

STEELDRUM



news for members of Steelworkers Local 1998

June 2004, volume 4, no 3 www.uswa1998.ca

Gravy train stops at U of T

Management receives exorbitant pay raises as departmental budgets slashed

Many of us will have been sickened by news of the huge pay raises that corporate executives in the private sector regularly award themselves. Often, these increases bear no relationship to the performance and the market value of the companies that these vandals purport to manage.

Regrettably, the idea that executive salaries can be raised to egregious levels while the company flounders seems to have caught on at the University of Toronto. Information obtained from the provincial government website indicates that while the majority of employees at the U of T were given pay increases of 3% to 5% in 2003, 43 employees who already earned more than \$100,000 received increases of more than 30%.

Another 199 members of the 100K club received raises of more than 12%. Now, less than a year after these increases were awarded, we have learned that departmental budgets are to be cut yet again. This time by 2% or more every year until 2010.

This will inevitably mean job losses for union members.

Few would argue that even in difficult fiscal times it is completely justifiable to compensate managers and academic employees who have taken on extra duties and performed them well.

Similarly, other staff members who have not been adequately compensated for years may have received an increase that reflects a re-evaluation of their work.

looked after. Twenty-one business school professors received increases of between 25% to the previously mentioned 163%. The cost for awarding those increases in 2003



In 2003 alone, 43 U of T management employees who already earned more than \$100,000 received increases of more than 30%... while departmental budgets are being slashed.

It is however, incomprehensible that any employee receive a raise of 163% in one year. That is right: one hundred and sixty three per cent.

The recipient of this largesse is one Brian Golden, a professor of management. Golden rakes in \$315,000 per year -- more than Roger Martin, the Dean of the Faculty of Management.

Dean Martin exhibited a rare commodity for U of T senior administrators - restraint - by not accepting a pay increase this year. However Martin did make sure that his friends were well

alone was a staggering \$10.4 million.

These increases do not appear to have been awarded on the basis of collective merit. A recent Financial Times survey, for example, placed the U of T below other Canadian business schools in the quality of its executive education programmes.

In contrast, the salaries of senior faculty members at the well regarded Queens business school are, on average, about half of what U of T pays.

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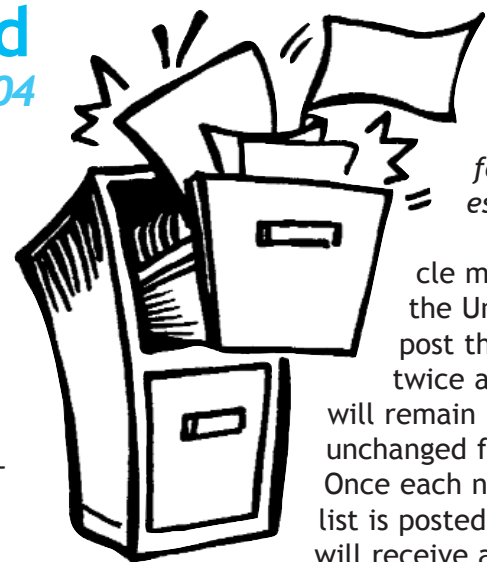
Seniority List Posted

Deadline to Challenge: June 26, 2004

The new seniority list for staff appointed unit has been posted on the University of Toronto website.

Please take a moment to check your entry and make sure it is correct - even if your entry was correct on the last posting.

According to our Collective Agreement, "The University shall post a seniority list semi-annually. A copy of the seniority list will also be forwarded to the Union, including in an electronic format. Employees shall have forty-five (45) days to challenge the accuracy of their seniority from the date of posting, in which case that employee's seniority will be subject to adjustment if established to be inaccurate. After any



such adjustments, the list shall be deemed final for all purposes."

What this article means is that the University will post the seniority list twice a year and it will remain posted and unchanged for 6 months. Once each new seniority list is posted, the Union will receive a copy at which time members will be notified.

Employees should then check their entry and if there is any error, will have

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<http://www.utoronto.ca/hrhome/labour.htm>

who we are



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The Steeldrum is a member of:



Elizabeth Jagdeo wins Dean's Student Life Award

This year the Dean's Student Life Award in the Faculty of Arts and Science was won by Elizabeth ("Liz") Jagdeo, Undergraduate Administrator with the Department of Political Science.

Was she surprised? "Yes," she says, "and also very grateful toward all the people who supported and nominated me." It is quite an honour to win this award and I asked Liz what it is about her position she finds most rewarding.

She sums it up by saying she can feel very compassionate towards students who are working very hard on their studies, but still need guidance and counselling throughout their academic careers.

As we all know, there is always much more to our co-workers than meets the eye. While we admire our colleagues' skills and talents in the workplace, getting to know them a little allows us to appreciate their qualities outside the office. Liz has a host of interests, among them gardening, decorating, enjoying Indian movies, television, and spending quality time with her family. She likes being in her garden, finding little things to do from planting seeds to propagating and transplanting flowering plants. Known as a "green thumb", Liz gets exercise and reduces life's everyday stress by gardening. She gets home decorating ideas from her favourite TV show, Debbie Travis™ *Painted House*. About four years ago, she became inspired to re-paint all her walls, using sponging and rag-rolling techniques. She also loves making dried flower arrangements.

Liz has a wonderful husband and two handsome sons. They spend a lot of time together attending their temple, being involved in community work with their cultural group and attending concerts and events whenever possible.

How does she balance family and work life? "I try to make my work a fun-filled exercise instead of a task." That cannot be easy in a fast-paced environment, but with her strong organizational skills and a group of dedicated people around her, I am convinced that Liz manages her priorities very well indeed - truly a winning way.

Linda Gardiner

Department of Sociology

Linda was the winner of the Dean's Student Life Award in 2003.



mail from YOU

Remembering Karen

Re: A Tribute to Karen Robinson, Steeldrum, April 2004.

I have never met anyone who loved life quite like Karen. You could always count on her for a good story and I have to say she had many! She was a superb friend and I miss her very much. For everyone, including myself, who had the pleasure of sharing her stories, her spirit will live on.

Cynthia Bishop

Director, Professional Experience Year
Faculty of Applied Science and Engineering

I knew Karen well from the 1980s when we both worked in Human Resources. I always remember her saying on a particularly bad day, "Are we having fun yet?" She was always cheerful; a pleasure to work with and know outside of work. She will be greatly missed.

Jim Hartley

Faculty of Medicine

Norma Bliss wins Distinguished Service Award

Award a crowning achievement in a long and illustrious career

New College Associate Registrar, Norma Bliss, has been selected as the 2004 recipient of the Faculty of Arts and Science Dean's Distinguished Service Award. She was presented with the award at the Faculty of Arts and Science Awards Reception in Hart House on April 22, 2004.

The award is presented annually to a staff member "who has distinguished herself/himself in ways that are beyond the expectations of administrative peers, academic colleagues and students, with a spirit of generosity, community and dedication to the work, clients and members of the unit."

Norma is an exceptional person, highly regarded and respected by students, faculty and staff alike. Her nomination had the enthusiastic support of all the College Registrars and the Faculty Registrar and is a fitting tribute to her long and impressive career at the university. She first entered U of T as a student in 1957, graduated from University College in 1961 and started at the Registrar Office at University College right after graduation. She joined New College in 1973.

Norma will be retiring this summer after a long and illustrious career at U of T. We wish her all the best in the next stage of her life.

Congratulations, Norma and happy retirement!

Shelley Glazer & PC Choo

PRESIDENT'S MESSAGE



Spring 2004 has been very eventful, both inside and outside of Local 1998. Election fever has hit Canada, and at U of T, the salary disclosure list for 2003 has made for fascinating reading within the University community. A lot has occurred in our local too, as the Executive, stewards and unit chairs have participated in two courses that will help us prepare for bargaining next year.

Election Call

The recent election call by Paul Martin has resulted in this being one of the more interesting races. The three major parties in English Canada have clear differences on major issues such as healthcare, taxes, the budget, the role of cities and a woman's right to choose. A recent poll by the Canadian Labour Congress (CLC) found that three out of four Canadians worry about whether they will have enough money to live on after retiring and also feel that this is a priority issue.

"If three out of four Canadians are worried about this, where do our politicians stand on these issues?" says Ken Georgetti, president of the Canadian Labour Congress. "A general election is the best possible time to debate and decide bread-and-butter issues."

"We need to start dealing with this now - not wait until millions of retired Canadians face personal disaster. What is the plan to make sure the aging of the population does not result in a growing number of the population living on inadequate incomes?" Georgetti asks.

www.clc-ctc.ca/web/menu/english/en_index.htm

This will be an election where your vote will matter as the parties' perspectives on the major issues will have a direct and immediate impact on all working people. The CLC has set

up a website - www.betterchoice.ca - with fact sheets on the major issues around this election so that people can make an informed choice about what sort of Canada they want for themselves and their children.

\$100K List

Recently, the University posted the salary disclosure list for 2003 and it contains some very interesting data. This year's list has well over 1,400 names on it, a sizable increase from the 1,100 plus from 2002. Three hundred and nine-

ty-five people made it to the list for the first time this year, and the one thousand and thirty who were on both the 2002 and 2003 lists received an average increase of 10.2%.

Another number worth noting is the overall cost of these increases compared to what the rest of us received. Union members and faculty received an across the board increase of 3% in 2003. The maximum step increase that our members could have received was 4% (steps 1 - 3) and the faculty's Progress Through the Ranks (PTR) increase was 2%. Seven hundred and thirty of those who were on the 2002 list (1,030 people) received increases of more than 7%.

The total cost of the \$100k increases beyond the 3% is \$10.4 million. This is calculated after a 3% increase was applied to each salary and deducted from the total increase. The total cost beyond a 5% increase (what some of the faculty got) is \$8.2 million. The total cost beyond a 7% increase (what some of our members got) was \$6.2 million.

The median salary for our members is approximately \$45,000 and the average is just over \$46,000. The following table shows what the increases for the \$100k club meant in terms of the number of staff:

Percentage	\$ Amount	No. of staff jobs (\$ Amount/median salary)
Amount over 3%	\$10.4 million	231 jobs
Amount over 5%	\$8.2 million	183 jobs
Amount over 7%	\$6.2 million	138 jobs

No one begrudges anyone a reasonable increase for work well done, but when the University announces budget cuts for the upcoming years and decides to cut 15% at OISE, resulting in the loss of 24 staff appointed jobs, one has to wonder about the choices that

are being made and if the pain of budget cuts is being felt disproportionately by some within the University community.

The full list containing all of the salaries and the increases received from year to year (2000 to 2003) will be posted on our website. The list shows that many in the Senior Management Group have received consistently higher salary increases (i.e. amounts significantly higher than staff increases) and this may be an indication of a disturbing trend of a widening wage gap between management and staff. Sheila Block from the Steelworkers National Office has also been analyzing the University budget and will be making presentations on the budget around campus. We will have more on Sheila's analysis in the next issue of *Steeldrum*, as understanding the U of T budget is key in any discussion around U of T's finances.

Preparing for Bargaining

Next year we will be in bargaining and we have begun to prepare for it. In mid-May the Executive spent three days in a course called "Building Power". The Steelworkers sent Melinda Newhouse from the Pittsburgh office to teach the course and work with us on developing strategies in preparation for bargaining. We mapped out a timeline for next year and now have the foundation for a solid plan. Everyone who took the course felt energized and believe that what we learned will have very practical application in our local.

