



## Local 1998 responds to 'White Paper'

Resources allocated *'inadequate, inversely proportional to magnitude of plans'*

Companion Paper 4 began with a tribute to non-academic staff: "The University of Toronto can realize its teaching, learning and research mission only with the involvement of our highly capable professional, managerial, administrative and technical staff." It went on to state categorically that "the retention of excellent staff, the recruitment of the best staff we can hire and, just as importantly, ongoing professional development to enable our staff to have satisfying, progressively more responsible and fully engaged careers at the University of Toronto, will contribute significantly to the university's achievement of its goals."

Steelworkers Local 1998 strongly believe that the above is a step in the right direction. However, there are several areas of concern that may have adverse implications for administrative staff:

- additional resources allocated to staff development are grossly inadequate;
- implications of the current ongoing job evaluation exercise.

In addition, we have concerns about the negative implications regarding the choice and use of certain words in the White Paper that project an exclusive and elitist image.

We have listed our concerns surrounding the following section as follows:

**1. Objective:** Staff members should be fully engaged in furthering the academic mission of research and teaching through their work.

**Action:** We will acknowledge our University of

Toronto staff as partners in the academic enterprise by:

- Facilitating, strengthening and capitalizing upon the working partnership between aca-

duties or without compensation if committee meetings are held after work.

**Action:** We should require of our staff that

**'White Paper'**  
**resources**  
**grossly inadequate**  
**compared to**  
**magnitude of**  
**plans: response**



demographic administrators and their key administrative staff.

We ask that the word 'key' be omitted. All University of Toronto staff should be regarded as full partners in the academic mission. Administrative staff should not be divided into 'key' and 'non-key' categories.

- Acknowledging staff contributions to research, symposia as well as their contributions to the life of departments and programs.

We are glad that staff contributions are going to be acknowledged. In the past, staff contributions, especially in the area of research, have largely been ignored/neglected.

**Resources required:** No additional resources required for conceptualizing and implementing the partnership role or for creating awards.

We are disappointed that the White Paper has not seen fit to deploy additional resources to implement the partnership role. While it is an admirable objective to include staff on committees to which they can bring relevant expertise, it is not realistic to expect administrative staff to serve on these committees without the appropriate release time from their normal

they perform their job responsibilities to the highest possible level.

In many instances, administrative staff perform their job responsibilities to the highest possible level - and beyond - without any compensation or recognition. Often times, they have to battle layers of bureaucracy to have their jobs reclassified, even though their supervisors are supportive of their efforts.

- set a clear expectation that staff have the responsibility to keep their job related skills and knowledge up-to-date and that the university has a responsibility to enable them to do so.
- ensure that staff are provided with opportunities, time and resources to undertake training/professional development.

Sadly, we have to say that in reality, this is far from the truth. We have heard too many times from too many people that their requests to attend seminars and courses are often denied because "we have no time." Managers and supervisors have to be trained to realize that a trained workforce is a productive workforce. It is not enough to say that "staff have the responsibility to keep their job related skills and knowledge up to date" when the pressures

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# who we are



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# we are having an 'identity' crisis!

Our local is seeking help from the membership to overcome the Union's 'Identity Crisis' at the University of Toronto!

We are asking Local 1998 members to submit drawings of a LOGO that will identify all USWA members of the St. George, St. Michael, Victoria, Mississauga, and Scarborough campuses.

Submitted designs should incorporate the following information: USWA, LOCAL 1998, DISTRICT 6.

Please forward your drawings either by hard copy or e-mail to the local office by January 31st, 2004. The winner will receive a Steelworker jacket.

Email your logo to [kim.walker@uswa1998.ca](mailto:kim.walker@uswa1998.ca)

## Job Evaluation Committee Report

The Job Evaluation Committee is now at the benchmark phase of the job evaluation process. The U of T-USWA Joint Job Evaluation Committee has identified 73 positions as benchmark jobs.

As of December 5, 2003, we have received fifty-five job descriptions from Human Resources. We have validated forty-six job descriptions with another nine scheduled. We hope to receive the remaining eighteen job descriptions from Human Resources over the next two weeks.

