

STEELD RUM



News for members of Steelworker Locals 1998 U of T, Vic, SMC and UTS, & Local 4120 U of G November 2009, volume 9, no 3

Leo Gerard Acclaimed: So is the rest of the Gerard team

INCUMBENT International Steelworkers President Leo Gerard has been acclaimed to his position for another four-year term.

In an exclusive on-line interview with *Steeldrum*, President Gerard said that he is proud to have been re-elected International President of the United Steelworker Union.

"At the same time, I am aware of the enormous challenges the union confronts because of the grievous damage done to the world economy by risky betting on Wall Street and Bay Street and because of years of wrongheaded trade policy in Washington and Ottawa."

President Gerard sees his greatest challenge as,

"helping provide long-term solutions for our members. We need to inform and mobilize our tremendous membership on the issues of the day and help them protect and improve their quality of life both on the job and in the community."

"This is only the second time in our union history that there has been no contest for the top positions. It augurs well for our union as this is indicative of the quality of leadership that Leo and his team had provided."



The Gerard team's acclamation was cheered by local union leaders. *"The Leo Gerard Team for the International Executive of the United Steelworkers was acclaimed across most of the US and Canada,"* said Carolyn Egan, President of the Steelworkers Toronto Area Council. *"This is only the second time*

in our union history that there has been no contest for the top positions. It augurs well for our union as this is indicative of the quality of leadership that Leo and his team had provided."

"I am delighted that the Gerard Team

has been acclaimed. I am confident that the Steelworkers will grow from strength to strength under Leo's leadership," said Allison Dubarry, President of Local 1998 at the University of Toronto. *"He has taken us in new directions, championing such concepts as green jobs and stood up for local manufacturing industries when foreign countries are exploiting free trade and dumping their products onto us."*

"The Gerard Team represents a great example of dedicated union activism and leadership," said Wendy Morley, President of Local 4120 at the University of Guelph. *"We should all be proud that such a strong group of leaders have been acclaimed to lead this great union for another term. Congratulations to the Gerard Team."*

— P.C. Choo,
Admissions & Awards, U of T

index

- 3 President's Messages:
USW Local 1998 & 4120
- 4 Ovarian Cancer Awareness
- 5 Local news: 1998 & 4120
- 6 Building International
Union Solidarity
- 8 Why Will You Vote?
USW International Election
- 9 Ovarian Cancer Awareness
- 10 Good Green Jobs
Conference
- 11 The Cost of Salary Justice
- 12 USW International
Election Information

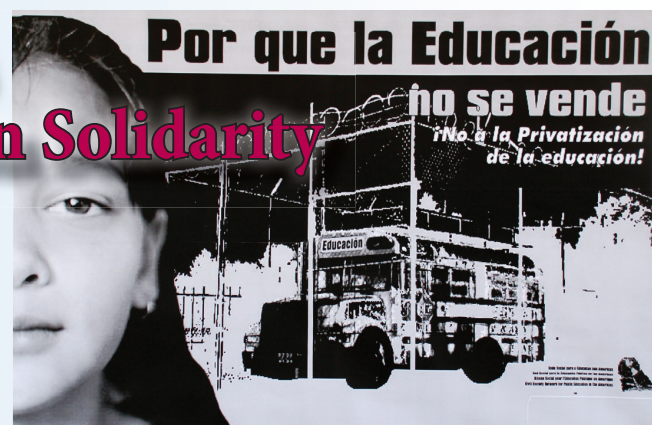
Exchange promotes International Union Solidarity

The Steelworkers Union sponsored a University Union Exchange to Mexico City from August 3-7, 2009.

The Canadian delegation included Allison Dubarry, President of Local 1998 (University of Toronto); Wendy Morley, President of Local 4120 (University of Guelph); Liz Cherry, Vice-President of Local 4120; Bryan Adamczyk (Staff Representative) and Laura Ramirez, Staff Representative from the Steelworkers Humanity Fund).

Members of the delegation recently sat down with *Steeldrum* for an interview about their trip.

SD: What was the purpose of the trip?



AD: The purpose of the trip was to promote international union solidarity and strengthen ties with Mexican university unions.

LR: As well, it is a follow-up on previous exchanges beginning in 2007. These exchanges are an attempt to build an international university union network, to get a perspective of the working movement in Mexico and also to develop a common objec- ...continued on page 6

on the move

Local news for Steelworker Locals 1998 & 4120



Monica Phonsavatdy is our newest Steward at the University of St. Michael's College. Monica completed training for her role as Steward during the Summer. *Welcome, Monica!*



Natalie Jacus also joins us as our newest Steward at the University of Toronto Schools (UTS). Natalie completed training for her new role as Steward during the Summer. *Welcome, Natalie!*



P.C. on G.C.: Lay-offs and Pensions Main Concerns

At the orientation of Governing Council this fall, Vice-President of Business Affairs Catherine Riggall informed Governors that our finances are still in dismal shape and that lay-offs are imminent.

I immediately took the opportunity to remind Governors that at an off-line session last year, President David Naylor said that lay-offs should not be the most convenient measure but should be as a last resort because *"we have a moral obligation to staff."*

Since faculty members enjoy tenure, lay-offs invariably target administrative staff. If history is any indication, administrative staff has always bore the brunt of lay-offs. I do not expect it to be any different this time around. Sadly, even as I write this, I have begun receiving news of administrative staff being laid off in several departments.

I intend to monitor the situation closely.

Pensions

On another front, news are equally bleak. In April this year, the university announced a \$1.3 billion loss on its assets — ...continued on page 10



Local 4120's Steward Network announces new co-ordinators

Long time stewards, **Kathleen Hyland** and **Debbie Jones**, are jointly taking on an exciting new role. They have agreed to be the new Coordinators of the University of Guelph (U of G) USW Local 4120 Stewards Network.

These dynamic women will be leaders and much more. They bring a sense of excitement as they motivate and consult with our stewards to plan activities and training opportunities. They plan on building an expanded role for the stewards that will not only provide our members with better representation, it will also foster solidarity.

Kathleen Hyland is a long service university employee, currently working in Student Housing

Services. She has, for many years, been a union and social activist. In addition to her current role with the Stewards network, Kathleen was involved with the union in various roles, both back when we were the University of Guelph Staff Association (UGSA) and since becoming Steelworkers. She is a former member of our executive committee, and was a pension committee member and the chair of the Stakeholders Group. Kathleen is also very involved in community arts organizations and politics.

An employee of Laboratory Services Division, Debbie Jones became a U of G employee when the university took over the Laboratory Services Division and Animal Health Laboratories and Colleges (OMAFRA) in 1996. Under OMAFRA, Debbie served as a strike captain with the Ontario Public Service Employees Union (OPSEU). When the university took over the laboratory and the former OPSEU members became members of our local, Debbie became a steward. She has been involved in the local since. She was, formerly, an executive committee member, chair of our grievance committee, and is currently a grievance committee member.



On October 24th the University of Toronto English Language Program (ELP) Unit elected **Linda Prue** as their new Unit Chair.

