

News for members of Steelworkers Local 1998, University of Toronto

December 2013, volume 11, no 1 www.usw1998.ca

tressful. Scary. Overwhelming. Reorganization and potential loss of employment ranks up there with some of life's most stressful events, including divorce and the loss of a loved one. Even if we haven't personally experienced a reorganization, it is likely that we've heard about a friend that has and worried about how we would cope if it ever happened to us.

Thankfully, as union members we benefit from protective language, provisions and resources secured by our negotiating committee during collective bargaining. A collective agreement is a legally binding set of processes and commitments between a group of employees and an employer - in this case, between staff and management at the University of Toronto. And thanks to recent gains we have made during bargaining, Local 1998's collective agreement is clear on both the language and process regarding reorganizations and layoffs.

As a member of Local 1998 you are entitled to a minimum of 6 weeks notice of an impending organizational change, seniority rights when applying for any newly created positions arising from the change, preference as an internal candidate, and access to university career transition services such as those offered by the Organizational Development and Learning Centre (ODLC). You also have access to many Steelworker support services including the Job Action Centre and consultation with a member of the USW job evaluation resource team who can advise you on potential career development paths and job classes with potential skills crossover at the University.

Continued on page 7



# FROM ANONYMOUS TO ACTIVIST

eing a kid living on the Interweb, I've always admired and respected the clean and simple lifestyle. If something is no longer needed, I'd give it away, sell it, or recycle it. Up until this time last year, my mentality about unions was similar to that unnecessary item in the house - that I thought I could get rid of. I didn't really know what unions do, and why we need them.

This was all changed in January of this year, at the Next Gen conference that took place in Mississauga. There were great speakers, such as Olivia Chow, Linda McQuaig, and Ken Newman there. They were absolutely not as political as I originally thought. Instead, they presented their extensive experiences with unions and employers in an engaging and inspiring way. They refreshed my view about unions through facts and examples. I learned that almost all of the things that we take for granted came from tough negotiations and bargaining by our unions. For instance, the 5-day week, salary step increase plus across the board increase, health and dental insurance coverage, a safe work environment without racism nor harassment, a great pension plan... just to name a few. The Next Gen conference not only demonstrated the importance of being represented by our unions; it also taught me communication skills, interpersonal skills,

writing skill, and even skills on how to take better photograph!

After that, I was super motivated to learn more about union matters. I started make time to attend monthly membership meetings, Next Gen member meet-ups, and participate in our union website revamp project. I realized that the more I know about unions, the more I appreciate being a member of an awesome union.

### "They refreshed my view about



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unions through facts and examples. I learned that almost all of the things that we take for granted came from tough negotiations and bargaining"

If you still believe unions are a thing of the past (like I used to), please come to our regular Next Gen Show and Share meet-ups! You will see why we call each other brothers and sisters, and why you should be glad to be represented by USW Local 1998.

By Sam Xu



In September the Canadian Labour Congress launched "Together Fairness Works", a major campaign highlighting the values of Canada's union movement : www.canadianlabour.ca/actioncenter/together-fairness-works





A Steelworker gives the STAC Labour Day Breakfast at 25 Cecil Street a 'thumbs up'

Many union members bring their children with them to the Labour Day Parade.





Local 1998 members at the Parade (I to r): Alex Thomson (Victoria University) and John Ankenman (Victoria



Jennifer Huang (left), Labour Council Organizer, Youth Educator and Advocate in the Chinese-Canadian Community, attends the Labour Day Parade in Toronto.

Carolyn Egan, President of the Steelworkers Toronto Area Council (STAC), and Leo Gerard, International President of the United Steelworkers Union, greet Toronto members at the Labour Day breakfast at **Cecil Street before** marching with the membership.





When workers get together and stand up for fairness, they get results. Together, working people have won decent wages, safer workplaces, fair treatment and benefits like paid vacation time, job training, and insurance coverage for things like glasses, dental care, and medicine that keep them healthy and productive.

They didn't stop there. What they got at work, they got for everybody else by standing together and demanding more from the people they elected to boards, councils and legislatures. That's how we all got some of the things most of us take for granted today – minimum wages, statutory holidays, paid vacation time, public health insurance, public pensions, weekends, etc.

Together, working people built Canada's middle class and created a country with fairness as one of its fundamental values.

www.canadianlabour.ca/actioncenter/together-fairness-works

University Unit President), with friend Kim Koyama.

> Local 1998 members connect with new and returning U of T students at the Snow Cone machine during the Orientation Festival, early September.

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Non-email submissions should be on a CD accompanied by a hard copy.

### STEELDRUM DIRECTORY

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# PRESIDENT'S **MESSAGE**

2014 is a bargaining year and no doubt many are wondering what lies ahead. You may have heard of calls for 2-year pay freezes, increases in pension contributions, and changes to how unions are able to organize and represent our members.

Many members will remember the certification drive back in 1998 when workers organized to join Steelworkers to push back against pay freezes and pay rollbacks. Since then, through successive rounds of bargaining, our union has been able to achieve contract gains for members such as equal pay for equal work, a fair job evaluation system, an early retirement bridge benefit, a childcare benefit, and protection

# Let's make 2014 a year to remember

against workplace bullying and harassment, just to name a few achievements. These gains were only possible through the active participation of members who voiced their concerns through our bargaining surveys and membership town halls that gathered the experience of members in the workplace, and put to the University the necessary contract changes and improvement in wage and benefits. Our Union has delivered for our members, and in order to continue doing so in this upcoming round of bargaining a strong and united membership is needed to support our Negotiating Committee in obtaining the best deal possible.

The ability of our local's Negotiating Committee to bargain a good contract depends on each and every one of our members to stand up and be counted – this means wearing your union shirts, carrying your union tote bag, and having the union coffee mug on your desk next to your union desk calendar (make sure to contact the local office if you don't have these!). These may seem like small gestures, but our union's strength is in our resolve, and that is shown in simple everyday acts of solidarity:

- talk with your co-workers, your union steward, Communication Action Team (CAT) member, Union health and safety rep about what is important to you
- call the local office to host a departmental Union lunch for a Steelworker information session
- if your department does not have a steward, CAT team member, or health and safety rep, volunteer to be a Union rep for your department

 come out to Union monthly membership meetings and get informed and get involved; times and locations can be found @ www.usw1998.ca

With a membership of close to 7,000 members, spread out across different campuses, communication is key – we will be revamping the local 1998 website, our listserv emailer, and renewing our lunch-and-learn sessions so members can get the information they need to get informed and get involved.