Charley Richardson and Nancy Lessin, also Steelworker staff from the US, were just here teaching another preparatory course to thirty-six of our members and four members each from MacMaster University and the University of Guelph. The course was dynamic and will help

us to build a strong and responsive local. It was also very rewarding for us to share experiences and strategies with our counterparts from other universities. The next year is shaping up to be quite exciting and we will keep you posted as things develop. Membership involvement is vital to this

process and we would like to hear from you.

Allison Dubarry
President



Gravy train

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At OISE-UT, Dean Jane Gaskell has manufactured a financial crisis and says that she needs an operating budget cut of 15% in one year. A cut of this size will almost certainly mean job losses for our members but that did not stop nine OISE professors receiving pay increases of between 16% to 45%. Cost of implementing those increases for one year was \$300,000.

At the same time that it was claiming to be underfunded, the university was making other more than generous pay awards to its senior administrators.

The former provost, Shirley Neuman, received a raise of 104% to \$336,000. Then she was fired. It is

not generally considered prudent human resource management to give an employee with whom you have performance issues a huge pay increase.

Other recipients of Simcoe Hall's generosity with taxpayers' money:

- Assistant VP, Facilities and Services, Catherine Riggall, **82% to \$188,000**
- Chief Capital Projects Officer, John Bisanti, **55% to \$240,000**
- Director, Fixed Income Asset Management, Jeffrey Sutcliffe, **32% to 179,000** (nothing fixed about his income)
- Acting Provost Vivek Goel, **31% to \$274,000**
- VP Human Resources, Angela Hildyard, **26% to \$215,000**
- VP Business Affairs, Felix Chee **20% to \$330,000**

- Jon Dellandrea, VP Advancement, **16% to \$367,000**

- and President Robert Birgeneau **9% to \$398,000** plus \$43,000 in taxable benefits. But do not shed a tear for him just yet; his current salary is a whopping 127.5% increase over the \$175,000 he took home in 2000. In a recent article, the *National Post* called him "Canada's first \$400,000 university president."

In light of the above, it seems strange that the university administration is crying poverty and imposing a 2% budget cut across the board every year until 2010. If we are in dire financial straits as the university administration would have us believe (the oft repeated mantra of "an accelerating and unmanageable deficit" owing to

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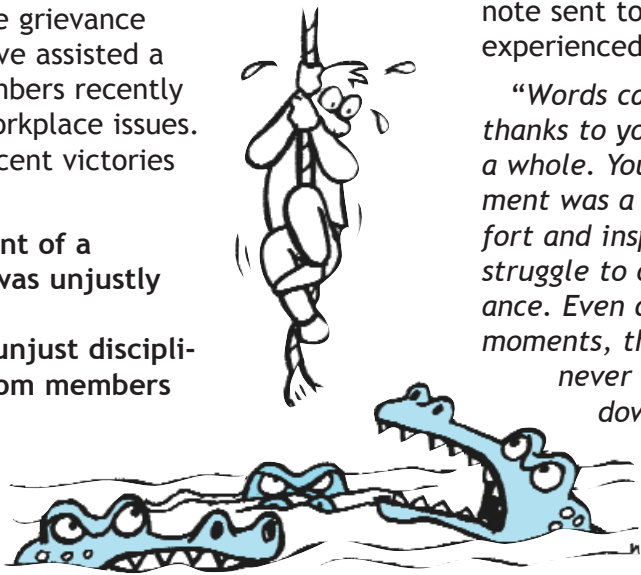
Should I file a grievance?

The decision to file a grievance can be difficult. Our stewards and unit chairs regularly meet with members to resolve issues. Sometimes problems can be solved outside the grievance process. We have assisted our members in solving problems with their managers through brainstorming, providing them with a better understanding of the collective agreement and contacting Human Resources to try and address the issue. When these approaches do not work, members have the option to file a grievance.

The types of situations that usually require grievances include workplace harassment, improper/unjust discipline, improper hiring (not getting a position you deserve) and improper reorganization. Grievances are also filed when members try and resolve the problem in-house but their supervisor/manager refuses to address the situation.

As part of the grievance process, we have assisted a number of members recently with various workplace issues. Some of our recent victories include:

- Reinstatement of a member who was unjustly terminated;
- Removal of unjust disciplinary letters from members files;
- Kept a member employed

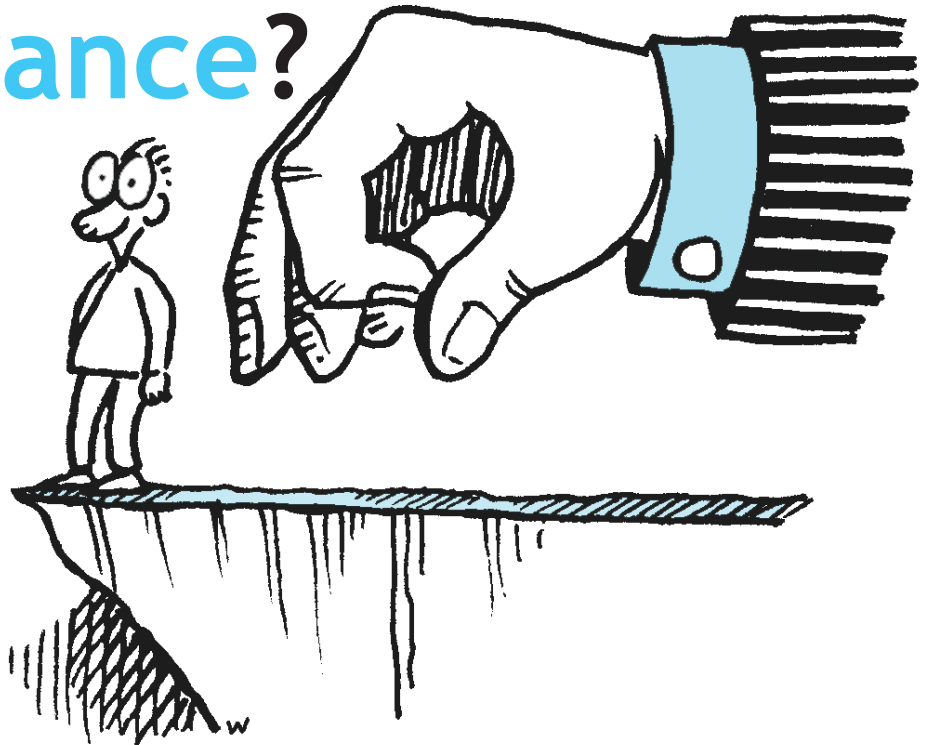


who was improperly reorganized;

- Enhanced settlements for members who were improperly laid off;
- Improved training schedule for a member who did not receive a position she applied for;
- Ensured that members do not have to provide their supervisors with their email passwords;
- Failure to allow for union representation.

The grievance process can take time and our stewards and unit chairs are with our grievors every step of the way. The following is a thank-you note sent to the Local from a member who had experienced workplace harassment:

"Words cannot adequately express my thanks to you as individuals, and the USWA as a whole. Your constant support and encouragement was a tremendous source of relief, comfort and inspiration during our long and hard struggle to obtain a resolution to the grievance. Even during my lowest, darkest moments, through tears mixed with anger, you never wavered, nor allowed me to back down. When I look back on this situation in the future, I will be forever glad that you helped me to maintain my dignity, and did not



allow me to give up on my struggle. I only hope that other women will benefit from the lessons we have all learned. I certainly don't know what I would have done without all of you.

From the bottom of my heart, thank you again for all your assistance."

Our stewards and unit chairs continue to be a source of strength for our members and the Local and our members are grateful to them for their hard work. If you are experiencing any workplace difficulties, please contact your steward for assistance. A list of our stewards and unit chairs is available on our website at www.uswa1998.ca

Ron Wener
Co-Chair, Grievance Committee

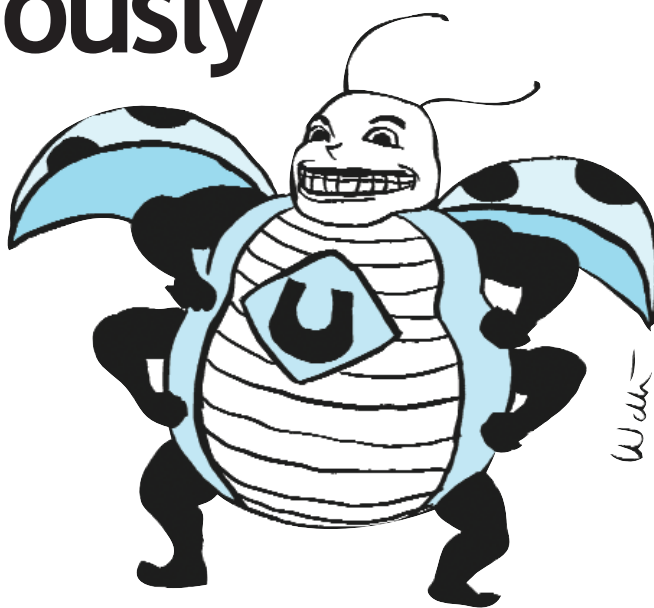
Duty to represent must be taken seriously

It is not often that a story complimentary to a trade union crops up on the front page of Canada's national newspaper. The November 28, 2003 edition of the *Globe and Mail* was no exception.

Under the headline, "So, what do you have to do to get fired in Moncton?" the opening paragraph went on to say, "The City of Moncton thinks showing up at work toting a sawed-off shotgun in search of the boss is a firing offence. The City's union disagrees."

It is not until one reads on, the rest of the story being conveniently tucked away on the bottom of page 10, and learns what the CUPE Local 51 spokesperson really said was that the union had a legal responsibility to represent its members.

The fact that the individual in question is serving a two year sentence for carrying a weapon for the purpose of committing a crime does not absolve the union from its obligation. The union has to bear in mind that a judicial outcome does not always determine how a grievance process will unfold. Putting the grievance process into play is based on the principle that an accused person is entitled to a fair trial



with legal representation. Surely that is one of the pillars of a civilized society.

So when we occasionally hear of our union processing a grievance that may appear to be of questionable value, please remember the principle of "duty to represent."

John Malcolm
Unit Chair, University of Toronto at Mississauga

Seniority List continued from page 1

45 days from posting to challenge. If your entry was correct on the last seniority list posting, do not assume that it will remain the same at each posting. If the employee does not challenge the entry within the 45 days, the University would not be obliged to correct the entry - even if the error was the University's.

If there is an error in your entry, on the web page indicated above you will notice there is a link to USWA Seniority Correction Form (Microsoft Word Document). Click on that link and follow the instructions. The correction form can also be accessed from the USWA website: www.uswa1998.ca and click on 'Staff-Appointed Unit Seniority Correction Form', and follow the instructions.

If you have any questions, please contact Lillian Lanca either by phone 416. 506. 9090 ext. 228 or by email lanca@uswa1998.ca

Lillian Lanca
Co-Chair, Grievance Committee

New Human Rights Co-Chairs

Ana Sapp and Ruby Barker are the new Co-Chairs for Local 1998's Human Rights Committee. They take over from Marcella Bollers and Linda Oliver, who stepped down after three and a half years at the helm.

