes in the way we do business are needed". However, we know that Queen's staff can face those challenges in a manner that is effective both for us and for the University if we achieve

genuine collective bargaining rights.

Like U of T staff 10 years ago, we chose the USW from among all major unions. Like U of T staff, we are seeking to win a real voice in the decisions that affect us at work.

Like U of T staff, we are proud to work at an esteemed institution, but we seek to bring more fairness and consistency to how we are treated across University departments.

Currently at Queen's, faculty, custodial and library employees have the protection of negotiated collective agreements. But staff lack the genuine voice that comes with bargaining rights and union membership. Our campaign has faced severe restrictions in our efforts to reach out to our staff colleagues. The University administration has banned us from leafleting on university property, placed limits on meeting space and prevented us from using campus mail and email – restrictions that are not consistent with university culture.

Despite these constraints, our campaign is making good progress. We have a growing group of enthusiastic staff volunteers who

are actively involved. The faculty association has endorsed our efforts to campaign freely and many have put up "I support Queen's Staff" posters on their office doors. And the support that we have received from the USW in general and from the USW Local 1998 activists who have visited us in Kingston has been inspiring.

Like Local 1998's resonant "*U of T works because we do*" slogan, at Queen's we are adamant that "*it is not anti-Queen's to be pro-union.*" Most Queen's staff love our work. But we deserve the legal backup that comes with collective bargaining rights. Our campaign is about promoting respect and rights for a major but under-appreciated constituency within the university community – the university staff who contribute so much to Queen's prestigious record of research, learning and teaching.

To learn more go to: www.qusw.ca



ESL teachers certify with Local 1998 ...continued from page 2

stronger bargaining position as the motivating force behind the decision to join the union. "We wanted to secure our bargaining rights so we would be in a stronger position to bargain in a non-confrontational way without fear of reprisal or losing our jobs," says a member who asked that his name be withheld.

When the university announced re-organizations, changes to job descriptions, and reductions to class prep times, the teachers tried to negotiate with their employer as a group to reduce the negative impact of the measures. "We offered four options for an alternative structure that was similar to other successful ESL schools and programs but they [the university] just ignored it."

The end result was a perception that the workload and skills it took to perform the positions were not being recognized. Says one teacher: "It felt

like there was no recognition for the profession itself. ESL instruction has changed a lot since the 70s and 80s and has become a real academic discipline. It's a critical bridging program for the university."

Others are hopeful that belonging to the union will help them gain more consistent terms of employment. At present there is no official seniority list and many of the staff are employed on a contract-to-contract basis with no benefits, despite performing the same job as their colleagues with permanent status.

Since the fall the following have been elected: Unit President, Nick Plagakis (nick.plagakis@usw1998.ca); Unit Grievor, Bill Mboutsiadis (billmuoft@hotmail.com); Negotiating Committee Member, Heather Bryans (heather.bryans@sympatico.ca); and Steward, Steve Bland (sgbland@hotmail.com).

"I've just read through the changes to the collective agreement and having worked at two Universities and been through 3 rounds of negotiations, I have never been so pleasantly surprised with the outcome. These are wonderful changes and I wanted to thank you for all of your hard work throughout this process. I haven't seen a single member since your email came out that doesn't have a smile on their face. Thank you also to Art, who was kind enough to answer all my questions... I will be going on maternity leave in 5 weeks, so there have been wonderful changes in this regard. The child care subsidy was unexpected and so much appreciated."

"I would like to commend all members of the Negotiating Team for their hard work and determination in getting us the best deal possible given the circumstances. Although I am thinking about retiring in a few years, I do not share the negative comments of some people. Did they really understand the situation and look at it objectively? As Allison points out, our salary under

the new agreement will affect our pensions... What needs to be pointed out to some of the more narrow-minded members is the demographics of what you were dealing with, and you obviously can't please 'all of the people all of the time'. Its a pity that people can be entirely self-centred at times.

"I wasn't on the negotiating team but we could get a sense of what you all went through and how hard you all worked under enormous pressure, and you should all be commended for being so pig-headed (in the best possible way!)."

"Thank you so much for all of your hard work. I can't even imagine what it was like to sit across from the University for the number of hours that you had to in order to get us a very fair, good agreement..."

"I so well know that without our Union we, the staff members, wouldn't get anything from the UofT. I can only say without the Union I wouldn't work here."

on the collective agreement
your comments



Francesca Andrade wins prestigious 2008 Patrick Phillips Award

FRANCESCA ANDRADE, Procurement / Financial Assistant at the UTSC Financial Services, received the Patrick Phillips Staff Award at the Distinguished Service Event held at the Miller Lash House on June 19th.

The award is presented to a "...staff member who displays competence, commitment, courtesy, and concern for others routinely; who without fanfare or self-promotion contributes daily to the success of the College."