Prue is shown here with fellow English Language Instructors and Stewards in the ELP program in Continuing Studies. From left to right: Tina Villeda, Linda Prue (Unit Chair), Heather Bryans, and Bill Mboutsiadis.

Members of Local 1998 recently attended a Public Speaking course taught by Valerie Dugale. Jennifer Blackett, one of the participants said...

The course was empowering.
When I and most of the other attendees began, we could point out all the negative aspects of our presentations. Then we got an opportunity to actually see for ourselves and hear from other participants how we actually appeared. The "flaws" that I thought were so obvious, were not even apparent to others.
We got a chance to focus on finding and improving our strengths.

— **Jennifer Blackett**, Woodsworth College

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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

the UNITED STEELWORKERS International Election on November 24, job evaluation, and Bill 168 on workplace violence, are three priority issues that currently affect Local 1998.

The Steelworkers International Election on November 24, job evaluation and Bill 168 on workplace violence are the three priority issues that currently affect Local 1998. While the job evaluation/pay equity project will have a direct impact on every member of the staff appointed unit, both the Steelworkers Election and Bill 168 will also have large implications for members of local 1998.

Steelworkers International Election on November 24:

November 24 is the date that Steelworkers in

Local 1998: Priority Issues Affect Members

Ontario and Atlantic Canada have an opportunity to vote for the Director of District 6. The Steelworkers Union is the only union in North America where members elect the international and national officers directly. Other unions have leadership conventions where delegates are chosen to participate in these important elections.

Some people have asked me, why should this election matter to them as members of local 1998? Aren't the local union elections the most important as they have the most direct effect on members?

Your vote does matter as it is your opportunity to vote for the candidate that you think best represents your priorities. The District Director is key in determining the allocation of resources, which issues are priorities, and developing strategies for tackling important issues such as public funding for universities. Funding directly affects your wages and working conditions.

It only takes a few minutes to vote. Polls are located within a short walking distance for members. Steelworkers in the university sector comprise approximately 11% of members in District 6. Members in the university sector along with the Steelworkers Toronto Area council represent 25% the membership of District 6. Our vote can matter in ensuring

"Make your vote count and vote on November 24th!"

that our issues are heard. Members will be leafleting and providing information on the candidates. Make your vote count and vote on November 24!

Job Evaluation/Pay Equity

Your job evaluation committee has been hard at work this year rating all of the job classes. The questionnaires that you filled in telling us about the work that you do have been invaluable sources of information for the rating team. We will exchange our rating scores and rationales with the university on December 1.

Twenty-four days of meetings have been scheduled to discuss and come to agreement on any differing scores. The first couple of weeks in December will be spent analyzing the university's scores and in particular, keeping in mind the issue of gender and the relationship to pay equity. After that, the committees will meet four days a week, with the fifth used for analysis. Any disputes will be sent to the referees and if they cannot resolve them, they will be sent to an arbitrator for a decision. The final step in this process will be next fall when we negotiate the

...continued on page 11

Local 4120: Much to Celebrate

local 4120 has much to celebrate.

In June this year, International President Leo Gerard received an honorary degree from the University of Guelph; we have cemented our relationship with our sister local, Local 1998 at the University of Toronto with a new cooperative partnership; and in December, we will be honoured to host three very strong union women guests: International Vice-President Carol Landry; Women of Steel Coordinator, Ann Flener; and Assistant to the International President, Leanne Anderson. These inspirational women will present a workshop and will share with us ideas for establishing Local 4120 scholarships.

We are working to build strong relationships with other locals off campus and other unions on campus, which is of great benefit to us all. On December 19, USW 4120 and CUPE 1334 will hold our second joint children's holiday party. The U of G Stakeholders Group meets regularly to share information and build solidarity on shared issues. This newsletter is the first joint communication to the members of both Local 4120 and Local 1998

and is an indicator of things to come. We look forward to many more joint ventures.

As we move forward, we are making changes internally as well. For the first time, we have established a trained WSIB committee to help our members through the WSIB application process, workplace accommodations and appeals. Our steward network is being revitalized by coordinators, Kathleen Hyland and Debbie Jones, who have worked on a detailed plan they have begun to share and implement. And at long last, our own local union by-laws will be brought to a vote by the membership later this month. Our local has also faced some challenges this year: a hiring freeze and some job redundancies, although most of the affected members have already been redeployed. On the other hand, our review of the job evaluation system that was negotiated in our current collective agreement, while still ongoing, is moving along more slowly than we would have liked.

Within the union as a whole, this year presents an opportunity for every member of the Steelworkers to affect the future of the union and its direction. Rather than voting through delegates as most unions do, in the Steelwork-



PRESIDENT'S MESSAGE

ers union, every member has the right to cast their own vote in elections for International Union Officers, including for the Director of our district, District 6. This election will take place on November 24, with voting stations in every union local. Our polling stations will be open from 7 am until 6 pm in the University Centre, inside the front doors, outside room 103. Let us all make sure our voices are heard and vote on November 24.

— Wendy Morley, President, Local 4120
U of G

Making a Difference: Local 4120 in the Community

“Never doubt that a small group of thoughtful, committed citizens can change the world. Indeed, it is the only thing that ever has.”

— Margaret Mead,
American Cultural Anthropologist



Guelph Food Bank

As the recession continues to devastate Canadian families through redundancies, increasing unemployment, lack of access to and low employment insurance levels let us remember those families who struggle to keep food on their tables. Please remember to bring donations of non-perishable items to our monthly membership meetings as we continue to help the fight to keep Guelph Food Bank stay stocked.

Guelph-Wellington Women in Crisis

Guelph-Wellington Women in Crisis works to end violence against women and children. They help women who have experienced emotional, physical, sexual and/or financial abuse. They provide emergency housing, one-to-one counselling, support groups, a 24-hour Crisis Line (519-836-5710 or 1-800-265-7233), and many more services to women in Guelph and Wellington County.

Local 4120 continues to support Guelph-Wellington Women in Crisis (WIC) in the work they do to prevent violence and build a safer community for everyone. At our holiday social in December we will present the proceeds of our Zehrs Food Tape Drive along with that of our Small Change Donations to WIC. If you have any Zehrs tapes or small change to include with this collection please submit them to USW office as soon as possible. Let us aim this year to beat the amount of funds that we have raised in the past and play our part in supporting this vital service in our community.

Rick Hansen Wheels in Motion

The Rick Hansen Wheels in Motion,

University of Guelph event was held in June. This event raises money to support people living with spinal cord injury. USW Local 4120 members Laura Mann, Angie Trivett, Cathy Tutton, Margaret Virani, Wendy Morley (President, Local 4120) and Chris Winterburn (USW Local 7135) and Altaf Virani (PSA member) who made up the USW 4120 team, took place in the walk and wheelchair challenge. Coached with much enthusiasm by Judy Kerr (Chair Local 4120 Women's Committee) the team finished in second place. Thanks to Melanie Hardie (Women's Committee member) in the role as official USW photographer for the event.

The Local 4120 team raised \$1,698.00. A special thanks to Ken Neumann, National Director for the generous donation of \$500.00 on behalf of the USW Canadian National Office.