Things are always busy at our Union, but that's the way we like it, and that's what our members expect and deserve. However, I also see as our union's priority taking the necessary time to pause and reflect on what we're doing, how we're doing it, and to re-connect with members to ensure our union remains responsive to their ever changing needs and concerns. This can only be done with your active input and involvement. If you see something you like, let us know, and if you have a spare hour, or afternoon, or day to volunteer there are always things to do, no previous experience required, there are lots of fellow union members willing to show you the ropes and help you get started. If you see something is missing or you feel there is an area that deserves more attention, it's important that our union hears about that too, especially if there is a way our union can help you become more involved and active on your areas of concerns.

Together, let's make 2014 a year to remember.

### Paul Tsang, President Steelworkers Local 1998

# WHAT WE HAVE WON Stats index for USW Local 1998

The landscape at the University of Toronto, Victoria University, University of St. Michael's College, The English Language Program and UTS has changed significantly, and for the better, since certification as a bargaining unit in 1998.

- Anti-bullying language
- Improvements to the U of T Health Care Benefit Plan
- Emergency Personal Leave; job-protected
- We now have SES/U, a genderneutral, transparent, reliable method for classification and compensation for positions at the university. Pre-contract

15 years and 5 collective agreements later we have made substantial improvements to our working conditions:

- Automatic progression through an 8 step wage scale; pre-contract, progression was based entirely upon merit;
- Casual workers can now migrate into the Staff-Appointed Unit at the 18 month mark; pre-contract there was no option to migrate into permanent status
- An increased pension multiplier of 1.6%; up from the pre-contract rate of 1.3%
- A pension bridge benefit before the age of 65; pre-contract there was no bridge benefit at U of T
- A Childcare Provision Benefit of up to \$2000 per calendar year
- Language on job security and greater protection in re-organizations

days off for illness, injury, emergencies and urgent matters.

- Bereavement Leave; members are
  entitled to up to five days of paid
  bereavement leave in the event of the loss
  of a loved one (spouse, partner, children, parents, etc.)
- Access to Steelworkers Assistance
   Programs and Services: Local 1998
   Internal Mediation Service, Steelworkers
   Lifelife Foundation (free, and confidential
   Employee Counselling and Assistance
   Program), Steelworkers Toronto Area
   Council's Injured Workers Program,
   Steelworkers Non-profit Dental Clinic,
   Steelworkers Education Programs (paid
   training for health and safety, human
   rights, becoming a union steward, etc.),
   Steelworker Scholarships, group insurance
   plan discounts, and a Health Care Spending
   Account for casual members.

there was no recognized or effective process for challenging pay inequities or inconsistencies, no method for employees to provide their input, and no fair, transparent process for new job creation and job reclassification.

- As of 2012, more than \$2.15 million worth of salary adjustments and retroactive pay has been paid out to Local 1998 members whose salaries were below the new SES/U pay line. This number will increase as we continue to implement further improvements gained in 2013.
- UNION REPRESENTATION; and/or confidential advice for concerns regarding health & safety, unfair treatment (discrimination, harassment & bullying), disability and workplace accommodation, interpretation of the Collective Agreement and the grievance complaints process for dispute resolution.

# The \$100k list @ University of Toronto University Salaries over \$100,000 - 2011 to 2012

# \$100K LIST STARK REMINDER OF AUSTERITY DIVIDE

he 2012 \$100k list is a stark reminder of the everdeepening divide between the 1% and the rest of us. Last month the *Toronto Star* reported findings from the National Household Survey (2011), placing the Canadian equivalent of the 1% in a group of about 262,700 people who made more than \$191k.

This divide is apparent at the University of Toronto. While administrative staff have been asked to tighten our belts for the sake of the greater good, the same cannot be said for University Executive Administrators. The Steeldrum uncovered that in 2012, 433 University Executive Administrators made more than the 191k 1% threshold, with the highest salary going to William M. Moriarty, President and Chief Executive Officer of the University of Toronto Asset Management Corporation, capping out at a whopping \$773,830. Clearly, the next time the University claims to not have the funds for ATB increases for administrative staff, we shouldn't believe a word.