Union protocol for job evaluation worksite visit

The following is a brief outline and a description of the USWA Job Evaluation Committee's work site validation process that employs the use of the union's questionnaire. Some of you have already gone through a job evaluation interview, either as part of the benchmarking process or if the faculty or college you work for has been visited recently. The process is as follows:

Each member of the union will be contacted by Human Resources and provided with a job description that has been formatted in the SES/U format. A JEC Committee member will contact you within a few days to arrange a time for a meeting with you to discuss your job description. This will provide you with the opportunity to ensure that your job description is accurate and up to date. During the interview, you will be asked questions, which will expand on your job, and in some cases, capture missing information and/or new duties that have recently been assigned to you. If a job description needs to be updated, the information will be given to the Human Resources Department at one of our weekly meetings.

The JEC questionnaire was developed prior to the benchmarking process and the questions are used to assist the JEC in rating your job. The questionnaire is eight pages in length. The purpose of the questionnaire is to probe further into your job duties and to help us cap-

ture where your job falls on each of the 17 factors listed under skills, responsibility, working conditions and effort. This information will assist the JEC in the rating of your job which will then be compared to the rating done separately by the university.

At the end of the interview process, you will have an opportunity to review the questionnaire we have filled out during the interview, to make any additions you feel are necessary and to make a copy for your records. There is also the opportunity to provide any additional information you have at a later date. You will then be asked to sign-off on the questionnaire. This document is used as a resource to the JEC. It is not passed on to Human Resources. It is to be seen only by you and the JEC committee.

If you have any further questions or concerns, please do not hesitate to contact the Job Evaluation Committee.

Kristina Smith & Robin Breon
Job Evaluation Committee



Employees advised not to fill out university job questionnaire

A number of employees have contacted the USWA office recently with questions concerning a work related questionnaire that they have been asked to fill out by their respective supervisor/manager/director or academic administrator. The employees have been proceeding to fill out the questionnaire under the assumption that this information is being forwarded to the union and that the questionnaire itself is a union instrument that is being circulated in order to assist in the current implementation of the new job evaluation system. This is not the case.

The document in question bears the heading: *University of Toronto SES/U QUESTIONNAIRE for USWA Positions* and proceeds to ask the employee to indicate information under various headings related to the SES/U skill factors. (If you would like further information about the factors and the complete text of the SES/U factor language please go to the Union's website at www.uswa1998.ca/JobEvaluation.htm)

The University's department of Labour Relations insists that this document is intended for management purposes only and that it is not intended to be filled out by the employee. Subsequently we are advising all USWA members NOT to fill out this questionnaire. If you have already filled it out, ask that the copy be returned to you.



Negotiations update: Local 1998

Our current collective agreement expires in just over a year (June 30, 2005) and the Executive has begun preparing for this critical round of bargaining.

Why Start Now?

In our last round of negotiations, there were a number of valuable lessons. First and foremost, members rightly expect strong and effective two-way communications from the Executive and negotiating team. Second, the University invests a great number of resources preparing for all of its negotiations and we need to be ready with accurate research and detailed proposals that reflect the priorities of our members.

As we embark on this important project, the Executive believes in creating a long-term plan. On May 13-15, the Executive attended "Building Power" which is a Steelworker course designed to help locals prepare for negotiations. As part of the course, we began the process of creating a timeline of activities for the next year. The goal of these activities is to keep members updated, give members the opportunity to communicate their priorities and concerns,



"The contract doesn't specify the required SIZE of the union bulletin board."

ensure that the negotiation team has all of the tools it needs to succeed and to establish a network of activists who can assist us in influencing the University's decision making process. Negotiations are most effective when the members are kept up-to-date and support the bargaining committee publicly and privately.

What Is Next?

The Local will be setting up a communication network called the "Contract Action Team" (CAT). The goal of the CAT is to ensure strong two-way communications between our members and the negotiating team and the Executive.

The CAT will include an organizing committee and representatives for each building. The CAT organizing committee will be set up over the next few months and, once the network is established, the union will let you know who your CAT representative is. This is an ambitious project and we welcome anyone who wishes to be a part of this exciting work.

What Is the Difference Between the CAT and the Negotiating Team?

The job of the Negotiating Team is to meet with the University and secure the best possible contract. The CAT will be responsible for the negotiation communications so that the negotiating team can focus its energies on securing the best possible contract for our members.

The negotiating committee will be elected in the early fall (likely October) and nominations will be taken at the September Local meeting. The negotiating team will send a survey to members to determine your priorities and will forward this to you in late fall (early December).

We will continue to keep you updated on this important process and welcome your feedback and suggestions.

Ron Wener
Grievance Co-Chair

Gravy train *continued from page 3*

provincial funding cuts), then it is only fair that we all share the burden equally and that the administration should lead by example. On the other hand, the university's decision to reward the elite few (whether deserving or not) at a time of supposed financial constraint sends a

wrong message to the wider university community. Sadly, there are no Lee Iacoccas among the senior ranks at U of T. (Lee Iacocca took the reins of Chrysler at an annual salary of US\$1.00 when the company was in dire financial straits in the late 1970s and early 80s.)

It is encouraging that in recent weeks, students, staff and faculty have joined with Local 1998 mem-

bers to condemn the budget cutbacks as bad policy that will ultimately harm U of T's ability to deliver quality education and undermine its efforts to be the 'Harvard of the North.'

John Malcolm
Unit Chair, University of Toronto at Mississauga

reports

OFL & CLC 12th biennial women's conference

From May 10 - 12, about 200 women members of the labour movement from all over Ontario attended the Ontario Federation of Labour (OFL) and Canadian Labour Congress (CLC) Women's Conference, held in Toronto. USWA Local 1998 was represented by Mary Bird, Colleen Burke, Cheryl DeGras and Lillian Lanca. The theme of the conference was "Building Women's Vision, Voices and Votes" and the overall feeling among the participants was one of optimism about the ability of women to affect change in our society.

The plenary sessions were high energy and featured a variety of speakers. Speakers representing the Toronto Labour Council, the OFL and the CLC stressed the importance of building women's power, especially as our rights are being eroded both in the workplace and in Canadian society at large. The labour movement needs to continue to bring women of colour, First Nations women and young women into the movement in order to strengthen it.

A focus of the plenary session was the upcoming federal election. Speakers included Peggy Nash and Olivia Chow, both of whom are running in the election, as well as Jack Layton, leader of the federal New Democratic Party. In addition to discussing issues which were key in the upcoming election (EI reform, national childcare program and public funding and delivery of health care were of special concern), all the speakers encouraged women to get involved in the political process - not just as voters, but as candidates. It would appear that many women have already taken this message to heart: among the conference delegates were several women who were either running in their communities in this election, or who had ran in recent municipal elections throughout the province.

Plenary speakers Josephine Grey of Low Income Families Together and Pramila Aggarwal of Toronto Organizing for Fair Employment both discussed the desperate situations of women living in poverty and experiencing precarious employment. Grey spoke of the invisibility of the poor and their need for support in the fight against poverty. Pramila discussed TOFFE's work organizing temporary and other precarious workers in Toronto.

In the afternoons, delegates split up into small groups for workshops which addressed the changing make up of the labour force, the structure of work and family demands. They brainstormed on how to develop strategies to support balancing work and life through political action, collective bargaining and linking with community groups.

The conference was an excellent opportunity to meet with union sisters from around the province, to learn about key issues facing workers across the country, and to develop our skills in order to be more effective in defending our rights.

The conference highlighted several resources which provide information and can be useful tools for women organizing in their workplaces and communities. Some of these included:

The World March of Women, which launched a global campaign against poverty and violence against women in 2000 has a new campaign for 2005 entitled the Women's Global Charter for Humanity. Developed in consultation with women's groups around the world, the Charter presents basic values and aspirations for a world without poverty and violence in which women are equal. Activities will be planned in Canada from March - October 2005 and the Canadian labour movement will be involved. For more information, check out www.worldmarchofwomen.org

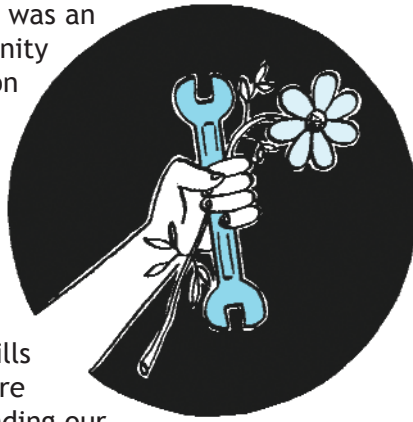
Bargaining for Work and Life by Alice de Wolff provides union and community activists with up to date information on the strategies Canadian unions have used in bargaining and campaigning for conditions that make it easier for workers to manage their life and caring responsibilities. It is available on the OFL website www.ofl-fto.on.ca/library/index.htm (click on "women").

The Canadian Labour Congress Better Choice Campaign will be active in the federal election, mobilizing Canadians to vote for the candidates who will protect our social programs and defend the rights of working people. Listen for their radio ads and check out www.betterchoice.ca/ for excellent fact sheets on a variety of election issues.

Women Power and Politics is a new publication from the Toronto Coalition for Better Child Care which explores how women can create more power in today's political systems. It contains historical information on women's political activism in Canada as well as an overview of Canadian political structures and how women can use them. It can be downloaded from www.childcare-toronto.org/tools/wpp.html

Colleen Burke

Joint Centre of Excellence for Research on Immigration and Settlement



women's conference, washington, d.c.

I was one of the six 'Women of Steel' from U of T who participated in the Women's Conference held in Washington, D.C. from May 1- 5, 2004. (The others were Ana Sapp, Lillian Lanca, Marjorie Bhola-Swami, Amalia Veneziano and Kristina Smith.) It was a rewarding experience not only because I am a member of USWA Local 1998, but also as a woman. Now, I appreciate and understand better the role of women in a union, community and indeed, the entire society.

I felt the solidarity of each and everyone who helped us to meet our goals. We listened to speeches from several distinguished guest speakers - USWA International VP of Human Affairs, Leon Lynch; USWA District 6 Director, Wayne Fraser; the new Canadian National Director, Ken Neumann; Democratic Senator Hillary Clinton; and of course, USWA International President, Leo Gerard. They touched on the many issues and challenges facing working women such as the pressures of balancing work and family and the fact that most 'non-standard' workers (those who do not hold regular full-time jobs) are women. It was heartening to hear the pledge by USWA's top leaders to expand women's involvement in all aspects of the union.

We had workshops and group discussions where we had the chance to share our views about the important role of the union in assisting us in every aspect of our life. I heard many inspiring - and some sad - experiences of women, both in their workplace and at home. I was able to say my piece about the struggles of new immigrants and working single mothers. We were given the opportunity to visit the Senate and House Office Building of Capitol Hill. While we were there, we were assigned a Senator to lobby on women's issues.

But, don't get me wrong. The women's conference was not merely work, lecture, and workshop. We also had some real great fun! I got to meet so many wonderful people from all walks of life and gained new friends. Everyone was smiling, ready to share their time and listen, to teach and to learn. One of the highlights was the challenge to our District Director, Wayne Fraser. The challenge was that if we managed to raise US\$200.00 for a women's shelter, Wayne would walk on stage in a pair of high heels. We raised more than US\$300.00 and Wayne sportingly took to the stage to keep his end of the bargain!

The most precious lesson I learned from my participation in the women's conference is the sense of belonging. It doesn't really matter whatever age, race, color, or status you may have. What is important is that you know that you belong in an organization that cares. I am truly proud to be one of the "Women of Steel".