Adopt-a-family for Christmas

Local 4120 Women's Committee is organizing an Adopt a Family drive for Christmas in conjunction with the Guelph Food Bank. If you are interested in contributing food, clothing, toys or gifts to our family please contact the office **519. 824. 4120 x58727** or via email to admin@uswa4120.ca.

— Elizabeth Cherry,
Vice-President, Local 4120, U of G

Local 4120 Upcoming Events

Nov. 24	International Union Elections
Nov. 25	Membership Meeting — Vote on By-Laws
Dec. 8	Workshop with Carol Landry, Ann Flener & Leanne Anderson
Dec. 9	Membership Holiday Social
Dec. 19	Children's Holiday Party



Laurentian's newest agreement solid but hard fought

LAURENTIAN University's Staff Union (LUSU) says the university demonstrated a "complete lack of respect" for its union members during recent negotiations.

The union, which represents approximately 250 staff at Laurentian University, ratified a three year collective agreement on August 10, voting 82 per cent in favour of the new deal.

LUSU president, Tracy Oost, stated in a press release:

"Negotiations this year were incredibly hard fought... The problem [was] a complete lack of respect for LUSU members... The university is still trying to solve its financial problems on the backs of the lowest paid workers."

Oost continued, describing university attempts to negotiate new language around layoffs: "Partway through mediation... we learned the real reason for the language the university was desperately trying to obtain." The new wording would have allowed the university to implement unpaid days off for LUSU staff.

LUSU fought back, successfully squashing the university's attempts to implement the language and secure concessions.

Highlights of the deal included: wage increases of 2.8 per cent, 2.65 per cent and 2.65 per cent over three years; an increase in the university's share of the cost of premiums for the dental plan; and new language around harassment grievances that will allow for Union consultation on harassment investigators used in LUSU cases.

The agreement is retroactive to July 1, 2009, and will expire on June 30, 2012.

Staff at McMaster defeat forced vote, make new gains

UNIT 1 of the Canadian Auto Workers (CAW) Local 555 at McMaster University ratified a new three year collective agreement on Tuesday September 29, voting 78 per cent in favour of the deal.

The vote followed four months of negotiations between the local and the university, as well as a vote forced by the university on September 2 and 3. Members of the unit voted down the former offer by a margin of more than 62 per cent and the union returned to the negotiating table strengthened by the support of its membership.

"Our members at McMaster have refused to be bullied by the university into accepting an inferior contract with unnecessary concessions," said Matt Root, CAW Local 555 president.

Root continued, describing the university as:

"...incredibly aggressive in its communications to the workers, attempting to scare people into voting in favour of the contract. Obviously, workers at McMaster saw through these efforts and recognized that what the university is proposing could have long term negative consequences for their work lives and retirement security."

Highlights of the deal included wage increases of 1 per cent for the first year



plus a lump sum of \$1,000 for each member, 2 per cent for the second year, and 2.75 per cent for the third year. Improvements to benefits were secured, including major restorative dental, removal of the requirement for a doctor's referral to a licensed massage therapist, and top-up for Family Medical Leave.

Local 555 represents 2,100 support staff at McMaster University in medical research, administrative support, technical and library services and printing.



Sean Fox wins Local 4120's Susanne Sprowl Community Service Award

SEAN FOX, a Local 4120 member who works in the Arboretum, is the recipient of this year's *Susanne Sprowl Community Service Award*.

Named for the late Susanne Sprowl, the award recognizes dedication to community service both at the workplace and off-campus. The award is presented annually to a member of USW Local 4120 who has made significant contributions to the betterment of the community through their dedication to volunteer activities.

Sean's community involvement both on and off campus is very impressive. He is clearly an individual who cares deeply about the environment, the community and plant life. Sean is a dedicated member of the Arboretum staff, who is always ready to help out and is involved in such campus activities as the Guelph Centre for Urban Organic Farming Planning Committee; The United Way;

Wildlife Education & Environmental Programs and Arboretum events. He is just as active in the larger community, volunteering for Pollination Guelph; Guelph Urban Forest Friends; Guelph Environmental Leadership; Waterloo Wellington Wildflower Society; Roots & Shoots; and The Jane Goodall Institute.

Congratulations, Sean, and thank you for all that you do.

— Wendy Morley, President, Local 4120, U of G

Michael Phillips wins United Steelworkers District 6 David Ellis Scholarship Award

MICHAEL PHILIPS, is the recipient of the *Steelworkers District 6 David Ellis Scholarship Award*.

Michael is the son of Local 4120 member Marisa Phillips, who works in Admission Services.

Michael is a first year student at the University of Guelph in the Marketing Management Co-op program. He attended Bishop MacDonell High School in Guelph.

Congratulations Michael, and good luck with your studies!

The *David Ellis Scholarship Award* was created in honour and remembrance of David Ellis and all the other young workers killed or injured on the job. Ellis was only 18 years old when he was killed on his second day at work. The Steelworkers are making sure young



workers know their rights on the job.

Scholarships available to members and their children can be found at:

www.uswa4120.ca/whatwedo/scholarships.htm

Henry Hong Wins U of T Arts & Science Outstanding Achievement Award



Henry Hong, the Imaging Facility Section Head at Cell and Systems Biology (CSB), has won the *Faculty of Arts and Science Outstanding Achievement Award for Technical Service* (2009).

Henry has been with the university for twenty five years. He first started working in the Electron Microscopy (E.M.) suite in Ramsay Wright with Professor Ken Wright on a part-time basis (from 1984 to 1988), then with Professor Sherwin Desser, former Chair of Zoology, (from 1988 to 2002), and finally with Professor Ulrich Tepass, current Chair of CSB (from 2000 to 2006).

Following the restructuring of Botany and Zoology three years ago, Henry was hired on as the Head of the Imaging Facility Section

(formerly the E.M. suite) where he teaches imaging techniques and maintains state of the art microscopes and related equipment.

Henry was very surprised and deeply honoured that U of T recognized him and his work.

He was nominated for the award by faculty, staff, and both graduate and undergraduate students.

The maxim that all work and no play makes Jack a dull boy certainly does not apply in Henry's case. An avid cyclist, Henry is also into archery, martial arts and music. He goes to the theatre and movies regularly. Henry, who recently turned 50, is the father of two boys, Brandon, 5, and Kalen, 3, who keep him young at heart with their constant amazement of the world around them.

Henry was presented with the award by Professor Meric Gertler, Dean of the Faculty of Arts & Science, in April 2009.

As to his future plans, Henry aims to continually improve the Imaging Facility to be the best in Canada.

Congratulations, Henry! You are an inspiration to all of us at U of T!

— Donna Wheeler, Eco. & Evol. Biology



UTSC's Michelle Castaneda awarded United Steelworkers Columbia Institute Scholarship

Michelle Castaneda, Coordinator of Volunteer Resources for AccessAbility Services at the University of Toronto at Scarborough, has been awarded the prestigious *Steelworkers Columbia Institute Scholarship*.

