



## Local 1998 elects new Negotiating Committee

**M**EMBERS OF Local 1998 went to the polls October 9th to elect a new Negotiating Committee that will bargain for a new Collective Agreement when the current one expires in June 2008.

The Negotiating Committee is made up of twelve members plus the President of the Local. Of the twelve members, one is from the Scarborough campus and one is from the Mississauga campus.

When nominations closed on September 10, 2007, Martha Young was acclaimed as the representative from Scarborough campus and Arthur Birkenberg was acclaimed as the representative from the Mississauga campus. However, there was a keen contest for the remaining ten seats on the St. George campus, with seventeen candidates in the running.

The results were announced around 9:30 p.m. on October 9. The following were elected (in alphabetical order): Christine Beckermann (Administrative Management Systems), Mary Bird (Health Services), Shelley Glazer (Counselling & Learning Skills Services), Sandra Grant (Medicine), Lee Jeffrey (Woodsworth), Lillian Lanca (Astronomy), Rudy Limberger (Computing & Networking Services), Judy McLeod (Administrative Management Systems), Allan Revich (OISE) and Linda Wilding (Student Information Systems). (Please see report of the Chair of the Election Committee for detailed results.)

"The membership of the Negotiating Committee reflects the diversity of our membership," says President Allison Dubarry. "Nine of the members (or 75%) are female, reflecting the composition of the workforce at U of T. Members of the Negotiating Committee also come from various departments and faculties from across all three campuses."

Four of the Negotiating Committee members are also members of the Job Evaluation Committee: Martha Young, Mary Bird, Rudy Limberger and Shelley Glazer – a reflection of



The Local 1998 Negotiating Committee, (left to right, top to bottom): Allison Dubarry, Rudy Limberger, Linda Wilding, Mary Bird, Christine Beckermann, Sandra Grant, Judy MacLeod, Martha Young, Art Birkenbergs, Lillian Lanca, Lee Jeffrey, Shelley Glazer, Allan Revich

the importance that is placed on job evaluation in the next round of collective bargaining.

"The next round of collective bargaining is going to be tough," says Allison. "As such, we are starting to prepare ourselves early. We have a good team in place and we will strive to get the best deal possible for our members."

In a separate statement, Lori May, Chair of the Election Committee, thanked all the candidates for putting their names forward and all the tellers who worked so hard to ensure that the election was run smoothly.

▪ P.C. Choo, Admissions and Awards



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## Job Evaluation equals fair play

**E**VERYDAY, the nine members of the Union's Job Evaluation Committee negotiate for the fair evaluation and compensation of your work. They face a virtual Goliath: the enormous resources of the University's Human Resources and Labour Relations Departments which have larger staffs, ready access to in-house legal counsel, unlimited time and the money to hire endless lawyers, consultants and information management firms.

We thank the many members who submitted their Job Evaluation questionnaires. Your contributions are important and appreciated. Your support means that the steady gains we have made will continue.

The Job Evaluation Committee has begun the struggle with the University to classify

and rate all positions. All positions will be reviewed by the Joint Union/University Committee and the Union will continue to advocate on behalf each member of the bargaining unit as his job is brought to the table.

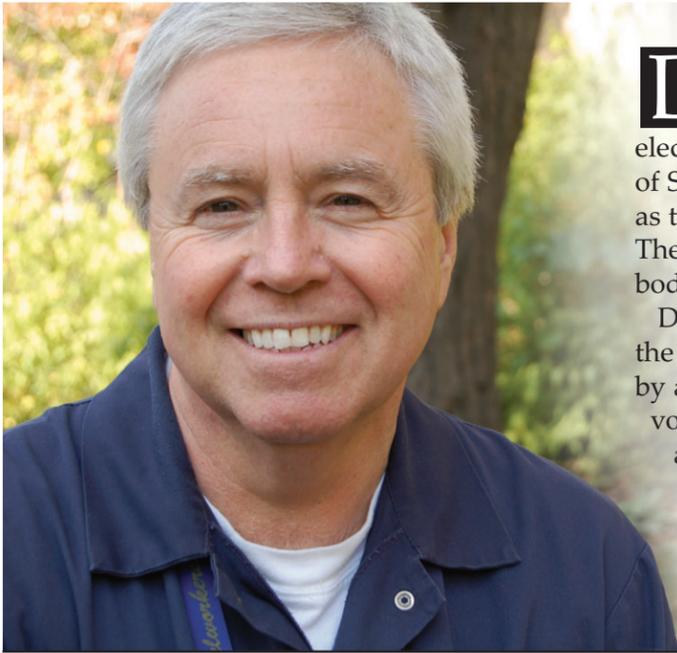
### HOW DOES IT WORK?

Information from the questionnaires and job descriptions is managed by the Data Integrity Group consisting of Pat Hood, Robin Breon and Nic Redman. They construct databases and survey the completed questionnaires to flag areas of disagreement between position holders and their managers.