Josephine Domingo
Research Services

Local 1998 member Sandra Anthony election candidate

USWA Local 1998 Steward, Sandra Romano Anthony, is running as an NDP candidate in the York West Riding. To donate or help get Sandra elected, call 416.398.7926



Retirees invited to luncheon

The Executive of Steelworkers Local 1998 is pleased to invite all Local 1998 members retiring this year to a luncheon in their honour. The luncheon will take place on Friday, June 25, 2004 from noon to 2 p. at 25 Cecil Street (the Steelhall).

Please RSVP to info@uswa1998.ca
Members of the Steelworkers Organization of Active Retirees (SOAR) will be in attendance.

inter view

with **ken neumann** National Director, USWA Canada

Ken Neumann was recently appointed National Director for USWA Canada. He was sworn in by USWA International President, Leo Gerrard, at the National Policy Conference in Vancouver on April 23, 2004. Ken replaces Lawrence McBrearty who officially stepped down as National Director after ten years at the helm. *Steeldrum* managed to catch up with Ken recently who graciously took time off from his busy schedule to speak with us.

Steeldrum: First of all, congratulations on being appointed as the new National Director for Canada. Can you give us a brief background about yourself?

Ken Neumann: Thank you. I was born in Saskatchewan where I grew up on a farm. I had my first job at Ipsco in Regina when I was 18. Later, I worked for Inco in Thompson, Manitoba and then back to Regina where I worked for Westank-Willock. Co-incidentally, the bargaining units in all the three places where I worked were Steelworkers locals - Local 5890 at Ipsco, Local 6166 at Inco and Local 4728 at Westank-Willock. I served Local 4728 in many capacities including President and was President of the Regina Area Council. I became a staff member in 1977. I became President of District 3 (Western Canada and Territories) in 1989 at the age of 39 and was re-elected in 1993, 1997 and 2001.

SD: What prompted your initial interest in unionism? What continues to inspire your unionism?

KN: My family knew Tommy Douglas, so from a young age I was inspired by the ideals of the Co-operative Commonwealth Federation (CCF). I continue to be inspired by fairness and justice on issues such as a good education system that is accessible, a universal health care system that is inclusive, and the rising problem of homelessness in an affluent society like ours. I see unions as agents of change, in moving a cause forward and an agenda ahead.

SD: As the new National Director, what do you see as the main challenges for Steelworkers in Canada? What are your priorities for the coming year?

KN: First and foremost, the current crisis in the steel industry demands our immediate attention. The steel industry is in this predicament owing to the failure of the federal government to act on the irresponsible dumping of cheap steel into Canada. The Companies' Creditors Arrangement Act (CCAA) which allows companies to tear up collective agreements and put our pensions in jeopardy is a matter of grave concern to us.

Another area of priority for me is organizing. We need to look into other sectors of the economy to organize the unorganized. To that end, we have started organizing in the education sector (e.g. school boards in northern Manitoba, U of T, and University of Guelph), the security industry, the transportation industry, the financial industry (e.g. credit unions and CIBC call centers), the manufacturing industry (e.g. potato chip factories), the retail industry, airports, ski resorts, and yes, even law firms. The merger with the Industrial, Wood and Allied Workers of Canada (IWA) adds 55,000 new members to our ranks and made us the largest private sector union with nearly a quarter of a million members.

SD: Do you see a more global outreach for the Humanity Fund which seems to be concentrated in Latin America?

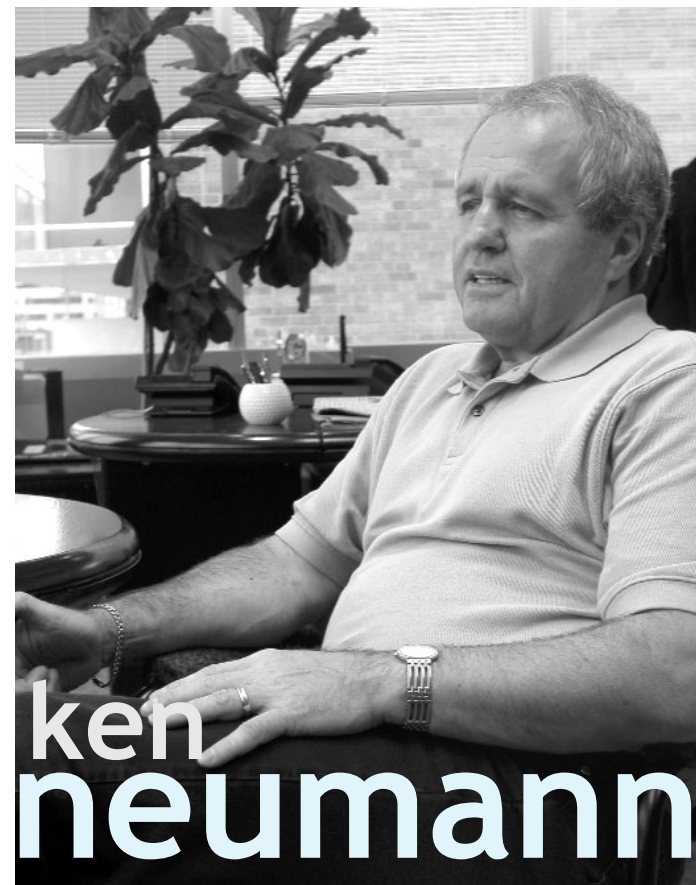
KN: The Humanity Fund is very close to my heart. I am proud to say that in Western Canada, we have the highest percentage of collective agreements where the Humanity Fund is negotiated as part and parcel of collective agreements. It is my hope that we can continue to expand into more areas globally. Recently, we made a contribution to the Haiti flood relief effort. Last year, we donated \$100,000 to food banks in Canada.

SD: What are your thoughts on the federal elections?

KN: This election is crucial in that there is a lot at stake. A minority government can get more things done. Having been active in the CCF and now the NDP, my main question is: who and what is best for the average working person? Ultimately, there has to be political solutions to the challenges facing us. Take health care for example. Universal, affordable health care is now under pressure. This begets the question - what kind of society do we want? I must also emphasize that we are not against trade. All we want is fair trade.

SD: Thank you for your time and all the best for the future.

P. C. Choo & Kim Walker



Building Power: Workers of Colour/Aboriginal Workers Conference

On Saturday May 8, 2004, Ruby Barker, Marjorie Bhola-Swami, Felicia Refe, Ana Sapp and myself attended the second annual Workers of Colour/Aboriginal Workers Conference. Approximately three hundred labour activists were in attendance.

The conference opened with a First Nations ceremony by Wanda Whitebird.

The first panelist was Zanana Akande, President, Urban Alliance on Race Relations, who delivered an empowering talk entitled "Building Power for Our Communities." Akande said the poor generally do not feel powerful and are made to feel grateful for their basic rights such as housing, schools and healthcare. She pointed out that these services are not given to us; they belong to us because we pay for them through our taxes. Our work is not done once we elect officials, Akande said. Rather, we have to organize and remind them why they are there. Akande ended with a quote from her mother, "There is always a way to get your way."

David Onyalo, National Director of Anti-Racism and Human Rights Department CLC, gave a talk on "Building Labour Leadership." He stressed that workers of colour need unions and that people of colour have the right tools to push the leaders. He said if it were not for unions, we would not have human rights legislation and he stressed that now is the time to strengthen the language. Onyalo said the public seldom recognizes that unions are positive and contribute to society but "it is a mistake to say the union movement has done nothing." Leadership is built when we recognize historical gains.

The final panelist was Deena Ladd, of the Toronto Organization for Fair Employment and she spoke of the significance of "Organizing the Unorganized." She said that it is shocking that there are workers in the city who are not getting paid for their work! She named several employers who hired new immigrants so they could exploit them and then refused to pay their wages. Companies such as North Star Trading and

Glamour Look owe their workers back wages because management does not think people will fight for their rights. Ladd stated that employment standards are too weak and employers use this to their advantage. Since 40% of workers do not have unions, it is time that organizing strategies change so we can organize them more effectively. She emphasized that non-unionized workers get injured three times as much as unionized workers.

The conference ended with closing remarks from Hassan Yussuff, Secretary-Treasurer of the Canadian Labour Congress. He emphasized that we need to get more involved in our unions and the political arena at every level. Yussuff concluded by saying that we have to be ever vigilant to make sure they are doing what we put them in office to do.

The conference was excellent and I would encourage more members to attend next year.