"My passion in adult learning, community outreach, volunteerism and disability issues has led me to pursue the Master of Education in Adult Education and Community Development Program at the University of Toronto," said Michelle. *"I feel that this program is an important step in my career path as I would like to build upon my experience in an institution of higher education facilitating educational and community engagement opportunities, particularly in the area of disability. I am honored to be a recipient of the United Steelworkers Columbia Institute Scholarship as it will help me reach my educational goals and I am extremely thankful."*

Michelle has been with AccessAbility Services at UTSC for the past three years. Her primary tasks include the facilitation of learning opportunities on disability issues and inclusive practices, management of volunteer programs, supervision of front-line staff and assistance with the implementation of services and supports for students with disabilities. AccessAbility Services aims to ensure students with disabilities can freely and actively participate in all facets of University life.

In addition, Michelle has been actively involved in outreach initiatives including providing leadership for the Note Taking Volunteer Program and the Note Taking Outreach Team, where she is involved in program planning, recruitment, screening, matching of volunteers, training, recognition, quality control and program evaluation.

From 2005 to 2006, she worked with Disabled Peoples' International (DPI) Latin American Region in Lima, Peru. DPI is a network of national organizations of persons with disabilities working towards a common goal of promoting the human rights of persons with disabilities through full participation, equalization of opportunity, social & economic integration and development. "Nothing about us without us" is a commonly-used phrase in DPI conferences and in DPI literature.

She has also been involved with such organizations as Youth Challenge International, the City of Ottawa Community Arts Program as well as Kids Help Phone.

Congratulations, Michelle! You are truly an example to us all!

— P.C. Choo, Admissions & Awards, U of T

Por que la Educación

no se vende

¡No a la Privatización de la educación!



¡NO SE VENDE LA EDUCACIÓN! ¡NO SE VENDE LA EDUCACIÓN! ¡NO SE VENDE LA EDUCACIÓN! ¡NO SE VENDE LA EDUCACIÓN! ¡NO SE VENDE LA EDUCACIÓN!

BUILDING INTERNATIONAL UNION SOLIDARITY

...continued from page 1

working movement in Mexico and also to develop a common objective and come up with a common strategy.

SD: What was the main theme of the conference?

WM: The main theme of the three-day conference was "Neo-liberalism and the Defense of Public Education." The conference focused on protecting public education at a time when funding is being drastically reduced and privatization is actively encouraged.

LC: Education in Mexico is increasingly being sold as a commodity. It is heartening that faculty and staff in Mexican universities are coming together to fight the privatization of public education.

SD: How many university unions were represented at the conference and where are they from?

LR: The conference was organized by the Mexico City Autonomous University Workers Union (SUTUACM). Other university workers unions in attendance include: the Ibero-American University Workers Union, the Colegio de Mexico University Workers Union, and the Chapingo University Workers Union.

SUTUACM is the largest union representing 24,000 administrative staff and 5,000 faculty. It is well known for its autonomy and militancy.

The Ibero-American University Workers Union represents academic, technical and support staff. It is the only private university union. It is well

structured and has an education program for its members which includes gender equality. A militant union, it has struggled through a number of strikes to assert employees' rights in a highly conservative institution.

Colgeio de Mexico University Workers Union represents both administrative staff and faculty members. Chapingo University has a national reputation for training specialists in agronomy. Nevertheless, it has suffered from budget cuts in recent years. The Chapingo University Workers Union has campaigned for cheaper housing in the community and better pensions.

AD: In addition to the Canadian delegation, there are about 50 other delegates.

WM: As can be seen from what Laura has described above, the structure of the Mexican university unions is unique in that they represent both administrative support staff as well as faculty members.

SD: Let us pause for a while here. In such an environment where both faculty and administrative support staff co-exist, is there a tendency for the faculty members to dominate in terms of the composition of the executive as well as driving the agenda?

AD: It is important to emphasize the solidarity with all people working together. One group cannot do it alone as benefits get whittled away. For example, faculty members cannot retire because their pensions had been reduced to about 30% of their salary.

WM: Yes, there is a tendency for staff to be shut out and faculty issues to come forward.

Sometimes, there is in-fighting about which interests take precedence.

LC: I agree that support staff don't have a big say in things.

LR: I think we can all agree that faculty tend to dominate in such an environment. At the same time, the unions there are very politicized which tend to diminish their power.

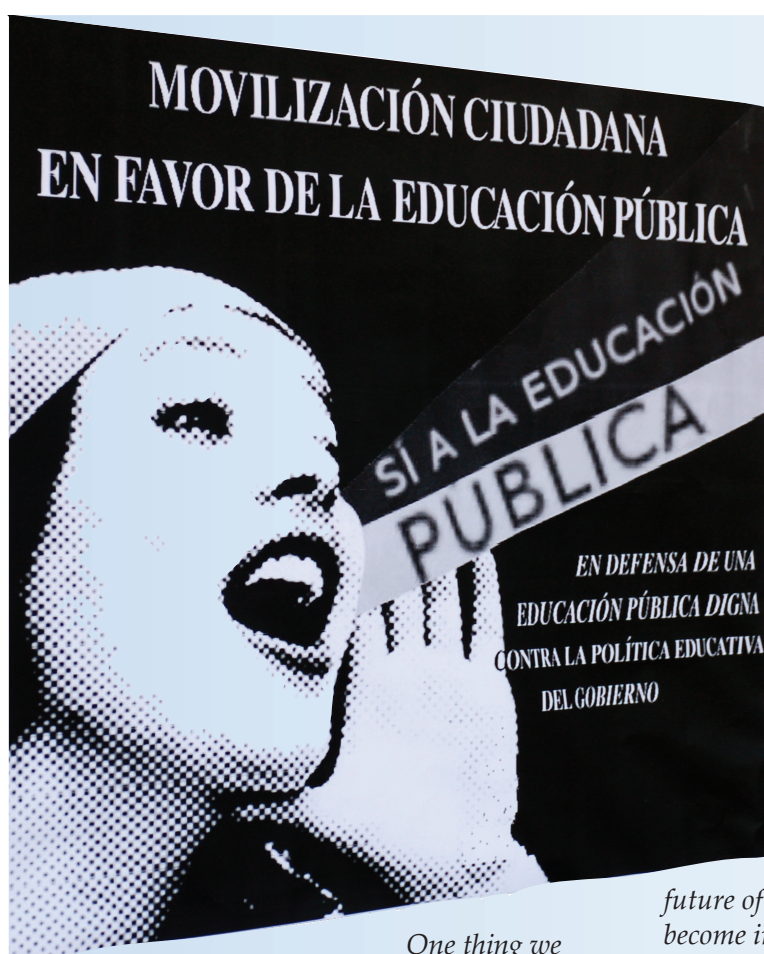
SD: What lessons can be learned from the experiences of others at the conference?

AD: The most important lesson is that although education is a constitutional right, access to education is being compromised by the twin evil of privatization and outsourcing. Fees are up while funding grants are down. In fact, fees for private universities are almost at the same level as those in the U.S.

It was NAFTA (the North American Free Trade Agreement) that opened the door to privatization. E.g. recently the Mexican government fired 44,000 workers in the electrical industry in a move to privatize it. There are important lessons for both Canada and the U.S. in this regard.

WM: Collective bargaining in Mexico can be very odd. Sometimes, it all centred on an individual.