While the validation process has gone on smoothly for the most part, we found, on many occasions, neither the HR Personnel Generalist nor the supervisor had gone over the job description with the incumbent prior to their meeting with us. As a result, oftentimes, we found that some parts of the job description had not been updated.

We have also scheduled several future rating sessions with HR. At these sessions, both sides compare the ratings assigned to the various factors for the validated jobs. As of today, we have begun ratings on fifteen jobs and have reached agreement on six.

The Job Evaluation Committee is now meeting with HR every Thursday afternoon from now until June 2005. The meetings were scheduled so that both sides can exchange information arising from the validation as well as keep each other updated. We hope to conclude the benchmark phase before the Christmas break.

The full text of the SESU factors is now online. [www.uswa1998.ca/jobevaluation.htm](http://www.uswa1998.ca/jobevaluation.htm)

Ana Sapp, Robin Breon & P. C. Choo, Principals, Job Evaluation Committee

## Human Rights Committee Report

The Human Rights Committee (HRC) seeks to identify the needs of those who may face discrimination in the workplace (be it racism, ageism, sexism, disability, etc.), and works to develop strategies to overcome this discrimination. Building solidarity and mutual respect among all our members is critical to building a strong union.

This is an open committee, and currently we have 31 members. The HRC holds individual meetings as well as joint committee meetings with the Women's Committee and the Political Action Committee.

The following is a brief summary of the Committee's events during the year:

The local celebrated its 3rd Annual African/Caribbean Heritage Month event in February. Our guest speakers were June Veacock, Chair of the Human Rights Commission of the Ontario Federation of Labour, who spoke on "Racism in the Workplace" and Grace-Edward Galabuzi, a lecturer at York University, who gave a timely account on "Police Racial Profiling."

The Steelworker International Day for the Elimination of Racial Discrimination was held in March at the Steel Hall. This event gets bigger each year, and it is free for members and their families.

In the August issue of the *SteelDrum*, we paid tribute to Rosemary Brown, a political pioneer who passed away on April 26. An impassioned voice for justice, equality and the recognition of the dignity of all humanity, Dr. Brown left us a legacy to push boundaries, challenge absolutes and make equality a reality for everyone.

A Human Rights course was offered in May and again in November. This is an empowering course, which focuses on workers' rights, and on all aspects of unfairness. Members who have taken this course came away empowered by it.

In June, the Human Rights Committee, the Political Action Committee and the Women's Committee sponsored a lunchtime pension seminar featuring guest speaker Sheila Block. The seminar was so well attended, some members had to be turned away so more pension seminars were held later at the St. George campus as well as at the Mississauga and Scarborough campuses.

There was a Civil Rights Conference in Detroit, Michigan, last September. Felicia Refe and Sandra Anthony represented Local 1998.

Links of interest:

USWA Anti-Harassment Policy [www.uswa.ca/eng/policies/swharas1\\_2.htm](http://www.uswa.ca/eng/policies/swharas1_2.htm)

USWA National Human Rights Committee [www.uswa.ca/eng/who\\_we\\_are/hmnrts\\_2.htm](http://www.uswa.ca/eng/who_we_are/hmnrts_2.htm)

USWA Humanity Fund [www.uswa.ca/eng/humanity/humanity\\_fund.htm](http://www.uswa.ca/eng/humanity/humanity_fund.htm)

Interfaith Calendar [www.interfaithcalendar.org/](http://www.interfaithcalendar.org/)

Ethnic/Religious/National Special Days [www.uswa.ca/eng/who\\_we\\_are/calendar.htm](http://www.uswa.ca/eng/who_we_are/calendar.htm)

USWA Equality Agenda [www.uswa.ca/eng/policies/equality%20agenda.pdf](http://www.uswa.ca/eng/policies/equality%20agenda.pdf)  
[www.uswa.ca/eng/policies/equality.htm](http://www.uswa.ca/eng/policies/equality.htm)

Marcella Bollers & Linda Oliver  
Co-Chairs, Human Rights Committee

## Health & Safety Committee Report

The Local Health & Safety Committee is changing its meeting times! Members have asked to try meeting during lunch, as evening meetings are difficult. We know lunchtime meetings won't work for folks at outlying locations... should any members from those areas wish to attend, we'll do our best to accommodate. If you can't attend, but want to, contact MaryAnn in the Local office. The December Committee Meeting will be held on Tuesday, December 16th at noon in room 111, 63 St. George Street.