The data is available to the Job Class Identification Committee, which includes Martha Young, Monique McNaughton and Carolellen Norskey. They read each ...continued on page 7

# on the move

Local news for members of Steelworkers Local 1998



**D**avid Johnson, Unit Chairperson of St. Michael's College, has been elected to the Collegium of the University of St. Michael's College on October 12, 2007 as the representative for administrative staff. The Collegium is the College's governing body.

David beat the only other candidate in the race – incumbent Laurel Ann Finn – by a margin of almost 3 to 1, polling 51 votes to Laurel's 18. He campaigned on a platform of effective representation and responsible governance.

Congratulations, Dave! We know you will be an effective voice for administrative staff.



P.C. on GC

**M**y re-election to another three-year term on Governing Council in April coincided with a transition of leadership at the top. Rose Patten stepped down as Chair in June after serving the maximum nine years on Governing Council and was succeeded by Jack Petch, the Vice-Chair who was acclaimed to the position.

The question on everyone's mind was: who would be the new Vice-Chair? I discreetly made known my wishes: the new Vice-Chair should either be a female or a minority. Happily, my wishes were fulfilled when Dr. Alice Dong was acclaimed as the new Vice-Chair. I have known Alice for a long time; I first met her when I was campaigning for her husband, The Hon. Bob Wong, who was the former Minister of the Environment in David Peterson's cabinet.

One of Jack's first priorities was to reach out to Governors from the various constituencies and listen to their concerns. I had a breakfast meeting with Jack on October 3. We had a frank exchange of views on the many issues facing administrative staff. I truly appreciate Jack's gesture and outreach.

I continue to be concerned about restructuring/reorganization around campus. Right now, there are three areas where this is on-going: the proposed closing of the David Dunlap Observatory in Richmond Hill, the proposed re-organization at Student Services and the pending closure ...continued on page 7



**L**ocal 1998 members joined students, faculty and other members of the public at the November 13th rally against the pending closure of the United Church of Canada/Victoria University Archives. For more on the fight to keep the Archives at Vic, please turn to page 8.

## Sign a card today & Support Pay Equity

### Did you know?

- Women in Ontario continue to earn an average of 29% less than men.
- Two-thirds of minimum wage workers are women.
- The pay gap contributes to child poverty.
- The pay gap affects women from their first job through to their retirement.
- Female high school grads earn 27% less than male graduates.
- Female university grads earn 16% less than male graduates and the gap widens as their careers progress.
- A lifetime of lower pay means that women have less saved income for retirement and have smaller pensions than men -- if they have a work pension.
- 42% of elderly women are poor.

**2008 is the 20th anniversary of Ontario's Pay Equity Act. The Equal Pay Coalition is calling upon the Ontario government to support, strengthen and revitalize pay equity enforcement for Ontario women.**

Join our postcard campaign. Contact us (416. 506. 9090) if you would like to sign a postcard, and send them back to us at 25 Cecil Street (campusmail), no later than Dec. 17th.

Support Pay Equity. Your daughters will thank you.

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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

**L**OOKING BACK over the past year one of the most important things that strikes me about 2007 is how much work the stewards, job evaluation members, health and safety representatives, Executive and Communication Action Team (CAT) have done to help fellow members and make improvements for members in Local 1998.

Members who give freely of their time and make a positive contribution to others are what make a local strong and vibrant. These members and many others will be critical to all of us in the local over the next year as we enter into negotiations for our fourth contract.

The Bargaining Unit Review Committee (BURC) has been exceptionally busy over the last year. This is a joint committee with U of T that examines jobs that the university wishes to exclude from the bargaining unit. In July, Mary Cornish, who is the local's legal counsel, began working with us on this issue and since then the bargaining unit has gained a number of high-level jobs that would normally have been excluded from the bargaining unit. Additionally, U of T has started to provide seminars to managers on the types of work that can be legitimately excluded and we have noticed that there are now fewer jobs that we need to challenge through BURC. The BURC committee will kick off 2008 with a two-day arbitration session on January 9 and 10.

Job Evaluation continues to move forward and the committee is hard at work on your behalf analyzing and evaluating jobs. Negotiating the implementation of the job evaluation and pay equity plan will be a major part of contract negotiations in 2008 and timing is very important

# Strategizing & Planning Key to Negotiations

as this must be done during these negotiations. The local has also been working on pay equity issues that stem from the implementation of the last pay equity plan in 1990. We recently made an application to the pay equity tribunal seeking their assistance on this issue. We will keep you informed of the progress on this matter.