NAME	POSITION	SALARY 2012	SALARY 2011	DIFFERENCE	MEMBER OF 1 % CLUB?	ABOVE \$100K AFTER ADJUSTED FOR INFLATION FROM 1996?
William W. Moriarty	President and Chief Executive Officer, University of Toronto Asset Management Corporation	\$773,830.00	\$655,995.00	\$117,835.00	Yes	Yes
Mihnea Moldoveanu	Associate Dean, Masters of Business Administration Program and Professor of Business Economics and Integrative Thinking	\$427,794.94			Yes	Yes
Peter Pauly	Vice Dean, Academic, Rotman School of Management	\$427,496.69	\$415,062.00	\$12,434.69	Yes	Yes
Joel Baum	Associate Dean Faculty, Professor of Strategic Management	\$402,699.04	\$389,956.02	\$12,743.02	Yes	Yes
Roger Martin	Dean, Rotman School of Management	\$400,335.00	\$400,335.00	\$0.00	Yes	Yes
Catharine Isobel Whiteside	Professor, Medicine, Dean, Faculty of Medicine	\$392,565.96			Yes	Yes
C. David Naylor	President, University of Toronto	\$388,400.84			Yes	Yes
Judith Wolfson	Vice President, University Relations	\$366,039.00	\$366,012.48	\$26.52	Yes	Yes
Cheryl Misak	Vice President and Provost and Professor of Philosophy	\$364,893.00	\$364,271.51	\$621.49	Yes	Yes
Anita Mcgahan	Associate Dean, Research and Professor Strategic Management	\$364,563.04	\$338,630.46	\$25,932.58	Yes	Yes
Cristina Amon	Professor and Dean, Faculty of Applied Science and Engineering	\$359,151.96	\$359,082.96	\$69.00	Yes	Yes
David Palmer	Vice President, Advancement	\$351,205.04	\$351,570.56	-\$365.52	Yes	Yes
Avrum Gotlieb	Professor, Laboratory Medicine and Pathobiology and Interim Vice Dean, Graduate and Life Sciences Education	\$344,530.98	\$322,834.00	\$21,696.98	Yes	Yes
Michel Malo	Managing Director, Investment Strategy and Co–Chief Information Officer, University of Toronto Asset Management Corporation	\$344,166.98	\$442,499.96	-\$98,332.98	Yes	Yes
Meric Gertler	Professor of Geography and Dean, Arts & Science and Goldring Chair in Canadian Studies	\$336,213.00	\$336,631.56	-\$418.56	Yes	Yes
Angela Hildyard	Vice President Human Resources and Equity	\$316,772.96	\$316,721.48	\$51.48	Yes	Yes
David Goldreich	Academic Director, Morning and Evening Masters of Business Administration Programs and Professor of Finance	\$314,971.56	\$297,768.54	\$17,203.02	Yes	Yes
Kenneth Corts	Associate Dean, Undergraduate Education and Professor of Business Economics	\$313,691.46	\$285,515.52	\$28,175.94	Yes	Yes
Franco Vaccarino	Professor of Psychology; Vice President and Principal University of Toronto, at Scarborough	\$309,106.92	\$309,055.44	\$51.48	Yes	Yes
Edward Iacobucci	Professor of Law and Associate Dean, Research	\$306,695.42	\$291,903.42	\$14,792.00	Yes	Yes

For the full 2012 \$100k list visit: http://www.usw1998.ca/Salaries\_2012.xlsx

credit: CLC,

# September 201 Job Evaluation Update

The summer of 2013 was fruitful for Pay Equity in Canada. Two long-standing, high-profile fights for equal pay were finally settled.

After more than 30-years of battle, members of the Public Service Alliance of Canada (PSAC) finally saw retroactive payments being issued to approximately 2300 eligible Canada Post employees, and after 12 years of dispute the City of Montreal finally conceded and announced its decision to pay salary adjustments to more than **4500** members of CUPE 429. Both disputes were settled in the union's favour after decades of hard work, organization, and negotiation by the respective union leaders and membership.

For those of us in Local 1998 still engaged in the fight for Pay Equity and Internal Equity at the University of Toronto, these victories offer important lessons.

They highlight the power and importance of an active and involved membership when facing a well-resourced employer: it is no accident that the City of Montreal's announcement followed large-scale, public protests staged by CUPE members loudly criticizing the City's refusal to comply with *The Pay Equity Act*.

They also illustrate the importance of resilience when dealing with an employer who is skilled in the tactics of delay and resistance: when Canada Post continued to resist implementation of the final Supreme Court ruling PSAC came up with creative ways to put pressure on the Crown Corporation and force them back to the table, including seeking a lien against Canada Post's headquarters.

The battle for pay equity and internal equity at the University of Toronto isn't all that much different from the battles waged at process of collecting information and feedback from our members and to determine the way forward. When the university continued to resist, the union advanced the dispute to arbitration. It was only upon receipt of the union's submission to the Arbitrator that the University changed its position and announced that it was willing to revisit the job grouping.

"For those of us in Local 1998 still engaged in the fight for Pay Equity and Internal Equity at the University of Toronto, these victories offer important lessons. They highlight the power and importance of an active and involved membership when facing a well-resourced employer who is skilled in the tactics of delay

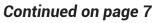
Canada Post or at the City of Montreal. Time and time again your USW Job Evaluation Team has pressured the University to keep to agreed terms, timelines and processes. Time and time again we have had to shame the university into addressing outstanding work while the university dragged its feet and insisted it didn't have the resources necessary to complete the work of Job Evaluation. Your union has pushed back at the negotiation table and in media campaigns, and in many cases advanced disputes to arbitration that U of T was unwilling to agree to, or in some cases, even recognize at the table. Throughout this process the engagement of our membership has been crucial to this aim. The recent Financial Officer deal secured by the USW JE Team is a prime example. When members first approached the Union to explain how and why the system didn't properly capture important aspects of their work the University was not willing to listen. The union responded, organizing lunchtime meetings to begin the

### and resistance."

•

The 1998 Job Evaluation Project is now at a unique stage in its timeline. And as always the Union is driving the process, pushing the University to commit to address the backlog they created when they claimed they didn't have the necessary resources to assess new positions and reclassifications at the same time as wave 7 positions. As we move into this new phase of work we are conscious of the employer's past practice. It is an ongoing struggle to keep the employer fair and consistent and we rely heavily upon members who come to us to report when their jobs have changed, and how.

We continue to build upon the gains secured in waves 1 to 7 as we begin the work of assessing new positions and outstanding reclassifications. Wave 7 and the Waves 1-6 revisit job classes



### **BUILDING EQUALITY TOGETHER**



On average, women earn 28% less than men in Ontario. That means that on average, a woman makes 72 cents for every dollar a man makes.

28 represents Onsino's gender pay gap between men and women whet you include all workers (pan-time, mutaple job, temporary work, etc.). Searce-time, (wowd, ministrate, culture timp) and temp (pan-time) (wowd) ministrate, culture timp) and temp (pan-time) (searce).



The estimated lost income potential of Canadian women due to unequal income and labour force participation. Searay, Rojel Bars of Canada spon. 'The Diversity Advance. A Case for Canada spon. 'The Diversity Advance. Case of Canada spon. 'The Diversity Advance. Case of Canada spon. 'The Diversity Advance. The Diversity Advance. Case of Canada spon. 'The Diversity Advance. Case



Percentage of women in low-wage jobs. One in five women is working in a low wage job compared to one in ten men.