The Local H&S Committee discussed traffic safety again, noting that pedestrian safety on St George, where cobblestones give the appearance of protected crosswalks, is an urgent concern. The Committee recommended getting other groups involved. The Executive agreed to bring the issue to SAC and to UTEAU (University of Toronto Employee Associations and Unions).

The Committee also discussed the draft revisions to the U of T Health & Safety Policy. Revisions recognize some important issues that our h&s activists have been pursuing, such as prevention of occupational illness. The new policy states that it will try to exceed the legislated requirements for health & safety, and will promote a positive health & safety culture. Contractors, tenants and visitors are included in the policy, a concern raised our inspections and the Asbestos Task Force. These changes reflect positively on the

*continued on next page*



# PRESIDENT'S MESSAGE



- regular newsletters;
- a needs assessment to identify members' priorities.

The Executive will be meeting in January for another strategic planning session. We will continue to work with other unions on campus to develop a coordinated strategy on budget cuts. We will expand our local's website; in January, a

**'I am pleased to announce that all our goals for the short term have been met.'**

**- Allison Dubarry, President**

F.A.Q. section will be added and the section on our contract will be expanded. There will be more lunch-time seminars on key issues with the Steelworkers' Research Department and they are presently developing a session on "You and Your Benefits."

Our goal is to continue meaningful communication with the membership, to listen to concerns and to provide the information members are looking for. Job security and dealing with reorganization continue to be major priorities along with job evaluation.

On behalf of the Executive, Unit Chairs, Stewards, Health and Safety representatives and members of the various committees, I would like to wish you all the best for the holidays and the New Year.

*Allison Dubarry, President*

As 2003 draws to a close, it is time to review what we have accomplished during the year.

The Executive held a strategic planning session at the start of our term and developed both a short-term and long-term plan for the local union.

I am pleased to report that all our goals for the short-term have been met. These include:

- tele-conferencing of local union meetings to Scarborough and Erindale campuses;
- job evaluation on track;
- regular lunch-time unit meetings;
- more member involvement;
- lunch time seminars on key issues such as "De-mystifying Pensions";

## The problem of unpaid overtime

*Overtime or Own Time?*

Research conducted by the British Trades Union Congress (TUC) estimates that 5 million workers average over 7 hours of unpaid overtime per week. Foregone payments range from \$4375 per year per worker for some 500,000 clerical workers to \$7000 per year per worker for some 160,000 craft workers. The figures are based on U.K. government labour force and earnings statistics.

So, how much unpaid overtime do you work and how much is it worth? To calculate it, add the number of unpaid hours you work in a week.

Just to remind you, our collective agreement calls for us to work 7.25 hours a day and 6.75 hours in July and August. Add the time that you work before starting time, during lunch hour and after quitting time. Calculate your hourly rate by dividing your annual salary by 1862.5, which is the number of working hours in a year according to our collective agreement. Then multiply your hourly rate of pay by 1.5 to reflect the time-and-a-half you are entitled to.

Overtime is something we all are entitled to anytime we work more than our regular hours of work. Of course, overtime must be authorized by our supervisors as per our collective agreement but, once it is authorized, we should not be afraid to claim it. Otherwise,



O/T is not overtime but your *own time!*

*John Malcolm*  
Unit Chair, University of Toronto at Mississauga

local  
1998  
@a glance

### Health & Safety Report

*continued from last page*

work of our JHSC members.

However, the committee identified a number of issues to address. These include making the supervisors' responsibility for the health & safety of workers under their direction specific to non-unionized employees. This reflects concern about lead hands, who may direct workflow, but who have no power to stop work in unsafe or unhealthy conditions.

The Committee took strong exception to the statement that individuals who fail to work safely may be disciplined, including discharge. We recommended dropping that statement, as it is the University's responsibility to provide a safe environment, and, although the law places responsibility to work safely on all, the employer has the greater burden. The statement opens the door to blaming the worker, rather than placing responsibility on management, which makes the financial decisions to design safe work processes.