Marcella Bollers, Nutritional Sciences

\$100k list @university of toronto

Name & Title	2002 Salary	2003 Salary	% Increase	Number of 3% increments beyond 3%	Amt. of a 5% Increase	Amt. over a 5% increase	Amt. of a 7% Increase	Amt. over a 7% Increase
Golden, Brian (Prof. of Strategic Management)	\$120,000.02	\$315,239.04	163	\$	\$6,000.00	\$189,239.02	\$8,400.00	\$186,839.02
Neuman, Shirley C. (Vice President and Provost)	\$165,000.06	\$336,352.62	104	\$	\$8,250.00	\$163,102.56	\$11,550.00	\$159,802.56
D'cruz, Joseph (Prof. of Strategic Management & Prog. Director, GEMBA Prog.)	\$118,696.02	\$232,678.02	96	\$	\$5,934.80	\$108,047.20	\$8,308.72	\$105,673.28
Milner, Joseph (Prof. of Operations Management)	\$107,500.00	\$198,725.00	84.9	\$	\$5,375.00	\$85,850.00	\$7,525.00	\$83,700.00
Riggall, Catherine (Assistant VP Facilities & Services)	\$103,152.17	\$188,447.00	82.7	\$	\$5,157.61	\$80,137.22	\$7,220.65	\$78,074.18
Fisher, James (Associate Dean, Executive Programs)	\$118,599.96	\$210,388.10	77.4	\$	\$5,930.00	\$85,858.14	\$8,302.00	\$83,486.14
Mahrt-Smith, Jan (Prof. of Finance)	\$119,999.98	\$202,399.96	68.7	\$	\$6,000.00	\$76,399.98	\$8,400.00	\$73,999.98
Doidge, Craig Andrew (Prof. of Finance)	\$119,999.98	\$201,649.96	68	\$	\$6,000.00	\$75,649.98	\$8,400.00	\$73,249.98
Bisanti, John (Chief Capital Projects Officer)	\$154,499.97	\$240,446.96	55.6	\$	\$7,725.00	\$78,221.99	\$10,815.00	\$75,131.99
Sinervo, Pekka (Prof. of Physics & Dean, Arts & Science)	\$149,295.00	\$232,182.50	55.5	\$	\$7,464.75	\$75,422.75	\$10,450.65	\$72,436.85
Dart, Beatrix (Prof. of Strategic Management)	\$104,934.65	\$158,805.87	51.3	\$	\$5,246.73	\$48,624.49	\$7,345.43	\$46,525.79
Iacobucci, Edward (Prof. of Law)	\$116,857.90	\$170,337.99	45.8	\$	\$5,842.90	\$47,637.19	\$8,180.05	\$45,300.04
Kan, Raymond (Prof. of Finance)	\$163,218.79	\$237,649.96	45.6	\$	\$8,160.94	\$66,270.23	\$11,425.32	\$63,005.85
Gullane, Patrick J (Prof. and Chair, Dept of Otolaryngology)	\$117,100.02	\$170,100.00	45.3	\$	\$5,855.00	\$47,144.98	\$8,197.00	\$44,802.98
Elitzur, Ramy (Prof. of Accounting)	\$192,125.04	\$278,774.96	45.1	\$	\$9,606.25	\$77,043.67	\$13,448.75	\$73,201.17
Geva, Esther (Prof. of Education)	\$101,278.08	\$146,233.34	44.4	\$	\$5,063.90	\$39,891.36	\$7,089.47	\$37,865.79
Scardamalia, Marlene (Prof. of Education)	\$116,511.00	\$166,334.90	42.8	\$	\$5,825.55	\$43,998.35	\$8,155.77	\$41,668.13
White, Alan (Prof. of Finance)	\$165,000.00	\$235,112.64	42.5	\$	\$8,250.00	\$61,862.64	\$11,550.00	\$58,562.64
Farrar, David H (Prof. of Chemistry & Vice Provost, Students)	\$123,960.00	\$176,462.52	42.4	\$	\$6,198.00	\$46,304.52	\$8,677.20	\$43,825.32
Rowley, Timothy (Prof. of Strategic Management)	\$148,333.36	\$210,900.18	42.2	\$	\$7,416.67	\$55,150.15	\$10,383.34	\$52,183.48
Youson, John H (Prof. of Zoology- Vice President & Principal (July- Dec 2003))	\$142,489.92	\$201,670.02	41.5	\$	\$7,124.50	\$52,055.60	\$9,974.29	\$49,205.81
Singer, Peter (Prof. of Medicine & Director, Joint Centre for Bioethics)	\$126,670.54	\$176,662.02	39.5	\$	\$6,333.53	\$43,657.95	\$8,866.94	\$41,124.54
Ward, Charles A (Prof. of Mechanical and Industrial Engineering)	\$103,573.80	\$143,684.98	38.7	\$	\$5,178.69	\$34,932.49	\$7,250.17	\$32,861.01
Wiecek, Irene (Senior Lecturer Mathematical and Computational Sciences)	\$107,254.98	\$148,113.81	38.1	\$	\$5,362.75	\$35,496.08	\$7,507.85	\$33,350.98
O'Sullivan, Edmund (Prof. of Education)	\$113,220.35	\$156,147.56	37.9	\$	\$5,661.02	\$37,266.19	\$7,925.42	\$35,001.79
Baum, Joel (Prof. of Strategic Management)	\$205,932.98	\$283,962.42	37.9	\$	\$10,296.65	\$67,732.79	\$14,415.31	\$63,614.13
Mccurdy, Thomas (Prof. of Finance)	\$202,500.08	\$279,112.46	37.8	\$	\$10,125.00	\$66,487.38	\$14,175.01	\$62,437.37
Baker, Michael (Prof. of Economics)	\$106,199.75	\$145,561.00	37.1	\$	\$5,309.99	\$34,051.26	\$7,433.98	\$31,927.27
Hull, John (Prof. of Finance)	\$219,999.96	\$300,862.60	36.8	\$	\$11,000.00	\$69,862.64	\$15,400.00	\$65,462.64
Kawaji, Masahiro (Prof. of Chemical Engineering)	\$107,007.96	\$144,627.46	35.2	\$	\$5,350.40	\$32,269.10	\$7,490.56	\$30,128.94
Boone, Charlie (Prof. of Banting & Best Department of Medical Research)	\$110,385.00	\$149,029.26	35	\$	\$5,519.25	\$33,125.01	\$7,726.95	\$30,917.31
Willows, Dale (Prof. of Education)	\$104,318.04	\$140,765.94	34.9	\$	\$5,215.90	\$31,232.00	\$7,302.26	\$29,145.64
Cleghorn, William L (Prof. of Mechanical and Industrial Engineering)	\$106,926.96	\$143,771.46	34.5	\$	\$5,346.35	\$31,498.15	\$7,484.89	\$29,359.61
Wensley, Anthony (Prof. of Management)	\$108,676.35	\$144,798.46	33.2	\$	\$5,433.82	\$30,688.29	\$7,607.34	\$28,514.77
Allen, D Grant (Prof. of Chemical Engineering)	\$110,092.92	\$145,909.31	32.5	\$	\$5,504.65	\$30,311.74	\$7,706.50	\$28,109.89
Dyzenhaus, David (Prof. of Law and Philosophy & Associate Dean (Graduate Studies))	\$126,626.47	\$167,749.84	32.5	\$	\$6,331.32	\$34,792.05	\$8,863.85	\$32,259.52
Cheng, Yu-Ling (Prof. of Chemical Engineering and Chair, Div. of Eng. Science)	\$121,457.08	\$160,982.46	32.5	\$	\$6,072.85	\$33,452.53	\$8,502.00	\$31,023.38
Sutcliffe, Jeffrey (Director, Fixed Income UTAM)	\$135,506.25	\$179,128.18	32.2	\$	\$6,775.31	\$36,846.62	\$9,485.44	\$34,136.49
Goel, Vivek (Prof. of Health Administration, Interim Vice President & Provost)	\$208,299.96	\$274,249.98	31.7	\$	\$10,415.00	\$55,535.02	\$14,581.00	\$51,369.02
Moate, Steven (Senior Employment Relations Legal Counsel)	\$131,478.31	\$172,350.00	31.1	\$	\$6,573.92	\$34,297.77	\$9,203.48	\$31,668.21
Brooks, Leonard J (Prof Management & Dir, Master of Mgt. & Professional Acct'g)	\$151,330.54	\$198,080.50	30.9	\$	\$7,566.53	\$39,183.43	\$10,593.14	\$36,156.82
Spelt, Jan (Prof. of Mechanical and Industrial Engineering)	\$100,319.04	\$131,241.00	30.8	\$	\$5,015.95	\$25,906.01	\$7,022.33	\$23,899.63
Meguid, Shaker (Prof. of Mechanical and Industrial Engineering)	\$123,530.58	\$161,263.46	30.5	\$	\$6,176.53	\$31,556.35	\$8,647.14	\$29,085.74
Sinclair, Anthony (Prof. and Chair of Mechanical and Industrial Engineering)	\$110,418.42	\$143,090.04	29.6	\$	\$5,520.92	\$27,150.70	\$7,729.29	\$24,942.33
Dickinson, Sven Josef (Prof. of Computer Science)	\$105,613.93	\$136,320.54	29.1	\$	\$5,280.70	\$25,425.91	\$7,392.98	\$23,313.63
Roweis, Sam (Prof. of Computer Science)	\$103,000.02	\$132,084.98	28.2	\$	\$5,150.00	\$23,934.96	\$7,210.00	\$21,874.96
Donnelly, Michael W (Prof. of Political Science, Director, Asian Institute)	\$125,256.00	\$160,530.42	28.2	\$	\$6,262.80	\$29,011.62	\$8,767.92	\$26,506.50
Kemp, Graham (Director of Administrative Management Systems)	\$126,104.52	\$161,579.42	28.1	\$	\$6,305.23	\$29,169.67	\$8,827.32	\$26,647.58
Diosady, Levente (Prof. of Chemical Engineering)	\$109,107.00	\$139,794.48	28.1	\$	\$5,455.35	\$25,232.13	\$7,637.49	\$23,049.99
Wiener, Judith (Prof. of Education)	\$102,354.00	\$130,928.98	27.9	\$	\$5,117.70	\$23,457.28	\$7,164.78	\$21,410.20
Halpern, Paul J (Prof. of Finance)	\$189,600.06	\$242,224.94	27.8	\$	\$9,480.00	\$43,144.88	\$13,272.00	\$39,352.88
Hildyard, Angela (Prof. of Education & VP Human Resources & Equity)	\$170,000.04	\$215,811.48	26.9	\$	\$8,500.00	\$37,311.44	\$11,900.00	\$33,911.44
Kilmartin, Catherine (Senior Lecturer, Dentistry)	\$100,140.96	\$126,880.54	26.7	\$	\$5,007.05	\$21,732.53	\$7,009.87	\$19,729.71
Silverman, Brian (Prof. of Strategic Management)	\$186,775.04	\$236,728.27	26.7	\$	\$9,338.75	\$40,614.48	\$13,074.25	\$36,878.98
Ethier, C Ross (Prof. of Mechanical and Industrial Engineering)	\$115,026.96	\$144,912.96	26	\$	\$5,751.35	\$24,134.65	\$8,051.89	\$21,834.11
Kirk, Donald W (Prof. of Chemical Engineering)	\$104,706.96	\$131,694.54	25.8	\$	\$5,235.35	\$21,752.23	\$7,329.49	\$19,658.09