Source "Women's Poverty and the Recession" by Honica Townson, Canadian Centre for Policy Alextracives, 2004 at p. 16. http://www. policyalizentracives.ca/conc.philos/bala/hers/aploads/ policyalizentracives.ca/conc.philos/2005/Momente\_ Poerty\_ II\_dre\_Recession.ptf

.....

13: At the current rate of progress, this is the number of additional years that a woman will have to work at no pay in order to earn the same pay which a man earns by age 65.
 This number accounts for the 20% pp over the Att working the or semen. This is calculated that of 20% of 20% or 42 years, which is the working the time age the of, lassuming you're actly enough to reare a dtt.

Let's Close Ontario's Gender Pay Gap. Visit: www.FairOntario.ca



The average amount working racialized women in Ontario were short-changed for every dollar non-racialized men got paid for work in 2005.

Source: Welacary Interview (http://www. welacary promium .com/haves/with-2 womenin advits-con-we-build-a-gender-balancedbulger/

#### Percentage of university

undergraduate students in Canada who were women in 2008. Even though women are more likely than men to go to university or college, they don't necessarily end up getting paid better once they're in the work force.

Searce top //www.scarcar.gr.ca.but/th-105-u010001/arsce/11542-engten

### 7 out of 10: Part time workers are women.

This Agure has changed liste in monte decades. This also makins therworken are much more likely in hold multiple jobs. Source: Services Service a Perper "Neet Work " by Vincem Ferraro 2010 (Engl./Investmancen, gr. calout/de-Service/Visionce/11387-ang.pd, as source 13.

\$24,000

## Employer finally pays after 30-year Fight for Pay Equity

he fight for equal pay for Canada Post employees represented by the Public Service Alliance of Canada (PSAC) has finally come to an end. After 30 years of battle with the Crown Corporation, August saw eligible PSAC members receive the first in a series of scheduled retroactive salary payments.

PSAC first filed the pay discrimination complaint with the Canadian Human Rights Tribunal in 1983. The Union argued that the mostly female clerical workers were performing work comparable to that of the better paid male letter-carriers. In 2005 the Tribunal agreed with the Union, ruling THAT retroactive payments totaling \$150 million plus interest be paid to the approximately 2300 employees that worked at Canada Post from 1982 to 2002. In 2002 the Treasury Board classification system was superseded by a new gender neutral job evaluation plan at Canada Post. For the past 8 years Canada Post has fought and resisted the Tribunal's decision, appealing to the Tribunal, the Federal Court and the Federal Court of Appeal. In 2011 Canada's Supreme Court ruled unanimously in the

Union's favour, reinstating the Tribunals 2005 ruling and officially putting an end to the appeals process. When Canada Post continued to resist implementation for a further 2 more years PSAC employed creative measures to force the employer to comply with the terms of the payout, including asking the Federal Court to put a lien on Canada Post headquarters.

The delays resulted in measurable growth to the amount of interest owed on the retroactive adjustments, with current total amounts estimated to be at \$250 million. Canada Post resisted and argued over the amount of interest they would pay. The union fought back and secured an agreement that 90% of the interest owed on the salary adjustments would be paid out to their members. "PSAC agreed to Canada Post paying 90% of the interest owed so that members could finally see a payout," said PSAC national president Robyn Benson. "We wanted to get as much as possible but we know there are retired members who really need the money and we didn't want to see even more cheques going to estates." Kim Walker



I can't believe you make a dollar for every 77 cents I do.

## CITY of Montreal WINS Pay Equity after 12 years

12 year-long pay equity fight for unionized City of Montreal workers is

to achieve pay equity have been ongoing since 2001, and as the matter has dragged on, the City has continued to save money at the expense of women. Now, at long last, we're putting an end to pay discrimination in the City of Montréal." The City's announcement followed large-scale public protests staged by CUPE members loudly criticizing the City's refusal to comply with *The Pay* Equity Act. In 2001 the union launched a genderneutral Pay Equity Plan that would see City of Montreal jobs fairly evaluated and salary adjustments for members who qualified. CUPE 429 (Syndicat des fonctionnaires municipaux de Montréal, SFMM) represents more than 10,000 municipal and paramunicipal workers with the City of Montréal and 12 reconstituted municipalities in the Montréal region. Kim Walker

### almost over.

On August 22nd the City announced its decision to comply with the Pay Equity Commission's May 2013 ruling and pay out salary adjustments owed to more than 4500 members of CUPE 429 (Syndicat des fonctionnaires municipaux de Montréal, SFMM). In December 2010 the Commission

determined that nearly 60% of the 400 female-dominated job classes were entitled to salary adjustments. CUPE 429 filed a dispute with the Commission in April 2013 after the employer refused to implement the salary adjustments.

"Common sense has finally prevailed,"stated Francine Bouliane, general secretary of CUPE 429 (Syndicat des fonctionnaires municipaux de Montréal, SFMM), in a public release issued by CUPE. "Efforts

#### Continued from page 1

The Union can also contest the re-org through the grievance process.

But the role of the union is about more than resources and keeping the university to its commitments. We seek job security for our members and work to make the university a better place to work. This means actively pressing the university to find alternate solutions to reorganizations and layoffs. A part of the language in the collective agreement stipulates that "The potential impact on current staff will be considered when organizational change proposals are being formulated." (Article 12:05)

And this brings us to an important question...

### **RECLASSIFICATION OR REORGANIZATION?**

Our collective agreement defines reorganization as involving "the elimination of one or more positions, or the involuntary reduction of an employee's appointment by 20% or more." (Article 12:05)

There has to be the loss of a position OR an involuntary reduction of hours by 20% or more to trigger a reorganization. However, these features alone do not define a proper reorganization. For example, if the work that was eliminated remains in practice - that is, if existing roles and duties remain and are simply reshuffled as a 'new' position – it is not a proper re-organization.

The "Maintenance Protocol" – agreed to by the University, and considered to be a part of the collective agreement under the Pay Equity Act – defines reclassifications as being applicable where "there has been significant change to the position such that it no longer fits within its current job class and requires either the creation of a new job class or placement into another existing job class" (paragraph 15).

The Maintenance Protocol allows either the employee in the position, the manager, or the Union or University to initiate a reclassification.