Contract negotiations will be a major focus for the local in 1998. The staff appointed negotiating committee met in November and began to strategize and plan for bargaining. Members of the committee recently attended a special seminar on negotiating and we are working on developing a survey to be sent out to members so that we can hear from you about your priorities. Lunchtime meetings will be scheduled as well – your opinions and ideas are very important to us and we do need to hear from you. I am the only person who has been on all bargaining committees for the staff

appointed unit since 1999 and I believe that this committee is by far the strongest committee so far. We have a very good balance of differing viewpoints and experiences, but everyone works well in a team environment – an important asset when working in a large, democratic group!

I do look forward to 2008 as we have a tremendous opportunity to make real gains. You are an essential component of ensuring success at the bargaining table next year. Success will be impossible without your input and demonstration of support for your negotiating committee. Member support certainly made the difference in bargaining in 2005 when many members wore their "U of T's Strength is Steel" shirts and came out to meetings. CAT members were a key part of



**“Negotiating the implementation of the job evaluation and pay equity plan will be a major part of contract negotiations in 2008, and timing is very important.”**

this success as they ensured that communication between members and the negotiating committee occurred. If your department does not have a CAT representative, please contact Linda Wilding to let her know who will represent your department ([linda.wilding@usw1998.ca](mailto:linda.wilding@usw1998.ca)).

Finally, on behalf of the Executive, I would like to wish everyone a very happy new year and best wishes for 2008. There is a lot to be accomplished in 2008 but with a strategic, thoughtful approach and solid membership support we can do it together.

▪ Allison Dubarry, President



## Defining Job Evaluation

**D**ESPITE THE BEST EFFORTS of the Job Evaluation Committee to define the nature and scope of the project, I still find that a lot of folks ask me what it's all about, and why it seems such a large and costly enterprise.

I generally respond by explaining that our Steelworkers local is rather unique, in that it comprises that largest single employer local in

a district made up of Ontario and Atlantic Canada. As such, our membership reflects a huge variety of jobs which the University tries to organize into a series of classifications. Fine there...the easier the payroll process, the better for all of us.

However, it's been observed that this sorting process isn't always equitable, which should come as no surprise when trying to compare machinists with lab techs with secretaries. What the JEC is working to achieve, though, is to break down each job into a series of skills which better lend themselves to comparison than simply apples and oranges. This, then, is the reason for the extensive survey, and the temporary staff complement required to conduct follow-up interviews and process the data.

Of course, the University has input to the

process and doesn't always agree with our conclusions; a fact that requires lawyers and arbitrators and their associated fees, too. But costs are always voted on in our monthly meetings so there are no blank cheques out there...and the whole process is soon drawing to a close, anyway. In the end, we should have a greatly enhanced perspective of ourselves as employees...one actually based upon the skills we bring to work with us, and one we can take to the negotiating table as well. It should also help to settle out some of those pesky government-mandated equity requirements that have fallen by the wayside of late.

Regards,

Tom Mohr, Chief Steward, UTSC



# SOUTH AFRICA: 'NO' TO PRIVATIZATION

**S**TEELWORKERS from the University of Toronto and a member from an independent union of administrative and technical staff at the University of Western Ontario had an opportunity to meet with fellow university staff in three countries on a trip that was organized by the Humanity Fund. The purpose of the trip was to connect with fellow university workers in other countries and develop a network of university workers in various countries that would benefit all of the organizations involved.

We started our journey in Toronto, traveled to London, England where we met with Amicus union members from University College and King's College in London. We then went on to Cape Town, South Africa and met with workers at the University of Cape Town (UCT) who belong to the UCT Workers Support forum which is a coalition of contracted out workers, students, staff and faculty. Our next stop was Johannesburg and the University of the Witwatersrand and a meeting with staff, students and faculty. The final stop was in Maputo, Mozambique where we met with a group of university staff who belong to a staff association.

Although all of the countries were very different from each other and Canada, we found that the workers we met had very similar concerns and issues as Canadian university staff. Another common theme was the importance of union representation for university workers facing universities that are increasingly run on a corporate model.

The phrase "core business" was a phrase we heard at all of the universities and whenever we heard it, knew it signaled the corporatization of universities that everyone that we met with is experiencing, including those of us in Canada. Contracting out appears to be often the next step when universities begin to speak of their "core business" being education and the importance of focusing on the "core business."

The security, food and cleaning staff who are members of the University of Cape Town Workers Support Forum were university

workers a few years ago. However, when the university contracted out these services, workers suddenly had their wages slashed by two thirds and benefits, such as health, pension and tuition waivers disappeared. At UCT and the University of the Witwatersrand (WITS) we learned that many of the IT jobs have already been contracted out.

Contracted out workers face difficulties in negotiating improvements and very often lose benefits that other university workers enjoy as the university can claim that the employer is the company who holds the contract, not the university. The UCT Workers Support Forum is a terrific example of how solidarity works in a university setting and also reminded us at UofT of the importance of belonging to the groups our union belongs to on campus which are coalitions of unions, students and faculty.