Name & Title	2002 Salary	2003 Salary	% Increase	Number of 3% increments beyond 3%	Amt of a 5% Increase	Amt. over a 5% increase	Amt. of a 7% Increase	Amt over a 7% Increase
Evans, Michael (Prof. of Family & Community Medicine)	\$100,794.96	\$126,731.04	25.7	\$\$\$\$\$+	\$5,039.75	\$20,896.33	\$7,055.65	\$18,880.43
Wallace, James (Prof. of Mechanical and Industrial Engineering)	\$143,334.96	\$180,122.52	25.7	\$\$\$\$\$+	\$7,166.75	\$29,620.81	\$10,033.45	\$26,754.11
Rotenberg, Wendy (Prof. of Acct'ng & Finance, and Dir. of the Commerce Prog.)	\$194,250.14	\$244,212.56	25.7	\$\$\$\$\$+	\$9,712.51	\$40,249.91	\$13,597.51	\$36,364.91
Stawinoga, Andrew (Senior Tutor, Management)	\$102,807.95	\$129,017.46	25.5	\$\$\$\$\$+	\$5,140.40	\$21,069.11	\$7,196.56	\$19,012.95
Charpentier, Louis (Secretary Of The Governing Council)	\$108,110.46	\$135,610.08	25.4	\$\$\$\$\$+	\$5,405.52	\$22,094.10	\$7,567.73	\$19,931.89
Desloges, Joseph R (Prof. of Geography)	\$102,467.04	\$128,524.53	25.4	\$\$\$\$\$+	\$5,123.35	\$20,934.14	\$7,172.69	\$18,884.80
Reeve, Douglas W (Prof. & Chair of Chemical Engineering)	\$142,835.04	\$178,722.66	25.1	\$\$\$\$\$+	\$7,141.75	\$28,745.87	\$9,998.45	\$25,889.17
Booth, Laurence D (Prof. of Finance)	\$192,000.00	\$240,112.60	25.1	\$\$\$\$\$+	\$9,600.00	\$38,512.60	\$13,440.00	\$34,672.60
Whyte, Glen (Prof. of Organizational Behavior & Associate Dean, Curriculum)	\$272,125.00	\$339,637.44	24.8	\$\$\$\$\$+	\$13,606.25	\$53,906.19	\$19,048.75	\$48,463.69
Moorthy, Sridhar (Prof. of Marketing)	\$193,100.04	\$240,749.98	24.7	\$\$\$\$\$+	\$9,655.00	\$37,994.94	\$13,517.00	\$34,132.94
Krass, Dmitry (Prof. of Operations Management)	\$135,000.00	\$164,949.46	22.2	\$\$\$\$\$+	\$6,750.00	\$23,199.46	\$9,450.00	\$20,499.46
Martin, Peter (Prof. of Theoretical Astrophysics, Chair Dept. of Astro. & Astrophysics, Director DDO)	\$127,918.53	\$156,284.58	22.2	\$\$\$\$\$+	\$6,395.93	\$21,970.12	\$8,954.30	\$19,411.75
Hejazi, Walid (Prof. of Management)	\$105,320.03	\$128,567.43	22.1	\$\$\$\$\$+	\$5,266.00	\$17,981.40	\$7,372.40	\$15,875.00
Milgram, Paul (Prof. of Mechanical and Industrial Engineering)	\$107,555.04	\$131,335.92	22.1	\$\$\$\$\$+	\$5,377.75	\$18,403.13	\$7,528.85	\$16,252.03
Acker, Sandra (Prof. of Education)	\$111,565.10	\$136,194.34	22.1	\$\$\$\$\$+	\$5,578.26	\$19,050.98	\$7,809.56	\$16,819.68
Horton, Susan E (Prof. of Intl. Dev. Studies & Vice Principal, Acad & Dean, UTSC)	\$109,563.96	\$133,620.02	22	\$\$\$\$\$+	\$5,478.20	\$18,577.86	\$7,669.48	\$16,386.58
Baecker, Ronald M (Prof. of Computer Science)	\$116,702.08	\$141,950.00	21.6	\$\$\$\$\$+	\$5,835.10	\$19,412.82	\$8,169.15	\$17,078.77
Paradi, Joseph (Prof. of Chemical Engineering)	\$124,251.00	\$151,138.44	21.6	\$\$\$\$\$+	\$6,212.55	\$20,674.89	\$8,697.57	\$18,189.87
Drummond, James R (Prof. of Physics)	\$105,133.52	\$127,396.02	21.2	\$\$\$\$\$+	\$5,256.68	\$17,005.82	\$7,359.35	\$14,903.15
Krashinsky, Michael (Prof. of Economics)	\$136,349.96	\$165,137.58	21.1	\$\$\$\$\$+	\$6,817.50	\$21,970.12	\$9,544.50	\$19,243.12
Hyatt, Douglas E (Prof. of Management & Associate Chair Management UTSC)	\$150,525.08	\$181,912.52	20.9	\$\$\$\$\$+	\$7,526.25	\$23,861.19	\$10,536.76	\$20,850.68
Krull, Ulrich J (Prof. of Analytical Chemistry and Vice Principal, Research, UTM)	\$120,543.96	\$145,770.06	20.9	\$\$\$\$\$+	\$6,027.20	\$19,198.90	\$8,438.08	\$16,788.02
Armstrong, Ann (Prof. Organizational Behavior)	\$108,274.95	\$130,735.48	20.7	\$\$\$\$\$+	\$5,413.75	\$17,046.78	\$7,579.25	\$14,881.28
Beatty, David (Prof. of Strategic Management)	\$111,274.96	\$134,275.00	20.7	\$\$\$\$\$+	\$5,563.75	\$17,436.29	\$7,789.25	\$15,210.79
Cossmann, Brenda (Prof. of Law)	\$131,375.02	\$158,095.85	20.3	\$\$\$\$\$+	\$6,568.75	\$20,152.08	\$9,196.25	\$17,524.58
Chee, Felix P. (Vice-President, Business Affairs)	\$275,000.04	\$330,765.42	20.3	\$\$\$\$\$+	\$13,750.00	\$42,015.38	\$19,250.00	\$36,515.38
Stanovich, Keith (Prof. of Education)	\$118,520.21	\$142,494.48	20.2	\$\$\$\$\$+	\$5,926.01	\$18,048.26	\$8,296.41	\$15,677.86
Fernie, Geoffrey (Prof. of Surgery)	\$121,745.04	\$146,308.02	20.2	\$\$\$\$\$+	\$6,087.25	\$18,475.73	\$8,522.15	\$16,040.83
Abdelrahman, Tarek (Prof. of Elec. & Computer Eng. J. Skoll Software Eng. Chair)	\$122,724.63	\$147,290.52	20	\$\$\$\$\$+	\$6,136.23	\$18,429.66	\$8,590.72	\$15,975.17
Lavack, Lesley (Sr. Lecturer and Assistant Dean Undergraduate Affairs, Pharmacy)	\$105,690.78	\$126,690.78	19.9	\$\$\$\$\$+	\$5,284.54	\$15,715.46	\$7,398.35	\$13,601.65
Waddams, Stephen (Prof. of Law)	\$171,450.00	\$205,507.44	19.9	\$\$\$\$\$+	\$8,572.50	\$25,484.94	\$12,001.50	\$22,055.94
Santerre, Paul (Prof. of Dentistry)	\$107,651.00	\$129,043.50	19.9	\$\$\$\$\$+	\$5,382.55	\$16,009.95	\$7,535.57	\$13,856.93
Magill, Dennis W (Prof. of Sociology)	\$124,651.20	\$149,485.98	19.9	\$\$\$\$\$+	\$6,232.56	\$18,602.22	\$8,725.58	\$16,109.20
Cameron, David R (Prof. of Pol. Science and Acting Vice Dean, A&S)	\$130,785.96	\$156,673.56	19.8	\$\$\$\$\$+	\$6,539.30	\$19,348.30	\$9,155.02	\$16,732.58
Rotundo, Maria (Prof. of Organizational Behavior)	\$137,572.96	\$164,731.56	19.7	\$\$\$\$\$+	\$6,878.65	\$20,279.95	\$9,630.11	\$17,528.49
Altmeyer, George (Assistant Dean and Faculty Registrar)	\$110,958.67	\$132,566.67	19.5	\$\$\$\$\$+	\$5,547.93	\$16,060.07	\$7,767.11	\$13,840.89
Le Huenen, Roland (Prof. of French & Comp Lit and Dir, Centre for Comparative Lit.)	\$128,874.96	\$153,937.50	19.4	\$\$\$\$\$+	\$6,443.75	\$18,618.79	\$9,021.25	\$16,041.29
Greenblatt, Jack F (Prof. of Banting & Best Department of Medical Research)	\$132,521.40	\$158,068.44	19.3	\$\$\$\$\$+	\$6,626.07	\$18,920.97	\$9,276.50	\$16,270.54
Zarb, George (Prof. of Dentistry)	\$148,058.70	\$176,539.44	19.2	\$\$\$\$\$+	\$7,402.94	\$21,077.80	\$10,364.11	\$18,116.63
Griffin, P Allan (Prof. of Physics)	\$109,106.68	\$130,097.58	19.2	\$\$\$\$\$+	\$5,455.33	\$15,535.57	\$7,637.47	\$13,353.43
Guisso, Richard W (Prof. and Chair of East Asian Studies)	\$112,614.40	\$134,035.48	19	\$\$\$\$\$+	\$5,630.72	\$15,790.36	\$7,883.01	\$13,538.07
Shepherd, Theodore (Prof. of Physics)	\$100,856.82	\$119,917.50	18.9	\$\$\$\$\$+	\$5,042.84	\$14,017.84	\$7,059.98	\$12,000.70
Puga, Diego (Prof. of Economics)	\$100,000.02	\$118,860.54	18.9	\$\$\$\$\$+	\$5,000.00	\$13,860.52	\$7,000.00	\$11,860.52
Jackson, Kenneth R (Prof. of Computer Science)	\$122,200.59	\$145,237.40	18.9	\$\$\$\$\$+	\$6,110.03	\$16,926.78	\$8,554.04	\$14,482.77
Smith, J.J. Berry (Prof. of Zoology and Director of Human Biology)	\$126,523.00	\$150,310.56	18.8	\$\$\$\$\$+	\$6,326.15	\$17,461.41	\$8,856.61	\$14,930.95
Spragge, Suzanne (Director, Office of the Dean, Rotman School of Management)	\$126,000.02	\$149,500.00	18.7	\$\$\$\$\$+	\$6,300.00	\$17,199.98	\$8,820.00	\$14,679.98
Benhabib, Bensiyon (Prof. of Mechanical and Industrial Engineering)	\$115,611.54	\$137,129.47	18.6	\$\$\$\$\$+	\$5,780.58	\$15,737.35	\$8,092.81	\$13,425.12
Langille, Brian A (Prof. and Acting Dean, Faculty of Law)	\$164,727.02	\$195,264.48	18.5	\$\$\$\$\$+	\$8,236.35	\$22,301.11	\$11,530.89	\$19,006.57
Bewell, Alan (Prof. of English)	\$102,204.24	\$120,988.02	18.4	\$\$\$\$\$+	\$5,110.21	\$13,673.57	\$7,154.30	\$11,629.48
Sefton, Michael (University Prof. of Chemical Engineering & Dir. of Institute of Biomaterials & Biomedical Eng)	\$153,942.00	\$182,331.00	18.4	\$\$\$\$\$+	\$7,697.10	\$20,691.90	\$10,775.94	\$17,613.06
Balke, Stephen (Prof. of Chemical Engineering)	\$113,348.04	\$134,181.00	18.4	\$\$\$\$\$+	\$5,667.40	\$15,165.56	\$7,934.36	\$12,898.60
Pauly, Louis W (Prof. of Political Science, Director, Centre for International Studies)	\$133,225.08	\$157,670.66	18.3	\$\$\$\$\$+	\$6,661.25	\$17,784.33	\$9,325.76	\$15,119.82
Dawson, Francis P (Prof. of Electrical and Computer Engineering, Miklas Chair in Engineering Design)	\$115,894.33	\$137,062.08	18.3	\$\$\$\$\$+	\$5,794.72	\$15,373.03	\$8,112.60	\$13,055.15
Homer-Dixon, Thomas (Prof. of Political Science)	\$102,375.04	\$120,901.56	18.1	\$\$\$\$\$+	\$5,118.75	\$13,407.77	\$7,166.25	\$11,360.27
Wooldridge, Terence (Prof. of French)	\$104,269.54	\$123,111.42	18.1	\$\$\$\$\$+	\$5,213.48	\$13,628.40	\$7,298.87	\$11,543.01
Troper, Harold (Prof. of Education)	\$117,372.00	\$138,626.48	18.1	\$\$\$\$\$+	\$5,868.60	\$15,385.88	\$8,216.04	\$13,038.44
O'Toole, Roger (Prof. of Sociology)	\$100,653.29	\$118,703.04	17.9	\$\$\$\$\$+	\$5,032.66	\$13,017.09	\$7,045.73	\$11,004.02
Hannigan, John A (Prof. of Sociology)	\$103,487.04	\$121,931.04	17.8	\$\$\$\$\$+	\$5,174.35	\$13,269.65	\$7,244.09	\$11,199.91
Arthur, James (University Prof. of Mathematics)	\$163,920.56	\$193,026.48	17.8	\$\$\$\$\$+	\$8,196.03	\$20,909.89	\$11,474.44	\$17,631.48
Kortschot, Mark T (Prof. of Chemical Engineering)	\$101,827.04	\$119,842.14	17.7	\$\$\$\$\$+	\$5,091.35	\$12,923.75	\$7,127.89	\$10,887.21
Noyes, John (Prof. and Chair of Germanic Languages & Literature)	\$104,000.10	\$122,282.04	17.6	\$\$\$\$\$+	\$5,200.01	\$13,081.93	\$7,280.01	\$11,001.93
Whittington, Stuart (Prof. of Chemistry)	\$115,802.04	\$136,219.45	17.6	\$\$\$\$\$+	\$5,790.10	\$14,627.31	\$8,106.14	\$12,311.27
Benjamin, Dwayne (Prof. of Economics)	\$112,087.02	\$131,691.54	17.5	\$\$\$\$\$+	\$5,604.35	\$14,000.17	\$7,846.09	\$11,758.43
Teppeman, Lorne (Prof. of Sociology)	\$134,220.00	\$157,593.49	17.4	\$\$\$\$\$+	\$6,711.00	\$16,662.49	\$9,395.40	\$13,978.09
Macklin, Audrey (Prof. of Law)	\$102,950.04	\$120,806.34	17.3	\$\$\$\$\$+	\$5,147.50	\$12,708.80	\$7,206.50	\$10,649.80
Stewart, Hamish (Prof. of Law)	\$106,249.32	\$124,503.66	17.2	\$\$\$\$\$+	\$5,312.47	\$12,941.87	\$7,437.45	\$10,816.89
Schneiderman, David (Prof. of Law)	\$107,128.20	\$125,531.76	17.2	\$\$\$\$\$+	\$5,356.41	\$13,047.15	\$7,498.97	\$10,904.59