Since the Maintenance Protocol was signed in April of 2011, the manager initiated reclassifications counted together do not come out to more than half a dozen. While at the same time the use of the "re-org" by the University is notorious.

When duties are required to be shifted around for whatever reason, it would be more consistent with the University's commitment to consider potential impact on staff to initiate a reclassification of the affected positions instead of using "organizational change" to eliminate positions and create new ones. We, like you,

request and/or working on their questionnaire.

It is also important for us to note that we have heard from many members that their manager has said that reclassification is not possible because there is a moratorium, or because the Union is blocking it. This is not the case. We encourage management to initiate reclassifications where the job has changed, or where, for whatever reason, the current classification is inappropriate. In fact, all your

It is also important for us to note that we have heard from many members that their manager has said that reclassification is not possible because there is a moratorium, or because the Union is blocking it. This is not the case. We encourage management to initiate reclassifications where the job has changed, or where, for whatever reason, the current classification is inappropriate.

are concerned that the University is relying far too heavily on the very disruptive "re-org" mechanism, when they could instead simply initiate the reclassification of positions.

We are fighting this. But we need your help. If your job duties have changed, either through practice over time or through a formal change to your job description, please contact jec@usw1998.ca to discuss whether a reclassification is appropriate.

### THE RECLASSIFICATION PROCESS

It has never been easier to request a reclassification at the University. Reclassifications can be requested online by employees at: www.sesu-jobe.utoronto.ca/2011/q/request.php. Please DO NOT request a reclassification until you have consulted with the Union first. It is important for you to get our advice on whether a reclassification is appropriate before you initiate the process. Please take advantage of USW job evaluation services and speak with a member of the union resource team when submitting a

manager need do is submit a form on the University's website in the exact same way that you can request a reclassificiation. But it is best not to rely on your manager to do this. There is nothing stopping employees from requesting reclassification on their own initiative. But again it is prudent to consult the Union first to make sure your request is effective.

Properly submitting your request ensures your position will be assessed in a clear and transparent manner, and if successful you may also receive retroactive salary adjustments.

Job evaluation can provide a valuable tool for members. It gives members the ability to have a say in how work is valued by the University. While we have secured stronger language in recent collective agreements there is no substitute for member involvement. The strength of the union is about union members working together to make our workplaces better. Speak up, and together we will make the University of Toronto a better place to work.

### Kim Walker and Patrick Legay

### Continued from page 6

- saw many gains for our members, including increases to the existing payband for many job classes, and in some instances a new structure for the job grouping.
- Some of the job groupings that benefitted from these gains
- include: Administrative Officers; Advancement Research Officers;
- Archivists; Construction Specialists; Dental Assistants; Dental
- Team Leaders; Financial Officers; Graduate/Undergraduate
- Administrators; Hazardous Materials Officers; Healthcare
- Engineering Project Lead; Horticulturalist A; Marketing, Communications and Media Officers; Multimedia Technicians; Programmer and Interactive Media Developer; Property and Facilities Management; Network Support; Client Support; **Database Analysts and Data Administrators; Information** Systems Analysts; and Research Services Officers. Despite the ongoing challenges, the landscape at the University of Toronto today is markedly different from what it was prior to certification as a union and the implementation of SES/U as a gender neutral tool for classification of positions at the University. In April 2011 your Union reached a ground-breaking Job Evaluation and Pay Equity Agreement with the University, which was shortly thereafter ratified by a vote by the membership. The agreement was the product of years of detailed job analysis, member guestionnaires, sophisticated number crunching, and ultimately tough bargaining to settle the last remaining issues. It also flowed from the Local's decision after its 1999 certification to challenge the University's arbitrary classification system by carrying out a job evaluation process which would result in both pay equity under the

Pay Equity Act and internal equity – that is that jobs are paid fairly. It took Canada Post 30 years; it took the City of Montreal 12 years - and that was just to achieve Pay Equity. While our struggle at U of T is still ongoing, we can celebrate the fact that we have gained a more democratic workplace and gained our members a formal voice in how their work is valued.

### Consider the following USW1998 Job Evaluation Facts:

- **PRE-JOB EVALUATION** there was NO transparent, reliable method for classification and compensation for positions at the university, and there was no recognized or effective process for challenging pay inequities or inconsistencies.
- **PRE-JOB EVALUATION** there was NO fair, transparent process for new job creation and job reclassification.
- **PRE-JOB EVALUATION** there was NO method for employees to provide their input or have their input considered regarding the work they do at the University. There was also no formal process to request reclassification and members were often subject to the whim of their manager or their HR representative.
- As of 2012, more than \$2.15 million worth of salary • adjustments and retroactive pay has been paid out to USW Local 1998 members whose salaries were below the new SES/U pay line. This number will only increase as we continue to implement further improvements gained in 2013.
- Your USW Job Evaluation Team has negotiated over 6400 positions to date: W1-5: 3200 positions; W6: 1100 positions; W7: 2100 positions
  - Kim Walker

# Hennessy's Index: Canada's Pay Gap

Hennessy's Index is a monthly listing of numbers, written by the Canadian Centre for Policy Alternatives' (CCPA) Trish Hennessy, about Canada and its place in the world. For other months, visit: policyalternatives.ca

# 32

Percentage, on average, that women earn less than men in Canada. That means that on average, a woman makes only 68 cents for every dollar a man makes. It varies by province. For instance, in Ontario it's 28 per cent. [Source: Equal Pay Coalition]

# 15

Number of additional years that a Canadian woman will have to work to earn the same pay which a man earns by age 65, at the current rate of progress. It varies by province. In Ontario, that number is 13 extra years. [Source: Equal Pay Coalition]

# **62**

Percentage of university undergraduate students in Canada who were women in 2008. Even though women are more likely than men to go to university or college, they don't necessarily end up getting paid better once they're in the work force. [Source: StatsCan: www.statcan.gc.ca/ pub/89-503-x/2010001/article/11542-eng.htm]

# **\$24,000**

The number of additional dollars men working full-time, year-round in Canada between the ages of 35 to 44 made, on average, compared to women in 2008. [Source: Statistics Canada Report "Economic Well-being" by Cara Williams (2010) at page 14]