The Committee made other recommendations, including providing employees with a copy of the Policy and health & safety orientation at the commencement of employment. The Executive agreed with most of these comments, but felt that the Policy should include Management's right to discipline/discharge, as a preventive measure. The H&S Committee was told not to address this issue. The Worker Co-Chair of the Central H&S Committee/Local H&S Committee Co-Chair noted that the Executive position was in conflict with the Steelworker stand on Behavioural Safety.

Congratulations to Edith Fraser, SGS worker Co-Chair for her determination to eliminate the hazard posed by the aging slate roof on her building and others! Edith knew it wouldn't be easy to get the slate replaced. Nevertheless, she kept the issue in front of her JHSC, and brought it to Central H&S as well. We've just received notice of funding for replacement. Perseverance pays off, and issues that seemed destined for "Deferred Maintenance" can be dealt with!

Level 1 Certification training is scheduled for December 8 - 11, 2003. Level 2 courses offered through the Local should be scheduled for January. We are designing a new module on Workplace Inspections/Occupational Hygiene Testing.

**WESTRAY BILL IS LAW!**

Congratulations to our union and to all of us for the effort that was put into making this happen!

*Mary Ann DeFrancis,*  
Co-Chair Health & Safety Committee

general  
membership  
meeting

**December 11th @3:30pm**

the Steelhall, 25 Cecil Street

**ANNUAL HOLIDAY BASH @4:30pm**

local  
1998's  
annual  
holiday  
bash!!





# year.in review



Local 1998 members stand in front of a Steelworkers Float on Labour Day.



Local 1998 members march at the 2003 Labour Day Parade.



Unit Chairperson Casuals, Charles Kernerman (left, holding sign), Unit Chairperson Victoria University, John Ankenman (left, holding banner) and Trustee and Grievance Co-Chair, Lillian Lanca (right, holding banner) on Labour Day.



Executive members Marcella Bollers and Robert Chernecky at the Pride Parade, June 2003.



Local 1998 members with USWA International President, Leo Gerard, at the District 6 Conference in October.



Financial Secretary Marjorie Bhola-Swami (left) and President Allison Dubarry (right) speak at the District 6 Conference in Niagara Falls this past October.

# year.in review





"Steely the Clown" handing out information leaflets to protest the granting of 'ancillary corporation' status at the University of Toronto Schools (UTS) Open House.

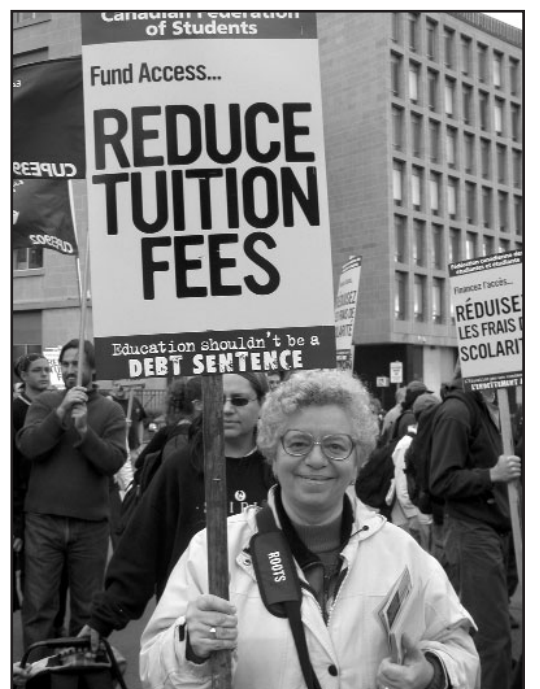


Local 1998 members with Toronto Area Council members at the anti-FTAA conference in Miami, Florida in November.



Members attend a lunch hour "De-mystifying Pensions" seminar conducted by Sheila Block.

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public  
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Ilka De Diego, President of CUPE Local 1230, (library workers at U of T), shows her support for the students' fight to reduce tuition fees at a rally in September.