continued on page 11

Poll captains do not command tall, self-supporting structures

For more than 30 years I have been a poll captain whenever a federal, provincial or municipal election is called. For just as many years, I am asked what a poll captain does and why I do it. Research has shown that only 1% of eligible voters actually take an active part in an election campaign. That means that out of approximately 100,000 eligible voters per electoral riding, only 1000 people representing all the political parties are actually involved in the local riding election campaign. These include campaign workers who call you during your supper hour, erect lawn signs, or walk with the candidate on a door-to-door canvass. Others draft policy statements on local issues, fold and stuff campaign literature envelopes, or, as in my case, they may be one of many poll captains. As a poll captain, my chief goal is to win the particular poll I represent for my party. To do so, I have to ensure that each and every household and business in a defined poll (area) receives the required campaign literature. I also handle requests for lawn signs, policy clarification, transportation to the voting booth, or any other reasonable assistance necessary to ensure my candidate's supporters make it to the voting booth. (I draw the line at baby-sitting or pet walking!)

A typical urban poll may have 200 to 500 households spread over several square blocks. I try to pick a poll close to my home so as to have a close starting and finishing point. Although it may seem arduous, it usually takes no more than three hours to do a literature drop and it can be spread over several evenings, making for a nice after dinner walk while actually accomplishing something. Although all parties strategize in an effort to identify voter intent, in my experience a close look at the kind of lawn or garden a homeowner keeps usually is a pretty good indicator of party affiliation. Conservative supporters usually have neat tidy lawns and lots of traditional flowers, Liberal landscapes have lots of variety and NDP supporters tend to have native plants and wildflowers, often with no lawn at all. Of course this does not always hold true but it does save me time in filling out my voter identification papers.

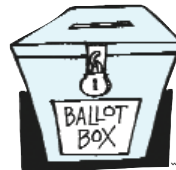
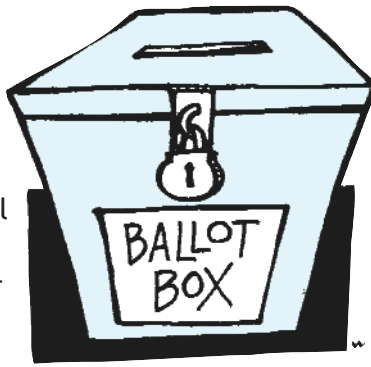
On Election Day, I will spend most of the day at the polling station. The station is often locat-

ed at a local school or church basement. As my candidate's representative, I am allowed to observe the entire voting process and question any irregularities, such as persons who may be misrepresenting themselves in order to vote, persons who may attempt to vote twice, or people who are simply lost. The poll captain can only bring any questions to the attention of the poll clerk or deputy-returning officer. We cannot question or otherwise acknowledge the voter in any way. Poll captains, also called scrutineers by some, are not allowed to influence any voter in their voting intentions, including no wearing of party colours. Although I have never been told to change my navy suit, I must question the fashion sense of wearing an orange shirt, or a Fred McMurray-style red cardigan!

At the close of polling, the most important part of the election occurs - the vote count. Here is democracy in its purest form: the unfolding, sorting and counting of hundreds of slips of paper marked with an X, or any definable mark within the box (circle) opposite the candidates' names. The poll clerk and assistant are the only ones allowed to touch the ballots. Poll captains can only watch over them. We listen for the count of each candidate's name, over and over again, until the totals are tabulated and balanced against the number of ballots issued. This is where an experienced poll clerk can make or break an evening. If even one ballot is unaccounted for, the count must be repeated until all the ballots are accounted for. Then each poll captain can take the count back to our respective party headquarters for either a victory party or a wake. Prior to cell phones, these counts would have been called in by payphone or hand delivered to the headquarters. Cell phone usage is forbidden inside the polling station, as are text messages, radios, and television sets. As a result, poll captains, after all our hard work, are often the last to know who won an election!

P.S. Be sure to vote on June 28!

Jim Hartley, Dept of Medicine



Petition for election filed at Kent State U

The organizing effort at Kent State University (KSU) has progressed to the next level as a petition for election has been filed.

Although the election process is long and will not take place until probably August or September, this is exciting news to the USWA Post Secondary Education Council.

Kent State is the second largest State University in Ohio, USWA District 1. KSU Classified Civil Service Staff are excited and eager to join other education sector workers as union members. KSU Staff chose the USWA because of technical, research, legal and other resources the Union has to offer. KSU Staff United has had the opportunity to meet USWA members from Local 1998 and hear first hand about the benefits of being a University worker



represented by USWA.

Pictured are some of the most active KSU Staff United committee members displaying their notice from the Ohio State Employment Relations Board of the Petition for Election. L-R are Deborah Osborne, Karen Smith, Mary Steckel, Mary Pat Reynolds, Pearle Bower and Nola Ruble.

Ann Flener

4 'Ds' of management

How often as an employee have you encountered the "4 D's of Management" in your workplace? I would hazard a guess that pretty well every staff member at one time or another has seen at least one of these "Ds" in action, sometimes without even realizing it.

Union representatives (like stewards and unit chairs), especially need to watch out for the 4 Ds because management will try to use this strategy to counter effective union leadership. When the union seeks to inform, mobilize and educate the membership on their rights and entitlements under the collective agreement, labour and human rights legislation, you can be sure that management is not going to roll over and play dead. They respond with 'Plan D', a covert arsenal ever ready to be deployed within the context of a larger agenda called union-busting.

Meet 'Plan D' and its components:

D#1 - Delay:

This is deliberately postponing action on an issue until the members either lose interest or hope. This is also known as attrition: "Wear them out and they will abandon their issue(s)."

D#2 - Deny:

This is refusing to recognize a problem even exists: "Problem? What problem? Nobody else has said anything about a problem. There is no problem, except maybe you and the union." A close intimate of Deny is Ignore: "Ignore them and they'll go away."

D#3 - Discredit:

This is undermining the role and ability of union representatives, often by spreading rumours. "Don't trust the steward, they a) tell me everything; b) only care about their own job and getting release time and going on these infernal courses; or c) they have a bone to pick and they are out to make me look bad." Or the worst: "The union doesn't care about you - it just wants to advance its own agenda." Actually, they might be correct on that point in that the union's agenda is protecting and advancing our membership, but that is not what they mean.

D#4 - Divide:

This is manipulating workers (who may or may not be ambivalent about their union) and pitting them against members who support their union, union representatives and union leadership. Their motto is: "Divide and conquer!" This can result in an unpleasant work atmosphere where co-workers may come to regard each other with suspicion. Management is fully aware that one person is not as strong as two or ten or five thousand. That is why 'divide and conquer' is so popular a tactic.

The last D is the biggest struggle for the heart and support of the membership - and the greatest test of worker solidarity. Without all of us together, we are nothing. We have no contract, no protection, no collective voice that brings us strength. We have no due process or democracy in the workplace. We become again "at will" employees: hired, fired, re-organized, transferred, laid off or have our salaries cut - all at the will of the employer.

By being aware of this you can now be assured that if the 4Ds are starting to show up in your workplace, your union is doing its job: holding management accountable for their actions and ensuring that your voice, and the voice of all staff through the collective agreement, are represented in the workplace.

Deborah Ohab
Steward, Innis College

With source material by Rita Kwok from the Website: *Thinking Union*

Health & Safety FAQs

Q: What do I do if I have a health and safety problem or concern?

A: Health and safety concerns can range from informal questions to formal work refusals. Your questions and concerns are valid and important, whether they focus on a present hazard that can be seen or felt or on your feeling that something may be dangerous to you and/or others. You can always raise your concerns with your Local 1998 health and safety representatives, either in your building, or through the Local Office.

Some concerns need to be dealt with very quickly, while others may be routed through your local area Joint Health & Safety Committee (JHSC), which meets regularly and conducts workplace inspections in order to identify hazards and make recommendations. If you think that a hazard exists or that the law is being broken, you must report this to your supervisor.

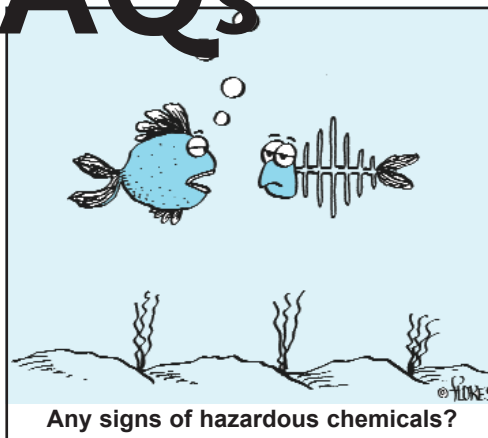
Q: What if I think that the work I am being asked to perform, the equipment I use, or the conditions in which I work are unsafe or unhealthy, but my supervisor disagrees?

A: You have three important rights relating to your workplace health and safety: the right to **know**, the right to **participate**, and the right to **refuse**. Your rights to know and to participate are explained a little later in this document. This section deals with your right to **refuse**. You have the right to refuse work that you believe is likely to endanger you or others. You cannot be disciplined or discharged for exercising this right - it is the law! You can put this legal process in place by informing your supervisor that you have reason to believe that performing particular work is likely to endanger you or another and that you are refusing to perform the work under the Occupational Health & Safety Act. Ask your supervisor to investigate in the presence of your health and safety representative.

Q: What do I do while a workplace health and safety investigation is happening?

A: Remain in a safe place near your workstation until the investigation has taken place. Your supervisor may assign work in another location, or work that is not affected by the investigation.

Q: What if my supervisor and my health & safety representative do not agree, or I do not feel comfortable with the steps taken to deal with the circumstances?



A: If you continue to have reasonable grounds to believe that you are likely to endanger yourself or another by performing your job, you may continue to refuse to work. Inform your supervisor that you are continuing to refuse to work under the Occupational Health and Safety Act, and ask your supervisor to inform the Ministry of Labour (MOL) and request that an inspector investigate.

Q: What happens while we are waiting to hear from the MOL inspector?

A: After the inspector has been notified, no other worker can be assigned to the work you are refusing unless he or she has been advised in the presence of a worker health and safety representative that there is a work refusal in progress and the reason.

Q: What happens after the MOL inspector investigates?