# 7 out of 10

Number of part-time workers in Canada who are The average amount working racialized women women. Women are more likely to hold multiple part-time jobs. [Source: Statistics Canada Report "Paid Work" by Vincent Ferrao (2010) at page 13]

60

Percentage of minimum wage workers in Canada who are women. In many households today, it takes two income earners to make it. [Source: Perspectives on Labour and Income, 2009 LFS data (Canada)]

# IZ

PercentagelessthatCanadianwomenwithchildren Poverty follows women into their retirement: earn than women without children. [Source: Statistics Canada Report "Economic Well-being" Cara Williams (2010) at page 17]

# 61

Percentage of women in Canada who work in traditional occupations such as teaching, nursing, clerical, admin or sales and service jobs in 2009. [Source: Statistics Canada Report "Paid Work" by Vincent Ferrao (2010) at page 21]

# 7 cents

in Ontario were short-changed for every dollar non-racialized men got paid for work in 2005. [Source: Wellesley Institute]

# 20

Percentage of Canadian women in low-wage jobs, compared to 10 per cent of men. [Source: "Women's Poverty and the Recession" by Monica Townson, Canadian Centre for Policy Alternatives (2009) at page 16]

# ZX

women 65 or over are twice as likely as men to be low income. [Source: StatsCan: www.statcan. gc.ca/pub/89-503-x/2010001/article/11388/tbl/ tbl012-eng.htm]

# \$125.8 billion

Women, families, communities, and the economy suffer when there is pay inequality. The estimated annual lost income potential of Canadian women as a result of unequal income and labour force participation rates, according to a 2005 Royal Bank of Canada report, was \$125.8 billion. [Source: Royal Bank of Canada report "The Diversity Advantage: A Case for Canada's 21st Century Economy" at page 21]

### The Union Advantage in Ontario

### Union Wage Contribution to the Ontario Economy\*

Average hourly wage for workers with unions	\$28.60
Average hourly wage for workers without unions	\$22.49
Union Advantage	\$6.11/hour
How many workers are union members?	1,620,100
Union members as % of all employees	28%
Total weekly payroll for all workers with unions	over \$1.7 billion
Above as % of total community weekly payroll	33%

There were 1,620,100 union members working in Ontario in 2012. That's 28% of all employees. Their weekly payroll over \$1.7 billion accounted for one third of the total for the whole province. On average, unionized workers earned **\$6.11/hour more** than non-union employees. That union advantage translated into **\$351.6 million more** every week paid into local economies to support local businesses and

\$351.6 million/week

### The Union Advantage for Women in Ontario

### Union Wage Contribution to Women in Ontario\*

Average hourly wage for women with unions	\$27.85		
Average hourly wage for women without unions	\$20.42		
Union Advantage	\$7.43/hour		
What the Union Advantage provides to Women	\$217.9 million/week		
How unions close the wage gap for working women			
Average weekly wage for men with a union	\$1,127.85	she earns 86%	
Average weekly wage difference for women with a union	-\$163.07		
Average weekly wage for non-union men	\$951.13	she earns 74%	
Average weekly wage difference for women without a union	-\$248.37		

There were 830,500 women union members working in Ontario in 2012, or 29% of women employees.

Collective bargaining and pay equity measures significantly reduce the wage gap for women.

On average, women with unions earned \$7.43/ hour more than women without unions. That union advantage translated into \$217.6 million more every week paid into women's pockets to spend on their families and in their communities.

\*Based on the average annual wages for 2012 (Statistics Canada). Taken from www.canadianlabour.ca

# DID YOU KNOW. Job Postings FAQ

id you know if you apply for a new position at U of T and are not chosen for the job or not granted an interview, you can request an interview from Human Resources to provide feedback on your qualification and job search skills?

Did you know that jobs can only be posted externally after internal interviews have occurred?

According to the collective agreement, U of T employees applying for lateral moves in the same job class, who meet the minimum qualification for the position, will be granted an interview.

"When an employee applies for a position which would result in a lateral move (i.e. to a position in the same multi-incumbent job class) and his/her application demonstrates that he/she meets the minimum gualifications for the position, he/she will be interviewed. Those not granted an interview will be offered advice on how to improve their qualifications and/or job search skills." [Source: Article 12:04, (b), (i)]

### f you apply for a job, feel that you were qualified for the job and were not granted an interview, don't sit and wonder what went wrong-ask. Contact your

union steward and request an interview for clarification. Members who are in the redeployment pool are given preference with job postings as their applications are looked at first. If you are in the redeployment pool, applying for jobs that you are qualified for and not getting interviews or hired, contact your union steward as the language we have negotiated to protect your rights can only be enforced if we find out about any problems you are experiencing.

Our 2011-14 collective agreement provides U of T

Resources in developing a career plan and job search skills. Employees are encouraged to utilize these resources in their career objectives. If you do access these resources, let us know how they are working for you. The Steelworkers Job Action Centre at the Steelworkers Hall is also available to members (http://uswtac.org/services/).

In an effort to promote from within and protect members' rights, the union negotiated improvements so that internal USW candidates are interviewed first:

"Qualified internal applicants will be interviewed first. However, after completing any internal interviews the hiring Department retains the discretion to post externally and consider external applicants in the selection process, along with internal employee applicants who have already received interviews, in order to determine who is the most qualified candidate." [Source: Article 12:04, (a)]

### f you find that a job that you've applied for has been posted externally and you've not been granted an interview, contact your steward or the union office immediately.

In the case of an external applicant being chosen to fill a position, the Union is to be provided with a written rationale from the university on why the external candidate was selected. Ask for feedback on job qualification and skills required if you did not get the job and if you feel that you were qualified and should have been awarded the job, contact the Union.

We're here to help as the language that we negotiated to protect your rights can only be enforced if we know how it is being applied. Let us know when there's a problem so that we can work for you to address the issue.