'Asses of Evil': A protestor voices her opinion at the FTAA demonstration in Miami.



The Steelworkers (and Local 1998!) had a strong presence at the FTAA protest in Miami, Florida, this past November. Front row: Fourth person from right (holding banner) is Leo Gerard, USWA International President; Sixth from right (holding banner) is John Sweeney, AFL-CIO President.

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# An artist in our midst

Chance encounters can be very productive. One morning, while waiting for the U of T bookstore to open, I ran into Ann Murray Livingstone who works at the Koffler Student Housing Office. I remembered she told me she was in training for a pentathlon, so I asked her how the training was coming along. After catching up on that, and before heading into her office, Ann motioned to a painting that was on display on the wall behind her desk. Since it was still early and no one else had arrived, the office was still a bit dark. However, I could tell the painting was of excellent quality. The painting was entitled "Afternoon at Balmoral, The Dreamer." It is a painting of a young man, leaning against a railing, near an old mill in Nova Scotia. I commented that it was so clear and detailed that it looked like a photograph. Ann was pleased and told me that she had painted it. She also said that her office had bought three more of her paintings that are now on display.

Later in the week, I called Ann and made an appointment to go back and see the other three paintings. In her supervisor's office is a painting called "View from Tea Hill". It is of a beautiful landscape looking down from a hill in Prince Edward Island. The third painting, in another colleague's office, is called, "Sunset at North Port Beach", a place found in Nova Scotia. In this painting, a young woman in a long, white, flowing dress has leaned her bike against the

**Spotlight:** \*This article is part of a series that highlights the many talents, creativity and accomplishments of USWA Local 1998 members.

tall grass, and is enjoying the ocean view. The last painting in the director's office, is a piece called, "Twilight Time at Tatamagouch Wharf" (Tatamagouch is Micmac for 'meeting of the waters'). It is a painting of an elderly man, fishing on a dock, in the twilight. If you can, stop by and see them for yourself. Ann would be happy to show them to you.

Ann's creative talents do not stop with painting. She also works on a line of jewellery with a friend, and they are currently in the process of developing their own website. Ann gives imaginative names such as "Afternoon Delight", "Fire and Ice", "Sugar Plum", and "Creamsicle" to their jewellery designs. Each piece is an original, and naming each design provides more interest for their customers.

Ann recently bought a horse, and she plans to take part in a pentathlon in the spring of 2004. Her events will be horseback riding, fencing, shooting, swimming, and running. Ann is very proud of her horse whose barn name is Rory. Rory's show name is Faolin Roadh (Gaelic for 'red wolf'). Ann says that Rory is a star in his own right as he had his picture taken by a famous equine photographer recently.



As if Ann is not busy enough, she is also taking a class on illustrating children's books, one evening a week. Rory is the subject of the picture book. The written part is already done, and Ann will now start on the paintings. She hopes to get the book published one day.

Marcella Bollers  
Dept. of Nutritional Sciences

\* Thanks to Margaret Martin at the Faculty of Dentistry for suggesting the title for this column.

## OFL biennial convention: Report

The Ontario Federation of Labour's 7th Biennial Convention was held November 24-28 at the Sheraton Centre in Toronto. Bob Chernecky, Jim Kennedy and MaryAnn DeFrancis attended the convention as representatives of our local. There were a total of 106 Policy Resolutions, 8 Constitution Resolutions, 2 Executive Board Resolutions, and 7 Emergency Resolutions over the course of five days at this convention. The results of only those resolutions that were heard and debated either PRO or CON by the delegates is as follows: 26 of the Policy Resolutions were passed unanimously; 1 of the Constitution Resolutions passed; 5 were defeated; 1 of the Executive Board Resolutions passed; and finally 5 of the Emergency Resolutions were also passed.