LR: That is right. Public institutions in Mexico cater to the multi-nationals. There are no cultural competing visions.



One thing we learned is that in Mexico, there are 'fake' unions to sabotage organizing efforts. Oftentimes, the union is certified and the collective agreement signed prior to the hiring of the workers!

There is also what is called 'corporate protection contracts' or CPPs. CPPs are collective agreements signed between corporations and so-called 'union representatives' – without the knowledge or consent of the workers the collective agreement is supposed to protect! And it is completely legal!

The so-called union representatives 'bargain' with the corporation on terms that best suit the corporation to guarantee low working standards and salaries and most importantly, to avoid strikes.

SD: What were the common issues faced by the delegates at the conference?

LC: I would say that privatization is at the top of the agenda and the unions there are challenging what is happening.

AD: It is easy for unions to focus on daily bread and butter issues but university unions must become involved in larger issues such as the fight for public education. Increased privatization has resulted in the loss of 75% of purchasing power of



*Executive members of the several Mexico City University Unions.
Credit: Allison Dubarry*

the population in the last 25 years.

LR: The situation in Mexico reflects the future of workers everywhere when governments become indistinguishable from corporations. It is a good lesson for us all.

BA: We have to take notice of what is happening in Mexico. It is a race to the bottom there. International unions such as the Steelworkers have an obligation to support our Mexican counterparts.

SD: Were there any good news coming out of this?

LR: Indeed, there is. The Canadian delegation visited a zinc processing plant and we were able to talk to several workers and learned about their working conditions. The owner of the plant is an exception. He has a very good relationship with the Mexican Authentic Labour Front (EAT) because it helped him to improve the management and productivity of its employees. The employees there have fair wages and relatively good working conditions with health and safety regulations and proper equipment.

SD: In your opinion, were the objectives of the conference met?

BA: The objectives of the conference were met in the sense that we are able to strengthen ties with university unions here in North America and in Mexico.

WM: I think there are too many workshops and in the end, we ran out of time.

LC: Faculty members of the unions tend to dominate the conversation. I am not sure if that is healthy.

AD: Connections were made that strengthen and build upon the existing network. What we are experiencing here in North America is also happening in other parts of the world. What happens in Mexico may also happen here.

LR: Yes and no. In a sense, the objective of the conference was met as we were able to get a perspective and general overview of the labour movement in Mexico in the context of the current Mexican government's agenda of privatization.

No, in the sense that it wasn't clear that there is a cohesive plan to unify efforts to fight this trend. Most of the unions at the conference appeared to have their own agendas although I must say that the conference itself is a first step towards discussing the possibilities and eventually working together. There was also no discussion on further joint action between the Mexican university unions and ourselves and how perhaps we can support them in their struggle.

SD: Thank you all for your time.

— P.C. Choo, Admissions & Awards

With notes from Laura Ramirez and Allison Dubarry.



*University library building, Mexico City.
Construction abandoned due to lack of funds.
Credit: Allison Dubarry*

why will you vote?

in the District Director Election November 24th

Members of Local 1998 & Local 4120 Speak

“As Steelworkers, we need to work together as a team to make our union stronger and take an active role in what matters most — it might be pensions, strengthening EI or maybe job security. Let’s participate in our future... *Get out and vote on November 24th for Director of District 6.*”

— **Karen Bowler**, USW Local 1998, U of T



“It is ALWAYS important for union members to go and vote in any election. And it is very important that USW1998 members go out and vote for the new director as the resulting election will affect USW1998 directly. The director implements policies, assigns resources and determines priorities and this has a tremendous effect on our local if we are looking for support for issues such as increased funding for education. *Hope to see you all at the polls!*”

— **Kristine Pearson**, USW Local 1998, U of T



“The candidate who is elected as our next District Director will have a significant impact on us all. *The Director sets priorities for our union and they are responsible for allocating resources to the different sectors and locals within their district.* Fortunately we each have the right to vote in an election for this important position.”

— **John Ankenman**, Unit Chair, Victoria University, USW Local 1998, Victoria University, U of T

“YES, WE CAN!”

— **David Atkinson**, USW Local 4120, U of G

“This election is important because of the support *our Local receives from District 6.* We need a capable and hard-working person in the position as Director of District 6, and I hope as many of our members who are able to get out and vote do so for this critical election.”

— **Linda Wilding**, Financial Secretary, USW Local 1998, U of T



“The only election that is taking place is in Ontario and the Atlantic provinces for our District Director. It is very important that every member in Toronto exercise their right to vote. Campaigning is taking place, inform yourself on the candidates’ positions, and vote!”

— **Carolyn Egan**, President, Steelworkers Toronto Area Council

“Why vote in the Steelworkers International Officers Election? How about because you care about where your union is heading? Maybe because you want to express your voice on the issues. Perhaps it is because you have the privilege of voting rather than having this decision made for you. *Me? I’ll be voting because I care enough to invest 5 minutes in helping to decide my Union’s leadership and future direction.*”

— **John Tartt**, USW Local 4120, U of G

I’ll definitely be voting on November 24. *I encourage members to come out and support the candidate who listens and cares about their concerns.*

— **Paul Tsang**, Vice-President USW Local 1998, U of T

“Your vote is your say in how the union operates.”

— **Paul Anderson**, USW Local 4120, U of G



Ovarian Cancer Awareness

SEPTEMBER IS OVARIAN CANCER AWARENESS MONTH. The idea behind a charity or association dedicating a time frame for their group is simply to “Turn up the Volume” and get the message out about their cause.

Most people who get involved with a charity do so as a result of a personal commitment driven by a relative or close friend who is deeply indebted to the charity or affected by the disease. My choice of involvement mirrors this result as I lost my wife to ovarian cancer. Four years ago when we got married I would never have imagined an ending that has me as an advocate for Ovarian Cancer Canada. Such is our life journey that events drive our future, and our future relies on our memories.

My work office is located in Toronto General Hospital and each day I observe yet another cancer or other disease clinical trial that is advertised near the elevators. A necessary endeavour, but each one is filled with a culture of fear. If you are not one of the women worldwide who will be diagnosed with breast cancer every 30 seconds, you might be one of the 2300 women in Canada who will be diagnosed with ovarian cancer, and sadly, two out of every three will die from it.

According to a 1999 figures, 6 out of 10 women diagnosed with ovarian cancer in Canada are between 50 and 79 years of age. Each time a new statistic is introduced, a sort of lottery goes off in your head, 2300 women in Canada out of over 16 million, not between the 50–79 years threshold, chances are even slimmer. Unfortunately statistics don’t play favourites. My wife Karen, all statistics have a name, was just 42 when her symptoms of abdominal bloating led her to a GP who wisely suspected ovarian cancer in an otherwise healthy, active, physically fit female. As is a typical case, by the time the symptoms appear, the cancer has spread and treatments are longer and more intense.

The following descriptive concerning ovarian cancer risk, symptoms, and screening is taken from the Ovarian Cancer Canada website, www.ovariancanada.org

To date there is no widely available preventive method

- Using oral contraceptives may greatly reduce the risk.
- Having one or both ovaries removed (oophorectomy) may reduce the risk considerably, but is generally reserved for those who have undergone genetic counselling and testing.