Shelley Fryer Browne of the Health and Wellness Centre said in Francesca's nomination letter for the award: *"Francesca has a kind and generous disposition that remains intact in the most difficult situations and dreaded deadlines ... Professionalism, kind actions and positive human spirit should not go unnoticed."*

Professor Myrna Simpson of the Department of Physical and Environmental Sciences noted that Francesca's *"dedication and commitment to her job positively impacts every single person on this campus"* and also *"[W]ithout the skill, dedication, and professionalism of Francesca Andrade, the entire campus would be in deep trouble!"*

Susan Dyson, Purchasing Agent at UTSC Procurement Financial Services and Francesca's supervisor sums up:

"Francesca always takes ownership of her work while demonstrating self-confidence and pride in doing it well. Her superior performance is indicated by her excellent rapport with

her co-workers and has time and again proven that she is a team player. She is a friendly face within Financial Services and for all the qualities that she possesses, her willingness to help is one of her strongest."

Helen Morissette, Director of UTSC Financial Services, adds *"I've had the pleasure of working with Francesca for a number of years and continue to be impressed by her unfailing positive attitude and dedication to customer service. No matter how busy she is, Francesca is always willing to provide assistance and she does it with a warm smile."*

"I didn't know before the event and I was surprised at the function when they announced that I won the award!" Francesca explains. *"I read*

"Francesca has a kind and generous disposition that remains intact in the most difficult situations and dreaded deadlines ... Professionalism, kind actions and positive human spirit should not go unnoticed."

the nomination letters and I can see my work is recognized. I want to say to all the nominators how honoured and appreciative I am."

Francesca describes her job: *"It's lots of work and every day is different. One day might be ordering supplies for a research lab, putting through purchase orders, and paying bills. Another day it may be setting up for an entire capital project."* UTSC has experienced huge growth in recent years, with the addition of several new buildings like the Academic Resources Centre, Arts and Administration Building, and the Science Building. *"The capital projects come through our office and all the ordering crosses my desk. One of the most gratifying things about my job is to be able to look out on campus and see something like the new Science Building and think 'Hey, I played a part in that!'"*

Francesca does not just have the strong technical skills and knowledge required for the job, but also great people-skills. *"It's a busy and challenging job, dealing with faculty, senior administrators and administrators, students, and vendors. Most people want things right away, and some can get quite aggressive."* Asked how she handles the pressure, Francesca said, *"I just take it one day at a time. You have to prioritize tasks. I try to arrive early for work and get things done. I exercise at home to relieve stress."* When asked if she uses the athletic facilities at UTSC she replied, *"No, there's no time in the day for that, not even over the lunch hour. I've got to do that on my own time."*

Congratulations, Francesca, on a job well done and winning a well-deserved award!

— Paul Tsang, OISE

LOCAL 1998

EXECUTIVE MEMBERS

Allison Dubarry, President
416.506.9090 x224
allison.dubarry@usw1998.ca

Robin Breon, Vice President
416.506.9090 x230
rbreon@usw1998.ca

Christine Beckermann, Recording Secretary
416.978.0220
c.beckermann@usw1998.ca

Linda Wilding, Financial Secretary
416.506.9090 x229
linda.wilding@usw1998.ca

Lee Jeffrey, Treasurer
416.978.5340
lee.jeffrey@utoronto.ca

Philip Murton, Guide
416.978.5271
philip.murton@utoronto.ca

Alex Thomson, Guard
416.585.4565 x3212
alex.thomson@utoronto.ca

Art Birkenbergs, Trustee
905.828.5254
abirkenb@utm.utoronto.ca

Lillian Lanca, Trustee
416.506.9090 x228
lanca@usw1998.ca

Paul Tsang, Trustee
416.978.0500
ptsang@oise.utoronto.ca

David Johnson, Unit Chairperson
University of St. Michael's College
416.926.1300
david.johnson@utoronto.ca

John Ankenman, Unit Chairperson
Victoria University
416.506.9090 x227
john.ankenman@usw1998.ca

David Chew, Unit Chairperson UTS
416.946.7990
dchew@uts.utoronto.ca

Nick Plagakis, Unit Chairperson, ESL
nick.plagakis@usw1998.ca

STANDING COMMITTEES

Bylaws
David Johnson (david.johnson@utoronto.ca)

Grievance
Nik Redman (nik.redman@usw1998.ca)
Allan Revich (arevich@usw1998.ca)

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

Human Rights
Ruby Barker (ruby.barker@utoronto.ca)

Job Evaluation
Mary Bird, Valerie Ferrier, Shelley Glazer, Rudy Limberger, Caroleen Norskey, Martha Young (jec@usw1998.ca)

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

Political Action
John Ankenman (john.ankenman@usw1998.ca)
Christine Beckermann

(c.beckermann@usw1998.ca)

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

SteelPride
Martin Aiello (maiello@uts.utoronto.ca)
Nik Redman (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
t 416.506.9090
w www.usw1998.ca