Some of the resolutions passed were that the OFL:

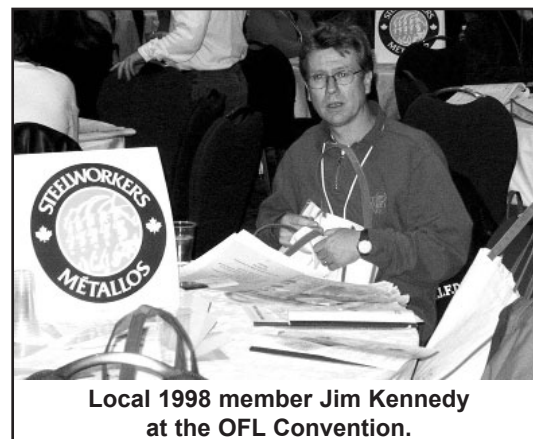
1. use its 2003 convention to demand party status for the Ontario New Demo-cratic Party;
2. call on all governments to implement laws to protect our pension and health care plans;
3. call on the Ontario government to restore the NDP labour law reforms that were repealed by the conservative government in 1995 and to reinstate Anti-Scab Legislation;
4. lobby the Federal Government to make the National Day of Mourning on April 28th a National Statutory Holiday;
5. support those Ontario Labour Sponsored Investment Funds that adhere to OFL principles.

Unheard Resolutions were sent back to the Executive Board.

The OFL also presented a Policy Document entitled "Organize! For Stronger Unions, for Stronger Human Rights, for Stronger Communities" to the delegates. This document was the outcome of two years' work by thousands of union members, activists and advocates from every corner of Ontario.

All of the above reading materials will be available at our local's office for the membership to peruse.

Robert Chernecky  
Trustee & Unit Chair, Faculty of Dentistry



Local 1998 member Jim Kennedy at the OFL Convention.

## COUSA conference voices concerns

Recent trends mean **staff do more with less**

University staff should be constantly vigilant in an effort to maintain pay equity and keep the issue central when reviewing job evaluation or instituting new job evaluation systems at universities across the province. Victoria Reaume and Crystal Stewart from the law firm, Cavalluzzo Hayes Shilton McIntyre & Cornish, delivered this message at an all day seminar titled "Strategies for Achieving and Maintaining Pay Equity". The seminar was part of the Confederation of Ontario University Staff Associations (COUSA) annual fall conference in downtown Toronto November 7-9.

Other issues of concern for the members attending the conference were lack of government funding to universities in support of the 'double-cohort', the impact this has had on non-academic staff, and the lack of hiring of administrative and technical staff to support the sig-

nificant increase in the student population on campuses across Ontario. According to Allison Dubarry, President of United Steelworkers Local 1998 at the University of Toronto, "staff are being called on to do more with less in an environment where education is under attack."

The conference was attended by groups from Brock, Guelph, Lakehead, Laurentian, McMaster, Queens, University of Toronto, Western, Wilfrid Laurier and University of Windsor. United Steelworkers Local 1998, with the support of USWA District 6, held a reception for the Executive and members of COUSA on Friday, and also hosted a round-table session at Alumni Hall in Victoria University.

Thanks to Elaine Brown, Executive Assistant of COUSA for information contained in this article. For additional information contact: [cousa@cousa.on.ca](mailto:cousa@cousa.on.ca) or 647. 436. 9616

# ‘White paper’: Union skeptical of university’s commitment, resources

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of work or workload often prevent them from doing so.

- *conduct constructive performance reviews that identify and praise areas of strength and suggest strategies for improving areas of development or potential growth.*

Again here, the reality is far different. Ever since the union came in, managers and supervisors have dropped almost entirely the practice of conducting a performance review under the mistaken notion that the union is against the recognition of merit.

**Resources required:** *Reallocation of existing resources, plus additional funding for specialized PD programs. (\$100,000 additional per annum).*

The additional \$100,000 per annum is woefully inadequate. Assuming all the additional funds are going to each and every administrative staff member (which they are not), it amounts to a grand total of \$20.00 per administrative staff member!

**Action:** *We will foster mutual respect between academic administrators and administrative staff for each other’s competence and for each other’s requirements and objectives.*

Again, we are disappointed that no resources are allocated for this purpose.

**Action:** *We will make it possible for qualified staff members to create a career trajectory to increasingly responsible positions.*

Qualified in what sense? Should this career path not be available to all staff members?