# USW AND UNITE THE UNION - HIGHER EDUCATION EXCHANGE

### WORKERS UNITING

USW and Unite the Union merged in 2008 to form Workers Uniting, a trans-Atlantic union with over 3 million active and retired members. The aim is to challenge the injustices of exploitation anywhere in the global economy through collective bargaining, organizing, global political action and international solidarity.

Workers Uniting has been successful in public pressure campaigns such as Off the Podium, which forced Rio Tinto, the world's thirdlargest mining company, to rescind demands that a highly profitable aluminum smelter in Alma, Quebec, replace retiring employees with non-union contract workers earning half the wages and no pensions or benefits. Off the Podium exposed the company's hypocrisy as official supplier of the metal used to make 4,700 Olympic medals for the 2012 London Summer Games, given the company's long record of labour and human rights abuses and environmental destruction.

### WORKERS UNITING: HIGHER EDUCATION SECTOR

This past August, Workers Uniting delegates from the University of Toronto Local 1998 and USW colleagues from Queen's University, University of Guelph, and Duquesne University travelled to the UK for a week long higher education sector exchange hosted by UNITE the Union. The UNITE the Union members came from universities across the UK and Ireland: The University of Lancaster, University of Ulster, University of Liverpool, Loughborough University, University of Leeds, Cardiff University, and Imperial College.

The aim of the Higher Education Sector transatlantic exchange was first to talk about how unions function in Canada, the US, the UK, and Ireland, then to identify and strategize

- **7.** Increasing membership education and participation
- **8.** Young workers (e.g., unemployment, membership engagement)
- **9.** Support from community members
- **10.** Campaigns for a better world

### **TOOLS AND STRATEGIES**

Several tools and strategies were discussed:

- Higher visibility and profile of our union in the workplace (e.g., T-shirts, coffee cups, media ads)
- One-to-one conversations in the workplace (i.e., workers' rights, value of unions)
- Services for members (e.g., membermember conflict mediation; LOGIK Learning Centre: staff lounge and free/ low-cost language training, fitness classes, creative writing)
- Arts as a means of labour education and tool for activism (e.g., progressive theatre, visual arts, music)
- Community membership and services (i.e., for students, retirees, unemployed)
- Industrial/job action: importance of student and community solidarity, positive media coverage
- Public campaigns on alternatives to austerity (e.g., Financial Transaction Tax/ Robin Hood Tax; Give Everyone a Chance campaign on temporary foreign workers)
- International solidarity (e.g., joint actions, information sharing, research and case studies – publishing newsletters and media campaigns on topics such impact of technology on teaching e.g., MOOCs massive open online courses)

### INTERNATIONAL SOLIDARITY

Workers Uniting continues to make links with international labour struggles. Delegates heard from Victor Figueroa, a member of the July 2013 Workers Uniting international fact-finding mission to Colombia, who reported that 2,500 trade unionists have been murdered in the past 20 years. This was a stark reminder that the union rights and benefits many take for granted often have only been won through life and death struggle.



STUDENTS AND WORKERS UNITED

### **Hello Students!**

While you've been busy studying, we've been working at U of T to create a safe place to learn and have fun.

We are USW Local 1998 – a labour union that represents approximately 7000 administrative and technical staff at the University of Toronto, Victoria University, St. Michael's College, the University of Toronto Schools, and the English Language Program Instructors.

> Here are just some of the ways we help:

around common problems faced by our members.

### **HIGHER EDUCATION: COMMON ISSUES**

Sessions were facilitated by Barry Faulkner, National Education Department at Unite the Union, Mike McCartney, National Officer for the Ministry of Defense and Government Departments (which includes over 100 universities in the UK and Ireland), and Doug Olthuis, Canadian National Office, USW Global Affairs and Workplace Issues Department.

Common concerns were identified across Canada, the US, the UK, and Ireland:

- **1.** Cuts to public services
- **2.** Bargaining in the era of austerity (e.g., wages and pensions)
- 3. Contracting out jobs (precarious work)
- **4.** Organizational change and layoff
- **5.** Harassment and bullying in the workplace
- **6.** Pay equity and Job Evaluation

### **FUTURE WORK**

The Workers Uniting higher education sector will continue working together through online resource sharing, video conferencing, and development of membership education programs to raise awareness, skills and empowerment for members.

### WWW.WORKERSUNITING.ORG

By: Paul Tsang and Ezinwanne Odozor

so that the staff you depend on are paid fairly, regardless of gender or ethnicity.

We help organize job evaluation processes

When you do paid office work or research on campus, you are represented as a USW 1998 member, and can have peace of mind knowing we're looking out for your best interests.

### We enforce Health and Safety standards that keep classrooms, labs, and campus facilities safe for students.

If you have any questions or want to know more about how we help make U of T better, simply call or visit us online.



USW Local 1998 25 Cecil Street Toronto, ON M5T 1N1

www.usw1998.ca Phone: (416) 506.9090 Email: info@usw1998.ca



# Ontario tuition and ancillary fees poised to reach almost \$10,000 by 2016

TORONTO–University students, staff and faculty are concerned about a new report, by the Canadian Centre for Policy Alternatives, which projects that the average cost of university tuition and other compulsory fees in Ontario will reach nearly \$10,000 per year by 2016-17. The report also shows that Ontario is one of the least affordable provinces in which to study for lowand middle-income families.

"Students have been sounding the alarm about how high fees are pricing them out of a university education in Ontario," said Alastair Woods, Chairperson of the Canadian Federation of Students. "This report confirms that even when the Ontario Tuition Grant is taken into account, the Liberal government's policy of year over year tuition fee increases has eroded the affordability of university education in Ontario."

The report, "Degrees of Uncertainty: Navigating the Changing Terrain of University Finance," looks at how funding for universities has moved away from public sources towards a reliance on private funding through tuition fees. In Ontario, the government provides about 46 per cent of university operating funding, while students provide 41 per cent. This represents a significant change from 20 years ago, when government funding accounted for 66 per cent of university operating funding and tuition fees accounted for 25 per cent.

