



LOCAL 1998 | LOCAL 4120 | LOCAL 2010

NEWSLETTER #4

January 2019

This is the fourth in a series of newsletters about the University Pension Plan (UPP) for members of all three USW local unions at the University of Toronto, the University of Guelph and Queen's University.

More UPP information:

- Have a look at the new UPP video – [click here](#).
- Visit universitypension.ca, and make sure to register for updates via the link on the homepage or at the "Contact Us" tab. Also, visit your USW local's website.

Dear USW members at the University of Toronto, Queen's University and the University of Guelph,

The United Steelworkers – the union that we share – has been made better by our members who work at Ontario's universities.

USW members from the university sector are activists and leaders in our union. You have brought ideas, insight and commitment to our mission of building a better future for all working people.

Your upcoming ratification vote on the University Pension Plan (UPP) is a new opportunity to lead, to forge positive change, and to advance members' interests in a manner that meets the test of core union values.

Over months of sometimes tough negotiations with the administrations at the three universities, the USW locals at the University of Toronto, Queen's University and the University of Guelph have worked very hard toward building a new jointly sponsored, defined benefit pension plan for the Ontario university sector.

From our union's Canadian national office, we have assigned our expert pension staff to the UPP file. We have also retained the services of top pension lawyers and actuaries.

And in all of this work, we have collaborated productively with the faculty associations at each university and with other unions.

The result is the UPP, a new jointly sponsored pension plan that will be more resilient during tough times, that will sustain the all-important defined benefit pension model (when so many other employees across Canada have lost theirs), and that will provide members with an equal voice in pension control and governance – on an equal footing with the university administrations.

Each of these achievements fulfills core goals of our union.

Therefore, as the senior elected leaders of our union at the international, national and provincial levels, we want you to know that we fully endorse and support the formation of the UPP.

For the last few decades, single-employer defined benefit pension plans have been increasingly eroded in the private sector by employers bent on evading their responsibilities for their employees' retirement security. In the public sector, we have seen governments take aim at traditional single-employer pension plans as targets for cost-cutting and radical restructuring, almost always to the detriment of public-sector employees.

The UPP is a chance to avoid those outcomes and to build a multi-university, jointly sponsored, defined benefit pension plan tailored to the unique needs of employees at Ontario's universities.

We commend the leaders of USW Locals 1998, 2010 and 4120 at the University of Toronto, Queen's University and the University of Guelph for their work on the development of the UPP. They have shown unwavering advocacy on behalf of the needs of their members for a sustainable and strong defined benefit pension.

We encourage you and your colleagues to vote YES in your upcoming UPP ratification votes.

In solidarity,

Leo Gerard, *International President*

Ken Neumann, *National Director for Canada*

Marty Warren, *Director, District 6 - Ontario and Atlantic Canada*

USW Local Union UPP ratification votes:

Your UPP ratification vote dates are below. Each USW local will provide members with detailed information on voting times and arrangements, and with more pension outreach including meetings, emails, and other events and material in the coming weeks. As well, each USW local will send to all members a detailed UPP ratification information package containing a detailed comparison of the UPP and the current pension plan.

USW Local 1998 (University of Toronto) UPP voting dates: February 6, 7, 12, 13

USW Local 2010 (Queen's University)* UPP voting dates: February 11, 12, 13

USW Local 4120 (University of Guelph) UPP voting date: February 12

*Note: USW Local 2010 members will take part in a combined electronic vote on the UPP and a renewed collective agreement, as will QUFA, the faculty association at Queen's.

In and around the same period, faculty association members at the three universities will also be engaging in their UPP ratification votes.

The outcomes of each of those votes (based on a majority of ballots cast) will determine if the USW locals and the faculty associations will provide what Ontario's pension legislation calls "consent" on behalf of all of their members to the UPP's formation.

The executives of USW Local 1998, USW Local 2010 and USW Local 4120 recommend that members vote YES.