- *by facilitating staff members’ engagement in part time degrees.*

This should include post-graduate degrees. However, academic qualification is not the only issue here. Look around campus and you can find numerous administrative staff members with degrees who are hired for low ranking positions. Very often, these are visible minorities who are grateful just to have a job.

**Resources required:** *Existing resources should be sufficient.*

Once again, the decision not to allocate additional resources to this is unrealistic.

**Action:** *In order to support administrative infrastructure to university units during periods when staff members are unavoidably absent or in units that are small, we should:*

- *develop cross-training initiatives so that staff members can move readily into different responsibilities for short or long term (on going) appointments.*

While we are fully supportive of cross-training initiatives for staff, we have grave reservations about long-term, on-going appointments where this is not reflected in the level of responsibility or the level of compensation of the affected staff member.

**Resources required:** *Up to \$50,000 per annum to assist small units.*

\$50,000 per annum is inadequate. Also, what about larger units where staff members are also cross-trained?

**Action:** *We should establish the University as an employer of choice for employees who are representative of the diversity of our student body and who collectively demonstrate excellence in their respective areas of expertise by proactively working with our unions, associations and with the broad community to enhance the diversity of our workforce at all levels within the institution.*

We applaud the university’s objective to “enhance the diversity of our workforce at all levels within the institution.”

**Resources Required:** *No new resources*

Unfortunately, the fact that no new resources are going to be allocated to pursue this worthy objective seriously undermines the intention of the university and gives the impression that the university is merely paying lip service to diversity.

**Others:**

- **Casuals**

“Stepping Up” fails to address one very important component of staff support and renewal: the role of casuals at U of T. Casuals make up around 40% of the U of T workforce. They enjoy no benefits apart from statutory benefits. In many cases, they perform work that is identical to work done by full time employees but they are paid a fraction of the salaries of staff-appointed employees.

Every year, thousands of casuals go through revolving doors at U of T. Some casuals have been with the university for years, never to attain permanent status. Each year, U of T spends countless hours and expends much time and resources to train these casual staff. These casuals work for a fixed period of time and are let go, sometimes just shy of the 18-month period when they could migrate to full-time status. Others are hired for a one-time only fixed term. A random survey found that many of these casuals are women and visible minorities. The use and treatment of casuals at U of T is shameful and contrary to the university’s goal of “establishing the University as an employer of choice for employees who are representative of the diversity of our student body.”

- **Implications of current job evaluation exercise**

The White Paper fails to make any mention of the current ongoing job evaluation exercise for administrative staff or to make any firm com-



mitment to the outcome of the exercise. The failure to address the many implications of the job evaluation exercise - financial or otherwise - may put the White Paper on a collision course with the recommendations of the Joint Job Evaluation Committee, especially in areas such as job responsibilities and cross-training initiatives.

- **Joint USWA Local 1998 - U of T Career Development Training Committee**

The White Paper also fails to make any mention of the recommendations of the Joint USWA Local 1998 - U of T Career Development Training Committee. The unanimous recommendations of the Joint USWA Local 1998 - U of T Career Development Training Committee should be the basis of career planning for administrative staff and their principles extended to all staff at U of T.

**Conclusion**

The total resources allocated to staff development is grossly inadequate and inversely proportional to the magnitude of the mission of engaging staff in furthering the academic mission of research and teaching through their work. While we fully support many of the objectives laid out in the White Paper, we are skeptical of the commitment of the university in many respects. Administrative staff members are exhorted to perform their job responsibilities to the highest possible levels and to keep their job related skills and knowledge up to date. Action speaks louder than words and the woeful lack of resources indicate that this is part of a familiar refrain that we have heard many times before.

**Facta non verba!!!**



# Strong Steel presence at anti-FTAA protest

One small victory for democracy

As trade officials from thirty-four countries packed up their briefing documents at the Inter-Continental Hotel here and prepared to return home, it is clear that their deliberations failed to consummate the sweeping Free Trade of the Americas deal they had hoped for. And although the Bush administration, along with Allan Greenspan, might be assuring all who care to listen that free trade is good and protectionism is bad, an ever growing coalition of trade unions, student groups, academics, environmentalists, peace activists, and faith communities throughout the world continue to mount protests that dog the meetings whenever and wherever they are held.