Practical Ways to Reduce the Risk of Ovarian Cancer

- If a woman takes oral contraceptives, or the birth control pill for more than five years, it cuts her risk by half.
- If a woman takes the pill for more than 10 years, she reduces her risk by 1 chance in 4 of getting ovarian cancer.
- A woman should follow a diet low in total calories and fat.
- If a woman has at least one term pregnancy, this reduces the risk by 2 chances out of 5. A term pregnancy is one in which the woman carries the fetus for at least 37 weeks.
- Breast feeding also reduces the risk of ovarian cancer.
- If a woman has a tubal ligation, or surgery to block the fallopian tube to prevent pregnancy, her risk of getting ovarian cancer is reduced by 4 chances out of 10

Common warning symptoms include

- Abdominal bloating or discomfort
- Changes in bowel function
- Unexplained weight gain / distended abdomen
- Nausea
- Infertility or changes in menstruation patterns
- If these symptoms persist for three weeks or longer, see your health practitioner immediately.



Screening for Ovarian Cancer

Screening means using tests to detect early curable disease in healthy, asymptomatic (without symptoms) women. To date, no single test can reliably detect ovarian cancer at a presymptomatic (before the symptoms begin or are very noticeable) stage. If the woman has several tests done at the same time, this may help to find the cancer at an early stage.

Currently available detection tests include

- A bimanual rectovaginal pelvic exam
- A transvaginal ultrasound, with a vaginal probe that can visualize the size, shape of ovaries may reveal abnormalities.
- A blood test for the tumour associated antigen marker (CA-125) which, although not specific for ovarian cancer, may suggest ovarian cancer if the levels are elevated.
- If any of these tests suggest the presence of cancer, surgery may be advised to examine cells and check for malignancy.

Ovarian Cancer Canada recommends that women who are at a high risk of ovarian cancer, based on family history, should be screened twice yearly with transvaginal ultrasounds and CA 125 testing. Women who are at lower risk for ovarian cancer are encouraged to be aware of the symptoms of ovarian cancer and have an annual pelvic examination. Routine screening has not been demonstrated to be completely effective.

Five important facts about screening for ovarian cancer

1. Early detection increases the survival rate to 80% from 15%.
2. If the cancer has not spread beyond the ovary, women have an 85-95% chance of living five years or longer with treatment.
3. Tests currently available have limited effectiveness and, for widespread testing, are extremely expensive.
4. Screening programs currently available include ultrasound and blood tests.
5. To date, no readily available single test has been effective in screening for ovarian cancer.

Read the Canadian Task Force Recommendations about screening for Ovarian Cancer, www.ctfphc.org

From a male perspective, losing your spouse is the most stressful event you will ever encounter. Please encourage — make that INSIST — your female loved ones have a good gynecologist or a family physician who will readily screen for ovarian cancer should you exhibit any of the symptoms outlined above. Be a knowledgeable and active participant in your own health and share the Ovarian Cancer Canada motto of “Turn up the Volume”.

The ‘Winners Walk of Hope’ for Ovarian Cancer Canada is held every summer at the Toronto Island. Please consider volunteering, walking, or donating to OCC and help find new screening, treatments and support for those affected by ovarian cancer.

— Jim Hartley, Department of Medicine, U of T

On SATURDAY, NOVEMBER 7th, six delegates from Local 1998 joined 500 others representing labour, social justice, environmentalists, youth, and community groups for the Good Green Jobs Conference.

On Saturday, November 7th, six delegates from Local 1998 joined 500 others representing labour, social justice, environmentalists, youth, and community groups for the Good Green Jobs Conference. It was especially fitting that the Conference was held in the Allstream Building on CNE grounds, formerly known as the Automotive Building, now completely renovated to green standards.

Coming out of last year's Good Jobs for All Conference, the Good Green Jobs conference challenged the idea that environmentalists and trade unionists have nothing in common. The current government would have us believe that we can't afford to reduce emissions to fight climate change, however a simple thing like retrofitting apartment buildings to conserve energy, and even generate energy, would employ many workers and stimulate the economy. Such projects are even greener if they use local materials and local labour so that local economies can be stimulated by putting people to work. A local procurement policy for the sake of the environment means that jobs can be kept local without getting protectionist. It also means that jobs can be created in areas where there is traditionally not a lot of work available, such as depressed urban neighbourhoods.

An important theme of the Good Green Jobs Conference was that a green economy must include good jobs for everyone, including groups who often have been excluded from good jobs, such as racialized communities, youth or recent immigrants. Many of the jobs in a green economy would not require much

education, so they would be ideal for workers to train on the job and advance with experience.

The Conference kicked off with an inspiring video featuring Van Jones, called Green For All, which spoke of such projects in inner city communities in the US. Peter Tabuns, MPP and environment critic for the provincial NDP, spoke of Toronto's successful history of creating green jobs in the last recession. We also heard from Tonika Morgan, from the Medina Collective.

The middle part of the day was dedicated to a choice of one of three workshops – green infrastructure, empowering youth in our communities through an inclusive green vision, or green manufacturing jobs. The purpose of the workshops was to come up with ideas for campaigns.

Clayton Thomas-Muller, Tar Sands organizer for the Indigenous Environmental Network, was a passionate and articulate keynote speaker at the end of the day.

All in all, the Good Green Jobs Conference made for an inspiring day, showing a way forward on economic justice, job creation and climate change, soon to be followed by actual campaigns coming out of the workshop ideas.

— **Alex Thomson, Registrar's Office, Victoria University, U of T**

Good Green Jobs Conference

Local 1998 President's Message: *Priority Issues Affect Members* ...continued from page 3

implementation and the banding. More information on this process will be sent out over the next few months.

Bill 168 – Workplace Violence

The third reading of Bill 168 on workplace violence will be happening soon. While this bill does not go far enough on psychological harassment, it is an important step forward in protecting people. Janina Fogels from the legal firm of Cavalluzzo, Hayes, Shilton, McIntyre and Cornish writes:

“Significant changes may soon be sweeping through Ontario workplaces with respect to heightened protections against violence, assault, harassment, verbal and psychological abuse at work. Bill 168, The Occupational Health and Safety Amendment Act (Violence and Harassment in the Workplace) 2009, was introduced on April 20, 2009, by Labour Minister Peter Fonseca. The proposed legislation follows extensive consultations with unions, employers, and other stakeholders on workplace violence prevention last fall, and signals the arrival at a crossroads after these last few years of sustained and concerted lobbying. If passed, Bill 168 would amend the Occupational Health and Safety Act (OHSA) to specifically address workplace violence and workplace harassment as separate and distinct workplace safety issues. This would bring Ontario law in line with other jurisdictions in Canada, such as Quebec, Saskatchewan and P.E.I. For workers in the province, this would broaden the scope of grievances and complaints lodged with the Ministry of Labour.”

Our local recently sent a number of stewards to a special one day session on this bill and we will be providing more education this topic.

Lunchtime local meetings

Many members who attended the recent lunchtime local meeting indicated that they preferred meetings held at this time. We have decided to hold a total of five lunchtime local meetings in 2010 that will be video conferenced to UTM and UTSC. Six of the remaining meetings will be held after work. The change in meeting time will allow many more members to attend and participate in the local.