The day after our visit to WITS University in Johannesburg, students protested against rising tuition and other fees. Their peaceful protest was met by police in riot gear shooting rubber bullets. The protests quickly spread to other universities in the Johannesburg area as students knew that an increase in the financial burden of attending university would make higher education inaccessible to many more. We've remained in contact with the people we met at WITS and students at UofT are very interested in learning more about the protests at WITS and have indicated a desire in maintaining contact with students there as well. The issue of access to higher education is an issue that we are very familiar with in Canada and our local continues

to work with and support students at UofT in their battle against higher tuition.

Job Evaluation and Pay Equity are major issues for all Steelworkers from the university sector and also for the Amicus university sector workers in England. We quickly discovered that it's a significant issue in the United Kingdom when one of people we were meeting with looked at the front page of a recent copy of our newsletter that has a poster titled "What's a nice girl like you doing in a pay gap like this?" and said that this is one of the biggest issues their union is dealing with. We were able to share information on Job Evaluation at the meeting and they have since been in touch with us about setting up video conferencing meetings on Job Evaluation and Pay Equity.

The workers at the Universidad de Eduardo Mondlane reminded us of our own universities several years ago as they currently have a staff association and are increasingly becoming aware of the need for a more formal structure such as a union.

Changes, particularly those moving universities closer to a corporate model, have a tremendous impact on the working lives of university workers and our experiences in England, South Africa and Mozambique illustrated both the need for a collective body, such as a union, to protect university workers' rights and the value of maintaining communication links between university workers. We all learned that we're not the only ones experiencing certain issues and the commonality of the experiences can be helpful to us in developing strategies in our own workplaces. This Humanity Fund trip was vital as the first step in developing a network of university workers and will greatly benefit the Steelworker units in the university sector in the future.

▪ Allison Dubarry, President



## UCT Workers Forum: Fighting outsourcing

**T**HE UNIVERSITY of Cape Town (UCT) is one of the oldest universities in the world but it had been exclusively white under the apartheid government.

Black workers at the university organized themselves into a union in 1987 and fought many battles that culminated into a fierce strike in 1991. The strike was a watershed in worker organization at UCT, securing a collective agreement that became a model for other trade unions. Workers won benefits such as housing subsidies, medical aid schemes and provident fund contributions. The university also paid for three full time office shop stewards.

### Outsourcing became the means to take back by the bosses

After giving to the union with one hand, the university took back with the other. The university saw an opportunity when the new African National Congress (ANC) government decided to embrace neo-liberalism as its guiding principle. UCT was among the first universities to outsource its "non-core services". Unlike other situations where outsourcing has been justified on financial grounds, outsourcing at UCT was not financially motivated. Instead, it was justified as a "strategic move" to make the university a "world class" university.

### Outsourced workers showed the way

The outsourcing of services highly polarized the university community. Having seen that things can be better, these outsourced workers started fighting for improved conditions. Instead of fighting directly with their new employers, the outsourced workers took their fight to UCT. In this fight with UCT, workers mobilized students and the university community at large. Solidarity with students became key in this fight.

The workers organized themselves into a front called the Workers Forum (WF). The WF meets every month. Through the WF, workers pressured UCT into requiring that minimum standards are met by companies

doing business with UCT.

### The code of conduct: A new catalyst for the struggle

Although UCT developed some minimum standards called the "Code of Conduct for Service Providers", its implementation left much to be desired. The companies did increase the salary of workers marginally but they looked for ways to take it back. For instance, in one company, the number of working hours was increased. This infuriated the workers; they were being robbed what had been won on paper. This year was set to be the year of fighting back but UCT used delaying tactics by employing private consultants to investigate complaints about the implementation of this code. Under pressure from WF, UCT had to look for consultants with a good reputation with unions and got them to start by acknowledging that there are serious problems with the implementation of this code. They promised workers that they are here to sort out those problems. Workers took a back seat until they realized that the year has ended and nothing has changed. The consultants are locked in their offices doing their work and the workers are still experiencing serious problems.

The possibility for mobilization now is in February next year when the new term starts.

■ **Tembinkosi Qondela,**  
UCT Workers Forum,  
South Africa



From top, l to r:  
**Tembinkosi Qondela,**  
Researcher & Educator, School of  
Public Health & Family Medicine;  
**Members,** UTC Workers Support Cttee.;  
**Tembisa Xeketwang,** UTC Workers  
Support Cttee.

## WITS students fight fee increases, privatization

**S**TEEP FEE INCREASES and the planned privatisation of student accommodation sparked major protests at the University of the Witwatersrand (Wits) in Johannesburg, South Africa, this fall.

The fee hikes are the latest consequence of the university's "Wits 2001 Plan". The plan has resulted in cuts to spending, outsourcing of work and promotes the commercialisation of research and teaching.