A: The MOL Inspector may require that testing be done, that changes be made by a given date in the future, or that work be stopped until changes are made or may rule that the situation is not likely to endanger health and safety. If the inspector rules that that the situation is not likely to endanger you or another worker, you must return to the job. However, if you still believe that your grounds for refusing the work are valid, you can appeal the decision of the inspector.

YOUR UNION HAS TRAINED REPRESENTATIVES IN YOUR WORKPLACE AND IN THE UNION OFFICE WHO CAN ASSIST WITH HEALTH AND SAFETY ISSUES.

Mary Ann DeFrancis & Sean Kearns
Co-Chairs, Health & Safety Committee

Victoria University Report

A grievance (VC 2004-2) has been filed on behalf of a member who received a one day suspension for allegedly being insubordinate to their lead hand. This case highlights an ongoing concern the Union has had with the duties and responsibilities assigned to some lead hands by some managers at Victoria. The Union's position is that lead hands can give direction as to which tasks are to be done and when, but they are not responsible for carrying out managerial duties. Also, the definition of insubordination as it applies to the workplace is specific. It has been shaped by case law and appears to not properly describe the incident that led to the suspension of our member. Jerry Nogas represented our member at the second step grievance meeting. We are waiting for the University's response.

In the last week of May, eighteen of our members in the Food Services were laid off for one day. The proper procedure for a layoff (as set in Article 12.07 (a) of the Collective Agreement), was not followed. The Director of Conference, Food and Plant Services claims that it is the management's right to determine the work hours of their employees. It is the position of the Union that the University cannot use management rights to avoid giving proper notice of a layoff. Jerry Nogas, Vince Montori and I have been working to resolve this matter with the Administration. We will report on any progress in the next unit meeting and in the next issue of the Steel Drum.

At the last unit meeting nominations were accepted for the fourth union position on the Victoria University Health and Safety Committee. Both Ajay Sharma and Valerie Ferrier accepted their nominations, so an election will be held. The date, time and location of the election will be announced shortly.

John Ankenman
Unit Chairperson, Victoria University

\$100K list

Mostaghimi, Javad (Prof. of Mechanical and Industrial Engineering and Vice-Dean, APSc & Engineering)	\$143,043.00	\$167,680.62	17.2	\$\$\$\$+	\$7,152.15	\$17,485.47	\$10,013.01	\$14,624.61
Gunz, Hugh (Prof. and Chair of Management)	\$117,970.04	\$138,260.04	17.2	\$\$\$\$+	\$5,898.50	\$14,391.50	\$8,257.90	\$12,032.10
Penlar, Derek (Prof. of History and Director, Jewish Studies Program)	\$126,428.87	\$147,887.58	17	\$\$\$\$+	\$6,321.44	\$15,137.27	\$8,850.02	\$12,608.69
Astington, Janet (Prof. of Education, Chair, Human Development & Applied Psychology)	\$110,727.58	\$129,501.48	17	\$\$\$\$+	\$5,536.38	\$13,237.52	\$7,750.93	\$11,022.97
Naylor, C. David (Prof. and Dean of Medicine, Vice-Provost, Relations with Health Care Institutions)	\$300,000.00	\$350,387.52	16.8	\$\$\$\$+	\$15,000.00	\$35,387.52	\$21,000.00	\$29,387.52
Hindmarsh, K Wayne (Prof. & Dean, Faculty of Pharmacy)	\$170,412.46	\$198,674.84	16.6	\$\$\$\$+	\$8,520.62	\$19,741.76	\$11,928.87	\$16,333.51
Gotlieb, Avrum I (Prof. and Chair of Laboratory Medicine and Pathobiology)	\$198,726.80	\$231,649.54	16.6	\$\$\$\$+	\$9,936.34	\$22,986.40	\$13,910.88	\$19,011.86
Brean, Donald J S (Prof. of Business Economics)	\$112,171.98	\$130,660.44	16.5	\$\$\$\$+	\$5,608.60	\$12,879.86	\$7,852.04	\$10,636.42
Biggar, W Douglas (Prof. of Paediatrics)	\$125,214.00	\$145,869.00	16.5	\$\$\$\$+	\$6,260.70	\$14,394.30	\$8,764.98	\$11,890.02
Pauly, Peter (Prof. of Business Economics, Associate Dean, Research & Academic Resources)	\$265,066.02	\$308,453.40	16.4	\$\$\$\$+	\$13,253.30	\$30,134.08	\$18,554.62	\$24,832.76
Cook, Rebecca (Prof. of Law)	\$120,978.00	\$140,865.44	16.4	\$\$\$\$+	\$6,048.90	\$13,838.54	\$8,468.46	\$11,418.98
Donoghue, Paul (Chief Administrative Officer, UTM)	\$133,074.52	\$154,578.00	16.2	\$\$\$\$+	\$6,653.73	\$14,849.75	\$9,315.22	\$12,188.26
Greer, Allan R (Prof. of History)	\$102,958.42	\$119,526.90	16.1	\$\$\$\$+	\$5,147.92	\$11,420.56	\$7,207.09	\$9,361.39
Padro, Susan (Prof. of Education)	\$101,897.04	\$118,306.40	16.1	\$\$\$\$+	\$5,094.85	\$11,314.51	\$7,132.79	\$9,276.57
Lancashire, Anne C (Prof. of English and Acting Vice Dean, Arts & Science)	\$116,379.96	\$135,080.37	16.1	\$\$\$\$+	\$5,819.00	\$12,881.41	\$8,146.60	\$10,553.81
Boonstra, Rudy (Prof. of Zoology & Vice Principal, Research & Graduate Studies)	\$104,535.96	\$121,219.54	16	\$\$\$\$+	\$5,226.80	\$11,456.78	\$7,317.52	\$9,366.06
Bassili, John N (Prof. of Psychology)	\$108,884.04	\$126,329.42	16	\$\$\$\$+	\$5,444.20	\$12,001.18	\$7,621.88	\$9,823.50
Reithmeier, Reinhart (Prof. of Medicine, Chair of Biochemistry)	\$136,636.65	\$158,537.52	16	\$\$\$\$+	\$6,831.83	\$15,069.04	\$9,564.57	\$12,336.30
Collins, Michael P (University Prof. of Civil Engineering & Bahen/Tanenbaum Chair)	\$146,565.00	\$169,952.44	16	\$\$\$\$+	\$7,328.25	\$16,059.19	\$10,259.55	\$13,127.89
Brown, Sheila W (Controller & Director of Financial Services)	\$146,779.12	\$170,204.96	16	\$\$\$\$+	\$7,338.96	\$16,086.88	\$10,274.54	\$13,151.30
Hansen, Jorn S (Prof. of Aerospace Studies)	\$110,827.32	\$128,431.35	15.9	\$\$\$\$+	\$5,541.37	\$12,062.66	\$7,757.91	\$9,846.12
Schneider, Manfred (Senior Lecturer, Management)	\$118,335.01	\$137,205.01	15.9	\$\$\$\$+	\$5,916.75	\$12,953.25	\$8,283.45	\$10,586.55

On the road to equal pay

Are we there yet?

Just as Canadian women did not win full political equality when some got the vote in 1917, so Ontario women did not achieve full equal pay when the government passed the pay equity legislation which came into effect in 1988.

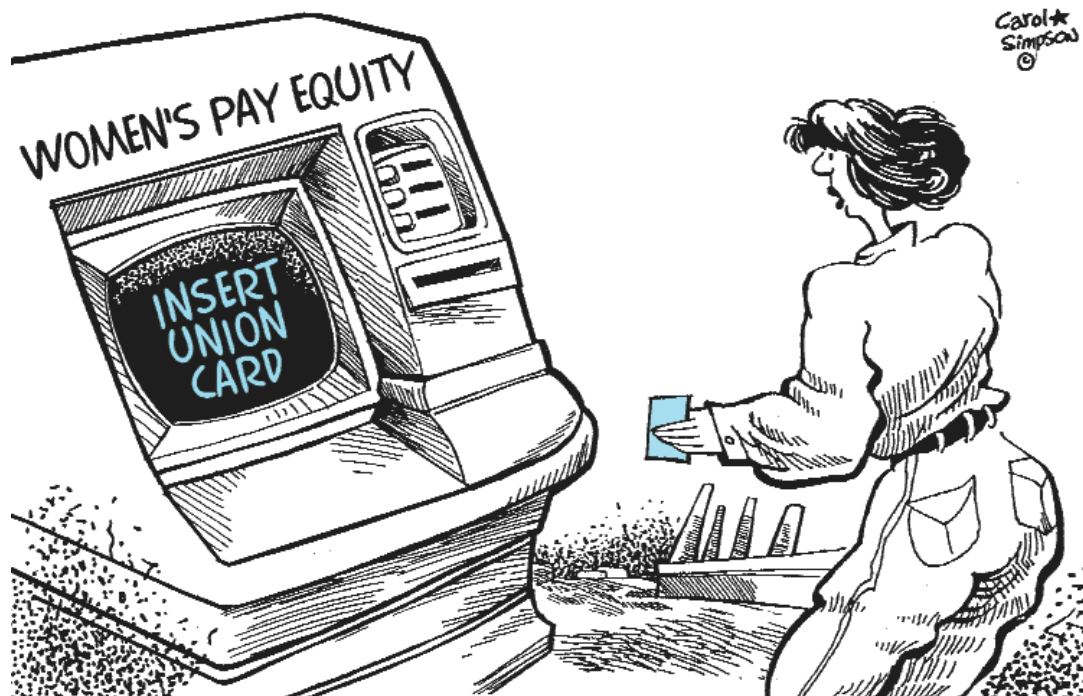
Just ask Mary Cornish, Chair of the Equal Pay Coalition, who has been fighting for equal pay for women in all kinds of workplaces for 30 years. She helped draft pay equity legislation in Ontario in the 80s and defended it against take-back governments and employers in the 90s. And the battle goes on. The argument used to be that women did not need a man's wage because they did not have a man's family responsibilities. Now governments and large employers are crying poor; "we can't afford to pay for large equal pay settlements", they have told the women of Bell Canada, women government workers of Newfoundland and British Columbia and others. Mary has taken them to court, arguing that you cannot deny a human right by such arguments. "If governments can't afford to pay a fair wage, how can they expect women to go on living on an unfair one?"

Women play a role in undermining their own right to equal pay. "Asked to describe what they do, women usually minimize the work they do. Nurses, for example, will say that

they speak briefly to the patient sitting in the doctor's office". What sounds like a casual, friendly interaction actually includes skilled observation of the patient's physical and emotional state, active listening to the patient's medical symptoms and complaints, empathy and reassurance, when the patient is upset or anxious and judgement about how soon the patient needs the doctor's medical attention.

"Pay close attention to what members are telling you about the work they do during your job evaluation interview/validation process," Mary Cornish urged in her lunchtime address to Local 1998's Women of Steel on International Women's Day, March 8th, 2004. "Equally important, pay attention to the political and economic climate that will influence what your Local is able to bargain."

Mary Cornish was recognized by the YWCA as



"If governments can't afford to pay a fair wage, how can they expect women to live on an unfair one?"

a Woman of Distinction in 1988. She was recently honoured at the Ontario Federation of Labour's 12th Women's Conference on May 10th, 2004 for her "tireless pursuit of economic security, social justice, dignity and human rights for women everywhere". A law partner in Cavalluzzo, Hayes, Shilton, McIntyre & Cornish, she is invited by governments around the world to advise them on equal pay issues.

Mary Bird
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& Women of Steel Committee

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