As the U.S. economy continues to falter, the trade union movement in particular has accelerated efforts to mobilize their members and this was certainly apparent in Miami last week. Journalists estimated the protest march to be about 20,000 participants.

But this most recent meeting of the FTAA in Miami must surely have distinguished itself by mounting the most massive (and surely the most costly) police presence in recent memory, with absurdly over-dressed and over equipped Robocops in riot gear deployed throughout the downtown core and beyond. In squad cars, on horses, on boats and armed all terrain vehicles, they patrolled the streets and waterways surrounding Miami as if an invasion were imminent. Indeed, one tourist remarked "It looks like Baghdad down here."

Wide-eyed newscasters reported hourly sightings of "self-proclaimed anarchists" who had infiltrated the city limits, backed up by images of determined police officials displaying purportedly confiscated chains, baseball bats and pamphlets, while declaring that local citizens and the FTAA trade officials themselves were in "no immediate danger".

Meanwhile, the broader coalition of anti-FTAA activists held forth in a wide variety of conferences,

workshops, forums and discussion groups at venues across the city emphasizing the common theme that free trade is not fair trade and that international trade policies must create living wage jobs that protect workers' rights.

The Toronto Area Council of the USWA sent a delegation of 80 Steelworkers that joined an additional 1,500 members from all across the U.S. Included were 8 members representing Local 1998 at the University of Toronto: Allison Dubarry, Robin Breon, Christine Beckermann, John Ankenman, Lillian Lanca, Philip Murton, Steve Rheimer and Ian MacDonald.

On Wednesday night the Bayfront Park Amphitheatre was the scene of a packed concert that heard Billy Bragg, Lester Chambers, Steve Earle and Dead Prez along with local Miami groups. Leo Gerrard, the Canadian-born International President of USWA, addressed the crowd as did Richard Grumka, Secretary-Treasurer of the AFL-CIO.

In a barnburner speech to a sympathetic sea of Steelworkers dressed in blue tee-shirts and red baseball caps, Gerrard called for the formation of "rapid response units" throughout the labour movement that could respond quickly to situations and events "that threaten the lives, the working conditions and the health and safety of working people throughout the world." He went on to condemn the FTAA as "a race to the bottom for workers' wages, environmental protection, human rights, and national sovereignty."

At the conclusion of Gerrard's speech, Jim Hightower, the former Texas Commissioner for Agriculture who acted as MC for the program remarked: "Now that's one hell of a labour leader!"

Headquartered at the Marriott Hotel on Biscayne Boulevard, the USWA mounted a two-day conference which included a variety of topics covering themes such as: corporate responsibility, healthcare, public education, and the task of building allies within

North America and abroad.

Panelists ranged from a CEO venture capitalist named Wilbur Ross, who has recently worked with the USWA to revitalize formerly closed plants in Ohio and Pennsylvania, to international delegates representing unions and social justice organizations in Mexico, Bolivia, Venezuela, Columbia and Brazil.

One presentation on the Canadian healthcare system debunked the misinformation being circulated by the American Medical Association, and others in the U.S., in an effort to stem the rising tide in America advocating a national medical plan accessible to every citizen. U.S. Census Bureau figures count 43.6 million adults and children without health insurance, or one in every seven Americans. Last year, 2.4 million more Americans went without medical insurance coverage - the largest annual increase in a decade. The FTAA agreement opens the door to increased privatization of the healthcare system in Canada.

In the midst of all this heightened activism, the city of Miami enacted special city ordinances declaring all sorts of activities to be illegal. One draconian decree declared that graffiti, or the possession of material that might be used to produce graffiti, to be a serious offense.

On Wednesday afternoon, as delegates were heading down to the Guzman Theatre for a meeting that was being jointly sponsored by the AFL-CIO, people noticed that police were arresting a group of students. They had them lined up against a wall with their legs and arms outstretched. Their alleged crime? Apparently the students had purchased magic markers and were using them to construct some protest signs. The cops were immediately surrounded by a hundred Steelworkers chanting: "Let them go, let them go!" The cops backed off and the students were set free. One small victory for democracy on the streets of Miami.

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