### REVOLT ON CAMPUS

Following late night mobilisations in university residences, hundreds of Wits students marched the morning of October 3 to make clear their opposition to the plan. Frustrated by university forums that prevented their voices from making a real impact on University policy, students rallied and disrupted lectures and an ever-growing crowd surged around campus.

Lecture disruptions are forbidden under the university's Code of Conduct and by midday tension between the protestors and the University administration was building. The University launched a days long media offensive, calling upon lecturers to report student protestors. Nonetheless, the protests continued into the following day and progressive academics – many of which were members of the Concerned Staff Committee (CSC) – and a number of outsourced Wits workers, publicly joined. That afternoon, riot police clashed with students, several were arrested and members of the CSC were called into a meeting with top management. Despite a hostile

media, which routinely presented the protestors as vandals and troublemakers, the message was loud and clear: no to fees hikes and no to privatization.

The support was warmly received by the protestors and helped underline that the problems faced by the students were part of a larger problem in higher education as a whole. What is happening at Wits is part of the post-apartheid ANC government's neo-liberal agenda, which is reinforced by the General Agreement on Trade in Services (GATS), and the World Trade Organisation (WTO). Both the GATS and the WTO promote the commercialisation of social services; the ANC government is a GATS signatory. This has resulted in funding cuts to public universities like Wits and significant pressure to turn universities into profit-driven "market universities". The result has been fees hikes, declining financial aid for poor students, and a drive to cut costs and promote commercial activities.

### WITS 2001

Back in 1999, Wits adopted the Wits 2001 programme as its manifesto for restructuring. The immediate consequence was the dismissal of a quarter of Wits' total staff - over 600 workers - and the outsourcing of jobs in catering, cleaning, grounds and maintenance in 2000. The struggle to prevent this outsourcing was covered by the progressive media and identified as a key moment in the rise of new social movements like the Anti-Privatisation Forum, which directly challenge the ANC's programme. The outsourcing was accompanied by a series of mergers and rationalisation of academic functions, and then the establishment of a special unit, Wits Enterprise, tasked with the commercialization of university activities. The restructuring was also accompanied by a rapid centralisation of management power.

The conflicts this year must be understood as part of the ongoing struggle around the nature of higher education - and the future of Wits. Student riots in 2004, a strike by outsourced workers in 2006, and now, student protests in 2007, lead the way in the struggle for accessible higher education, the reversal of outsourcing and an end to privatisation.

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■ **Lucien van der Walt**

**“Student protests lead  
the way in the struggle  
for accessible education  
and an end to privatization.”**

UNIVERSAL  
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fronts

## Women new union majority

**F**OR THE FIRST TIME, women outnumber men in the rank-and-file of Canadian unions.

In the first half of this year union membership included 2,248,000 women – 30 per cent of the workforce – and 2,237,200 men – 29.3 per cent according to StatsCan.

Unionization rates are even higher in the public sector—almost 72 per cent compared with 17 per cent in the private sector—where women are more likely to be employed in administration, social services, education and health care.

Indeed, within the public sector, more women are unionized than men – 73 per cent compared to 68 per cent. In the private sector, only 12 per cent of women belong to unions, compared to 21 per cent of men. The shift in gender balance certainly reflects, in part, a declining manufacturing sector and increased employment in health, education and social services.

But, is whether the overall change having an effect on unions and their leadership? After all, in recent years we have seen high-profile women leaders—like Judy Darcy from the Canadian Union of Public Employees, Leah Casselman from the Ontario Public Service Employees Union, Nycole Turmel from the Public Service Alliance of Canada and Emily Noble from the Elementary Teachers' Federation of Ontario—all stepped down, only to be replaced by men.

For years now, unions have been leaders in campaigns for national childcare, for public health care, for increased minimum wage and any number of other issues that directly affect women workers. Most unions have women's programs or equity departments and take proposals like pay equity and workplace violence prevention to the bargaining table.

So, more women in unions – that is a good thing. More women in leadership would be even better.

▪ *With files from CALM*

## Virtual strike, virtual world - real dispute

**M**EMBERS OF THE ITALIAN UNION Rappresentanza Sindacale Unitaria (RSU) along Rappresentanza Sindacale Unitaria (RSU) along with the Union Network International (UNI) have made history by staging the world's first virtual strike in the online world of Second Life.

RSU members (in the real world) have been locked in a bitter contract dispute with IBM for months. Workers have refused to accept a wage concession proposal and decided to take their fight to the streets of Second Life (a virtual cyber-world).

Second Life is a large, sophisticated computer software program that provides users a virtual 3D landscape to create an alternative world, much like our own. Participants can buy virtual land upon which they can construct virtual buildings that they can furnish with virtual sofas and chairs.

The Second Life homepage has a complete list of economic statistics that deals with everything from currency exchange rates to population demographics.