The report also points out that provincial responses to declining affordability have been "muted." Most provinces, including Ontario, have introduced complex and unpredictable financial aid measures such as the Ontario Tuition Grant instead of universal measures to address affordability concerns. "Rather than shifting the cost of higher education onto students and their families, the provincial government must increase public investment in our universities and control tuition fees in order to ensure affordability," said Ontario Confederation of University Faculty Associations President Kate Lawson. "Investing in universities is good public policy; universities educate students, create jobs and economic growth, and help build a strong democratic society." The Ontario University College Coalition has long called on the provincial government to increase funding to reduce tuition fees; hire more faculty and provide adequate funds dedicated to support staff who ensure a successful academic career for students.

### TUITION

Between 1990 and 2010, average tuition fees for post-secondary education in Canada increased four-fold from:

\$1,271 🖸



Average undergraduate tuition per year in Canada is:

\$5,366

### DEBT

By the end of September 2010, student debt exceeded nearly:

### \$15 billion

and growing - higher than the debt of some provinces.

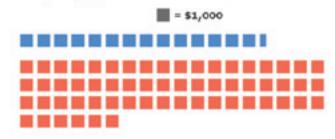
The Canadian Federation of Students estimates that average student debt is almost

### \$28,000

According to the Canada Student Loan Program, most students take 10 years to pay off their loans.

DEBT BY PROVINCE

The total cost of a post-secondary education - including tuition, school supplies, housing, and other expenses - is roughly **\$14,500** a year, or close to **\$60,000** for a four-year program. (Statistics Canada)



More than 60 % of current post-secondary students will graduate with student debt.



A recent poll showed that: 58% of post-secondary students who borrow to pay for their education expect to graduate with nearly \$20,000 in debt while 21 % expect to owe more than \$40,000.

> Newfoundland and Labrador: \$35,703

The Ontario University College Coalition is a coalition of student, staff and faculty



associations that aims to promote a highquality and affordable system of post-secondary education in Ontario. The coalition is composed of the Canadian Federation of Students-Ontario, Canadian Union of Public Employees Ontario, Confederation of Ontario University Staff Associations and Unions, Ontario Confederation of University Faculty Associations, Ontario Federation of Labour, Ontario Public Service Employees' Union, Ontario Secondary School Teachers' Federation, Public Service Alliance of Canada, UNIFOR and United Steelworkers.

For more information, please contact: Kaley Kennedy Canadian Federation of Students Tel: 416-925-3825 Email: communications@cfsontario.ca

### 2 the Steeldrum

# NOT IN MY WORKPLACE Steelworkers Education Council launches online campaign against workplace bullying

Steelworkers Education Council has launched an online campaign against bullying in the workplace.

Notinmyworkplace.com features educational videos, resources and information on workplace bullying. The website is a major step toward identifying and increasing awareness of the damaging effects of workplace bullying and removing the stigma associated with stepping forward and asking for help.

"Workplace bullying and harassment is one of the top complaints our Local hears from members," says Paul Tsang, President of USW Local 1998. "Members often suffer in silence for months before they reach out to the Union. There are horror stories of how members first went to HR or Management for help and were either told to look for another job or were given coping strategies on learning to live with harassment."

According to the Canadian Safety Council, incidences of workplace bullying are on the rise with one in six Canadian employees being bullied, and one in five employees witnessing a co-worker being bullied.

And the experts agree: according to Jacqueline Power, an assistant professor at the University of

### TAKE A BREAK. HELP STOP WORKPLACE BULLYING.

in positions of authority and the remaining 18% of cases revealing peer-on-peer abuse.

While bullying in the workplace can be difficult to spot and can often happen behind closed doors, the effects of workplace bullying are not so easy to miss.

Bullying can be distinguished from ordinary workplace conflict by the presence of repeated and persistent behaviours such as over-monitoring, excessive criticism, social isolation, and personal attacks toward specific individual(s).

### 'According to the Canadian Safety Council, incidences of workplace bullying are on the rise with one in six Canadian employees being bullied.'

Windsor who studies workplace bullying, approximately 40% of Canadian workers will have encountered bullying in their workplace over the last six months. Further numbers tell us who is most likely to do the bullying, with

The cost of workplace bullying on an organization is obvious: teams are less productive, morale drops, and turnover rates increase. The impact on victims and their families are less visible. Telling signs can include BULLYING IN THE WORKPLACE DID YOU KNOW .... IT HAPPENS TO 2 IN 5 PEOPLE 0 **40% OF CANADIANS** EXPERIENCE ONE OR MORE ACTS OF WORKPLACE BULLYING AT LEAST ONCE A WEEK 75% OF VICTIMS LEAVE THEIR JOBS WORKPLACE BULLYING IS 4X MORE COMMON THAN SEXUAL HARASSMENT OR WORKPLACE DISCRIMINATION **BULLYING AFFECTS YOU ON A PERSONAL LEVEL** STRESS / MIGRAINES / POOR CONCENTRATION / MUSCLE & JOINT PAIN / EXHAUSTION / STOMACH & DIGESTIVE PROBLEMS / ANXIETY / AGORAPHOBIA / DEPRESSION / POOR CONFIDENCE & SELF-ESTEEM/ BECOMING QUIET & WITHDRAWN WHAT CONSTITUTES A WORKPLACE BULLY THEIR CHARACTERISTICS FIND OUT MORE AT INSECURE
 LOW SELF-ESTEEM
 POOR SOCIAL SKELS
 LITTLE EMPATHY
 NEED TO CONTROL PEOPLE Not In My Workplace.com OVER 72% OF BULLIES ARE BOSSES OR SUPERIORS S'.

difficulty maintaining family responsibilities, and deterioration in mental and physical health.

"Our Union's anti-harassment campaign has a few objectives," states Tsang, "To raise awareness so people recognize the warning signs and symptoms of workplace bullying and harassment, to inform members about confidential advice and support from our Union if they themselves are worker being subject to bullying and harassment, and to hold the University accountable to ensure safe and harassment-free workplaces."

If you experience workplace bullying in any form and need advice, please contact your USW Local 1998 representative by emailing info@usw1998.ca, calling 416.506.9090 or dropping by the USW 1998 office at 25 Cecil St.,

experiencing or witness a co-

Toronto.

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