December 10 is the date of the next meeting and will be a release time meeting starting at 3:30 pm. Please let your manager know now that you will be attending the meeting. The annual holiday party will follow after the meeting.

— **Allison Dubarry, President, Local 1998, U of T**

P.C. on G.C.: Lay-offs & Pensions ...continued from page 2

a 29.5% loss in pension funds and 29.4% loss in endowments. The losses are worse than the average 18% decline in large pension funds such as the Teachers Pension Fund.

How did these losses occur? In one word: UTAM (U of T Asset Management Corporation), a wholly owned subsidiary of the University of Toronto set up in 2000 to manage the University's pension funds, its endowment and other short and long-term investments based on a similar investment model in major U.S. universities like Harvard and Princeton.

Unfortunately, UTAM's track record is anything but stellar. According to Riggall, for the period from 2003 to 2007, the compound average result was 11.5% — well above the target return of 4% plus inflation. However, the loss of \$1.3 billion last year completely eliminated the positive results of the previous five years.

Besides losing \$1.3 billion this year, UTAM lost \$320 million in 2002 owing to the downturn in global equity markets at that time. My question is: how many more body blows can our pension funds absorb before we are all left penniless?

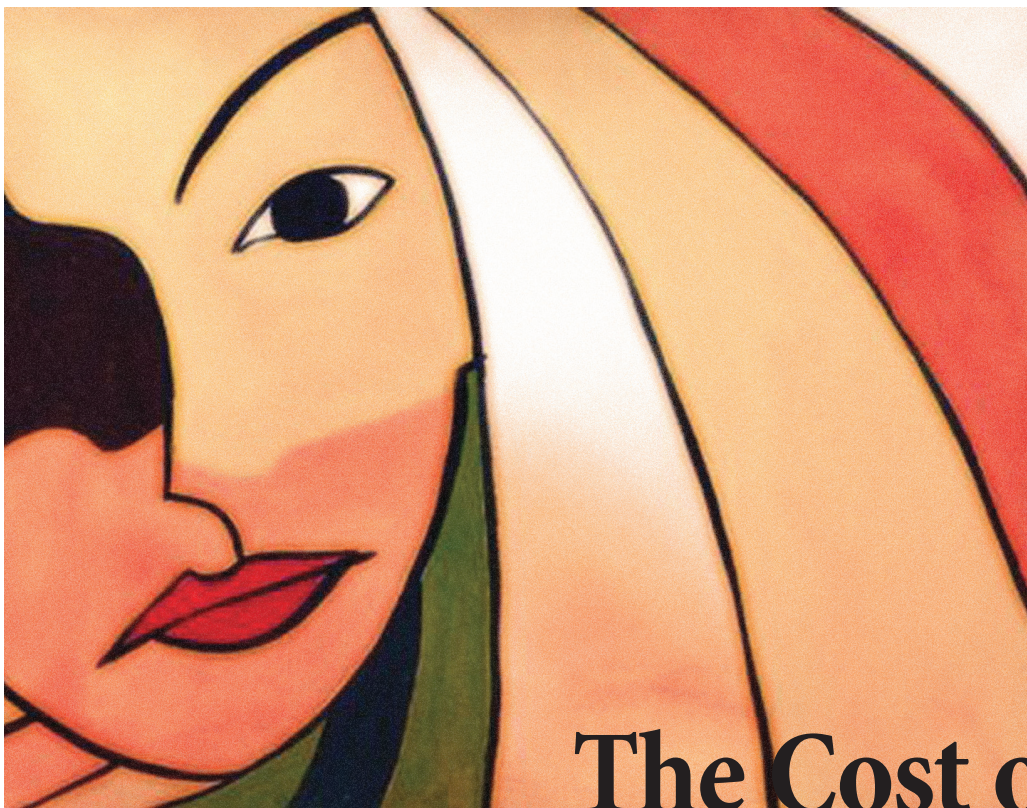
What is even more worrisome is that U of T has said that the investment losses will not prompt any policy changes and that it will stick with current risk management practices.

“A major change in strategy right now would be like locking the barn door after the horses have gone,” said Riggall.

I beg to differ. Compare U of T's stay-the-course strategy with that of the Toronto Dominion (TD) Bank. On April 27, 2009, TD CEO Ed Clark told the Financial Post that TD is sharply reducing its exposure to proprietary trading and capital market operations from 50% to a mere 2% amid cutbacks and investment losses. Clark says the wholesale side of TD bank, which advises institutional clients and handles market trades, should not behave like “a hedge fund in disguise.” I couldn't agree more. UTAM should not use our pension monies as a hedge fund in disguise or gamble recklessly by engaging in currency hedging.

I understand that a review of UTAM — in particular with regard to its mandate and performance — is on the line. I am fully supportive of such a review.

— **P.C. Choo, Governing Council, U of T**



The Cost of Salary Justice

WHAT IS SO HARD about paying a fair wage for a fair day's work in the 21st century?

For women, the answer is: *very hard*.

Pay equity is supposed to rid the workplace of historic, systemic wage discrimination against women. Pay equity laws have been in place for more than a decade and at first glance, one would think that pay inequity among the sexes should have been a thing of the past but it isn't.

Writing in the October 30, 2009 edition of *The Montreal Gazette*, Janet Bagnall opined that although "(t)he cost of salary justice for women is a mere 1.5 per cent of payroll ... the marketplace will not self-correct."

According to Bagnall, "Women were forced to crowd into the few fields deemed suitable for their sex - teaching, nursing and clerking, for the most part - the 'market value' assigned to these fields started off low and stayed low. Far from taking its cue from the actual value consumers place on a given service, instead is keeping alive the spirit of discrimination that has for so long worked against women. This is true not only in Canada, but in the United States as well."

Bagnall cited the example of the predominantly female day-care worker versus the traditionally male job of auto mechanic. "Do Canadians value their cars more than their children?" Bagnall asked rhetorically. "If asked, they'd more than likely say no. Yet, in Canada, daycare workers with between five and nine years' experience are paid between \$10 and \$16 an hour. An auto mechanic with the same level of experience will be paid between \$15 and \$24 an hour. His lowest pay rate is just \$1 short of her highest."

Bagnall also cited two other examples of pay inequity among the sexes. Social workers in Los Angeles County, mainly women, were paid \$35,000 a year, while probation officers, primarily men, earned \$55,000. Likewise, in Portland, Ore., a registered nurse earned \$22,824 in the 1990s compared to the male equivalent position of an electrician who earned \$34,800 — nearly \$12,000 a year more.

"The market is perfectly happy to have a group of people who are systematically underpaid. Why would employers volunteer to pay women more when social consensus held for decades that they were not worth as much as men?" said Bagnall.

That is why Bagnall is cheering when Louise Marchand, the head of Quebec's Wage Equity Commission held a press conference to warn Quebec employers that they must comply with the province's pay equity law by next year or face financial penalties. Quebec's pay equity law is 13 years old.

If employers miss the Dec. 31, 2010, deadline, they will have to pay money owing to their female employees plus interest dating back to 2001, the original deadline.