With more than 9.5 million "residents" in this virtual world, a number of multi-national corporations (including IBM and HP) are investing tens of millions of dollars to scoop up virtual market share, tapping into this vast consumer marketplace.

"There is definitely a growing market for companies looking to sell their virtual goods



and services online", says Second Life resident and CAW online correspondent Dexter Teichmann (a pseudonym). "An online strike could definitely have real world consequences on a company's bottom line. This is much more than just a video game."

UNI has sent a call to its international networks, encouraging activists to take part in this initiative, which could spur a new form of activism. After setting up an online character (or avatar), participants are asked to attend UNI's virtual headquarters on Commonwealth Island (a virtual island) to receive their strike resource kit.

For more info:

[www.uniglobalunion.org/SecondLife](http://www.uniglobalunion.org/SecondLife)



## Remembering Ben Russell

**O**n October 27 the Area Council hosted a Labour Peace Brunch before the Toronto anti-war rally, one of many in cities and towns across the country. NDP MP Peggy Nash was in attendance, along with MPP Cheri DiNovo, and City Councillor Janet Davis. Toronto Labour Council President John Cartwright spoke, as did other community and labour activists.

Steelworkers and other union members have attended similar breakfasts at the hall for many years. As always, Ben Russell, President of our hotel workers local 9466, was working tirelessly behind the scenes, in his kitchen, preparing a wonderful meal.

Ben gave his time freely, cheerfully, without hesitation. He volunteered his professional experience and talents for the Mary Spratt International Women's Day Breakfast, for our Day for the Elimination of Racism, for Labour Day, and for countless other Steelworker events. His efforts in support of our union's political priorities built us a city-wide reputation for activism, hospitality and fine food.

Sadly, as Ben and his colleague Oliver Rose were closing up the kitchen, long after the rest of us had marched off to University Avenue, he suffered a brain aneurism Ben died the following day with his family and fellow Steelworkers around him at the hospital.

**We still can't believe he's gone.**

Ben gave so generously of his time to the union and to the New Democratic Party. He worked tirelessly in the recent NDP provincial campaign. He gave above and beyond what was expected of him, and did so always with incredible humility. He was a model union activist, having organized his own workplace and then helped form the specialized USW hotel workers local. He donated long volunteer hours to organizing the unorganized: no worksite too far for Ben to visit. He fought vigorously for human rights, serving for years on STAC's Political Action and Human Rights Committees.

In short, Ben Russell placed the greater good before all other considerations. He is and will be terribly missed by all of us at Cecil Street. Our deepest sympathy goes out to his family. We – his other family – are bereft.

▪ *Carolyn Egan, President, Toronto Area Council*

# No Pain, No Gain: Bargaining at other Ontario universities

**H**OW HAVE OTHER Ontario Universities fared in negotiations this year?

A number of universities have or are still negotiating new contracts. It is important that our Local keep abreast of the bargaining trends at other Ontario universities.

## Carleton University

CUPE 2424 represents 700 professional, office, technical and support staff at Carleton University. The union requested a wage increase on par with what was provided to faculty at Carleton, and no concessions on job security. Other union issues included workload, union representation in disciplinary interviews, and union leave.

The university's first offer included low wage increases (1.5% in 2007, 1.75% in 2008 and 2.0% in 2009) as well as restrictions on leave for the grievance committee, a 2-tiered system for sick benefits by tabling a reduction in sick leave for employees over 65, and removing job security from the current agreement. Job security is one of the key protections offered in a union contract. The university's settlement proposal was described by union negotiators as "spurious and designed to divide the membership." However, the opposite result occurred. CUPE 2424 members gave their team a 94% strike mandate, the highest ever for that local.

The strike began September 5th and ended September 18th. Positive media coverage and support for the striking members was strong and unflinching. Students, student unions, the faculty association and other unions and groups at Carleton and in the city of Ottawa issued letters of support and participated on picket lines. At one juncture, the university's Board of Governors asked the President of the Carleton University Students' Association, elected to the board for a term running until June 2008, to step down because she spoke out against the administration's handling of labour relations. She refused.

On September 17th the union issued a call to the Carleton Board of Governors to intervene in negotiations



after the university's negotiating team repeatedly rejected the union offer of settlement and insisted on punitive measures in a return-to-work protocol and refusal to allow union representation during disciplinary interviews. A settlement, which included no concessions or rollbacks and a fair wage increase comparable to the average increase in the Ontario Education sector, was announced at 1:44am on September 18th and ratified later that day.

## Trent University

After giving their negotiating committee a strike mandate on September 19th, OPSEU Local 365 members at Trent University voted on October 23rd to reject a tentative agreement. The latest notice from the union states that the parties have agreed to reconvene bargaining on November 21 in order to "continue meaningful efforts to reach an agreement without a work stoppage"; however, in the meantime the union is proceeding with strike preparations. On November 28th Trent University OPSEU 365 members voted to accept a tentative agreement with the university. Further details will be posted in the next issue of *Steeldrum*.

## University of Windsor

It was announced September 13th in the *Windsor Star* that the University of Windsor's CAW Local 2458, comprising almost 300 full-time office and clerical staff, voted overwhelmingly in favour of a new contract that included wage increases, improved health benefits and enhanced job security. The contract for Local 2458 had expired in June 2007. At the time of writing, further details were not available.

▪ **Linda Wilding, Financial Sec**

## Fair play ...continued from page 1

and every questionnaire to discover positions that share similar work and which may be grouped into Job Classes. They bring their analysis to weekly meetings with their University counterparts, where each Job Class summary is negotiated and finalized.

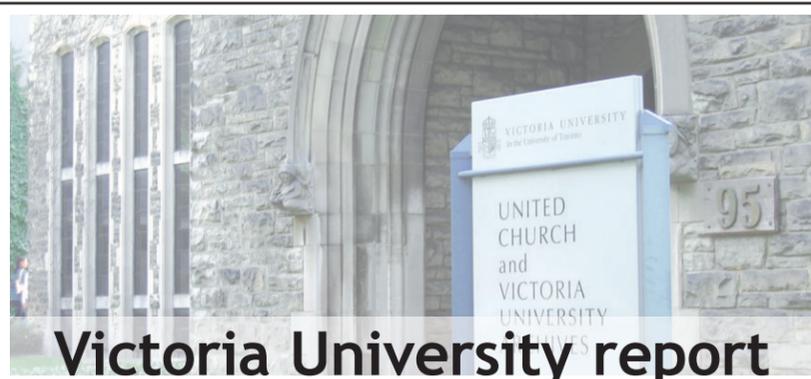
Finally, a representative questionnaire for each Job Class is created by the Rating Committee, comprised of Mary Bird, Shelley Glazer and Rudy Limberger. They proceed to rate each Job Class according to agreed upon factors and with reference to the ratings of more than sixty benchmark positions. Their conclusions are, in turn, brought into negotiations with the University and the final rating of the Job Class is determined.

### JOB EVALUATION EQUALS FAIR PLAY FOR YOU:

- No one knows the work you do better than you do.
- You have an opportunity to describe what you do in your job and to note anything in your job description that is out of date, incomplete or just plain wrong.
- Transparent evaluation of your job will ensure that you get credit and are paid for the work you do.

### FOR ALL OF US:

- The interviews and questionnaires which the Union has gathered offer a broad picture of the University's management of more than 3500 members working in very diverse jobs.
- Analysis of this data reveals distinct patterns of bias & inequity.
- This information provides a powerful tool and context for bargaining and for grieving.



## Victoria University report

**A**T THE OCTOBER 11TH UNIT MEETING, nominations were accepted for a new Unit Grievor, a representative on the Victoria University Joint Health and Safety Committee, and the salaried members' representative on the Negotiating Committee for the upcoming round of collective bargaining.

At the October 11th unit meeting, nominations were accepted for a new Unit Grievor, a representative on the Victoria University Joint Health and Safety Committee, and the salaried members' representative on the Negotiating Committee for the upcoming round of collective bargaining. All three positions were acclaimed. Valerie Ferrier is our new Unit Grievor, John Britton is joining the Health and Safety Committee and Halyna Kozar will represent salaried members in collective bargaining. Congratulations to Valerie, John and Halyna.

Our former Unit Grievor, Linda Oliver, has retired from the University. Linda contributed tremendously to our union, volunteering a lot of time and energy to help the membership through her work as a unit officer, local officer and as a member of three negotiating committees. Linda was also one of the key people involved in the organizing drive that established the union at Vic. I asked Linda if she will act as an advisor to the Negotiating Committee on matters affecting retirees. I am happy to report that Linda has accepted this new challenge.

In October we lost a valuable member when Julia Holland accepted a job offer from York University. After receiving a lay off notice from Vic following the administration's decision to close the United Church /Victoria University Archives, Julia began looking for a new job and York was fortunate to have the opportunity to hire her. Julia used much of her free time working on our behalf as the worker co-chair of the Joint Health and Safety Committee. We will miss her commitment to health and safety and the skills she used to keep the committee focused on making Vic a safer place to work.

Valerie Ferrier continues to meet one on one and with small groups of members in order to help them complete their job evaluation questionnaires. This is important work because the information collected from the questionnaires will have a significant impact on how our jobs are rated in the SES/U system.

The first half of ongoing talks with the University regarding the posting of union positions in Food Services led to one full-time continuing Food Service Production position, two full-time continuing Cook Apprentice positions and one temporary Cook position being posted and filled. The Union and the University have agreed to have a second round of talks about more job postings in Food Services in order to address the Union's concern that the University has been filling union jobs with part-time non-union workers. ...continued on next page

## P.C. on GC ...continued from page 2

of the Victoria University / United Church Archives.