Quebec companies with 10 or more employees are affected.

Marchand estimated that there is another 115,000 female workers in the province

who will benefit once all companies are compliant. Generally, salary hikes have amounted to 6.5% of an employee's pay, which comes to about 1.5% of a company's payroll.

"Wage equity is a question of justice," Marchand said. "As a society, we believe in the equality of men and women. Wage equity is a debt that is owed to women who were the victims of discrimination in the workplace. This is not a debt that will be written off. It is owed to those women."

Compare Quebec's progressive example with that of the federal government in Ottawa. This year, the Harper government stripped pay equity of much of its legal force in federal jurisdictions, reducing a basic human right to something to be negotiated at the bargaining table. Quebec is walking the talk as well: it has provided additional funding and manpower to help some 25,000 non-compliant companies to conform.

As Bagnall puts it so eloquently, "Justice — at the affordable rate of 1.5% of payroll. Why not? Ottawa should follow Quebec's example."

— P.C. Choo, Admissions & Awards, U of T

"Justice — at the affordable rate of 1.5% of payroll. Why not? Ottawa should follow Quebec's example."

The Wage Gap...

it's not just about women anymore!



The wage gap isn't just a women's issue. Equal pay for women raises family income, and the whole family benefits.

In 2006, women earned 77 cents for every dollar men received. That's \$23 less to spend on groceries, housing, child care and all other expenses for every \$100 worth of work done. Nationwide, working families lose \$200 billion of income annually to the wage gap. At the current rate, equal pay won't be realized until 2057.

The wage gap is even worse for most women of color. Latinas earn 59 cents and African American women earn 72 cents for every dollar men earn, while Asian American women earn 93 cents.*

* CIRS, 2007

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...they wouldn't suffer from the wage gap.

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Sponsored by the National Committee on Pay Equity • For more information on equal pay, visit www.pay-equity.org

Design: j.m. navetta / PopGraphics@aol.com

CURRENT LEGISLATION



Irene Harris
OFL Secretary Treasurer

Irene Harris to speak about Pay Equity at Local 1998 December 10th release-time meeting

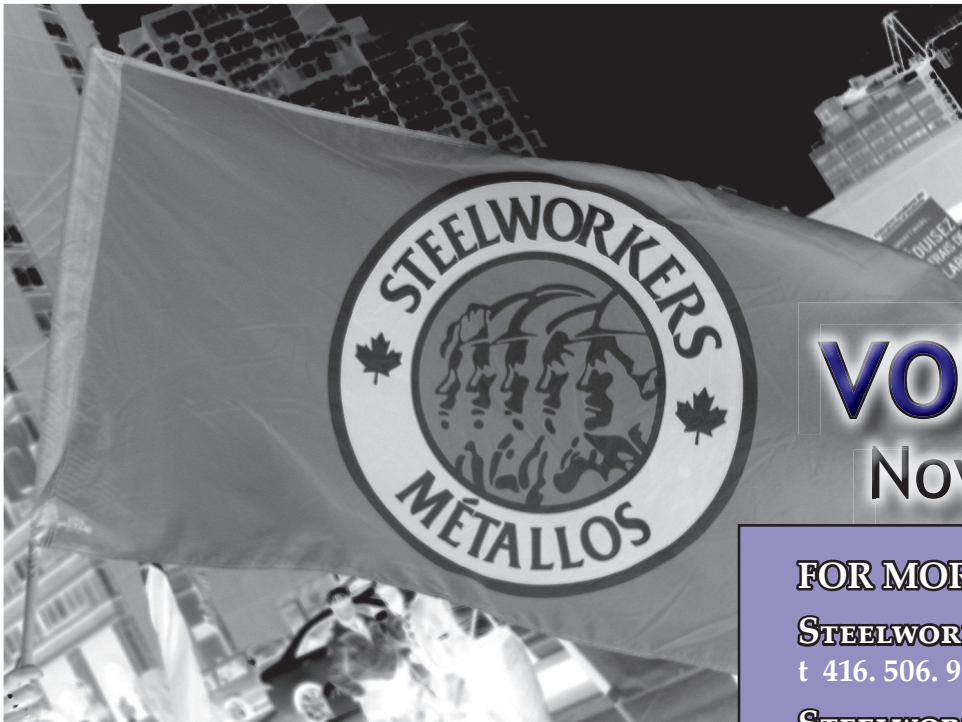
IRENE HARRIS will speak about Pay Equity at the Steelworkers Local 1998 release-time General Membership Meeting on December 10th. The Annual Holiday Party will follow the meeting.

Irene Harris is the Secretary-Treasurer of the Ontario Federation of Labour, first elected as an officer at its 1997 Convention. She is the officer responsible for Women's Issues, Apprenticeship and Administration for the Federation. Prior to being elected Secretary-Treasurer Irene served as the OFL's Executive Vice-President for eight years. In this role she led hard-hitting campaigns at

the OFL to advance labour's agenda for apprenticeship, training, education, health care, social services and rights covering people with disabilities. She has also played a key role in campaigns to attract more young people to the labour movement and strengthen the connections between labour and the arts community.

Irene has been part of the labour movement for over 30 years. Irene's history of activism in the labour movement and communities has always pointed to achieving workers' rights, human rights and social justice.

Biography taken from the OFL website



Election for Steelworkers District 6 Director

vote

November 24, 2009

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Polling Station Locations: USW Locals 4120 & 1998

UNIVERSITY OF GUELPH, Steelworkers Local 4120

UNIVERSITY CENTRE, University of Guelph
Front entrance of the University Centre, outside Rm.103

LOCAL 4120 MEMBERS, PLEASE NOTE:
Poll opens at 7:00am and closes at 6:00pm. Members will need to bring photo ID (for example, driver's licence, University ID card, etc.) with them to vote.

UNIVERSITY OF TORONTO, Steelworkers Local 1998

OISE / UofT
252 Bloor St. W., North wall, rm 2-199

SIDNEY SMITH BUILDING
100 St. George Street, East Lobby

KOFFLER CENTRE
214 College Street, Faculty Student Lobby (8:30am to 5:30pm)

MEDICAL SCIENCES BLDG.
1 King's College Circle, Stone Lobby

FACULTY OF DENTISTRY
124 Edward Street, Edward St. Lobby

VICTORIA UNIVERSITY
75 Queen's Park, Emmanuel College, West Entrance

ST. MICHAEL'S COLLEGE
81A St. Mary St., Brennen Hall, South Entrance

UTM, MISSISSAUGA CAMPUS
3359 Mississauga Rd. North, The Meeting Place

UTSC, SCARBOROUGH CAMPUS
1265 Military Trail, Room AC227

AEROSPACE
4925 Dufferin Street, Cafeteria (12pm to 1pm)

LOCAL 1998 MEMBERS, PLEASE NOTE:
Polls open at 9:00am and close at 5:00pm, excluding Koffler (8:30am to 5:30pm) and Aerospace (12:00pm to 1:00pm).

All eligible voting members must produce a valid Local 1998 Membership Card OR other appropriate form of identification, preferably with a photo, before they cast their vote.

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