On another note, I was asked to serve on the Task Force on Governance as part of the President's Towards 2030 initiative. The Task Force is one of five task forces that are to look at the question as to how we can ensure that U of T reaches new levels of excellence as we move into our second centennial.

Finally, I would like to extend my heartiest congratulations to Dave Johnson of the University of St. Michael's College who was recently elected to the St. Michael's Collegium as the representative for administrative staff. The Collegium is the governing body for St. Mike's so Dave is my counterpart there. Welcome to the world of governance, pardner!



# Victoria Archives Not history yet

**I**n the June issue of the *Steeldrum* we told you about the four members of the Victoria University (Vic) Unit working in the United Church of Canada / Victoria University Archives who received notices telling them that as of May 1, 2008, the Archives will close and that they will be permanently laid off.

Since that time, Victoria University has not moved from its initial position that the four positions will be lost and the members have access only to what they are entitled to via the collective agreement.

Because the the closing of the United Church of Canada/Victoria University goes beyond the issue of jobs, a coalition of many interested parties has come together to fight the closing of this unique facility. This past summer, the **Save the Archives Coalition** was formed to encourage United Church of Canada and Victoria University to revisit their idea of closing the Archives, and to keep the collection at Victoria University. Consisting of union members, academics, genealogists, archivists, students, librarians, former university administrators, the Coalition represents a unique partnership of Steelworkers with a wider community to achieve mutual goals.

One of the first actions taken by the **Save the Archives Coalition**, was to place a full page ad in the University of Toronto Bulletin. This took the form of a statement on why the Archives should be kept at the University, and it was signed by prominent members of the research community: Michael Bliss, Robert Bothwell, R. Craig Brown, William J. Callahan, Ramsay Cook, John English, Karolyn Smardz Frost, Scott Goodine, Craig Heron, Roger Hutchinson, and Eva Kushner.

The next step was to launch a website at [www.savethearchives.ca](http://www.savethearchives.ca) which sets out the concerns which the Coalition has about the proposed closing of the Archives, provides a chronology on the closing, contact information for the Coalition and updates on what is happening with the campaign. In addition, there is an online petition on the site, which now has over 2500 signatures, and information on a letter writing campaign. On

## Victoria report ...continued from last page

The group grievance filed because of the university's failure to provide a safe and healthy work environment (bullying) was settled. The Union continues to work on an individual grievance that was filed because of bullying, two policy grievances addressing the University's failure to post union housekeeping positions, a grievance for unjust discipline and two grievances addressing the University's failure to provide information. We are also taking to adjudication an appeal filed with the Information and Privacy Commissioner's Office that addresses the University's refusal to provide information.

The **Save the Archives Coalition** continues to work towards achieving the goal of having the University and the Church renew negotiations to keep the Archives at Vic. Your Union is one of several organizations working within the Coalition. This is important work, not only for our members in the Archives, but for all us. Paul Gooch and other Vic administrators must know that the Union will not back down if they choose to attack other departments. For more info on the Coalition please see the article below.

■ **John Ankenman, Vic Unit Chairperson**

October 4, delegations from the Coalition visited with Victoria University President Paul Gooch and United Church General Secretary Nora Sanders.

On October 25th, the United Church announced a new location for its archival collection, in the same building which houses the General Council offices of the church. While this location is in Toronto, and does appear to have appropriate environmental controls for the collection, the property is in a rental facility with the lease due to run out in under five years. In addition, the Church has made it clear that they will not commit to any additional fundraising for the facility, which means that 90% of the holdings from the United Church of Canada/Victoria University Archives will be funded with 50% of the existing budget. The Coalition believes this will mean fewer staff and less access to the records. The church already laid off 20 staff from the General Council offices this summer and has made a huge shift in priorities, virtually eliminating the social justice programming that has been a cornerstone of its activity since 1925.

In response, on November 13, the Coalition held a rally, a celebration of the 108 years since the decision was first made to house church records on the Victoria University campus and a town hall meeting where researchers discussed how valuable the collection is to university research and how important it is to keep it on campus.

On November 25, undergraduate and graduate students gathered to leaflet the retreat of the Victoria University Board of Regents to make them aware of the negative impact that the move will have on students.

As the Archives is scheduled to close to the public as of December 21, the campaign to keep it at Victoria University takes on a new urgency. Members of Local 1998 have been very supportive to date. We are asking any member who has not signed the petition or participated in our letter-writing/email campaign to do so. For the latter, we are especially asking members to put pressure on the University of Toronto administration. For details, see the website: [www.savethearchives.ca](http://www.savethearchives.ca)

■ **Alex Thomson, Victoria University Archives**

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