



The STEEL GUARDIAN

June 2017

A quarterly newsletter to all members of USW Local 9597 throughout Eastern, Central and Southwestern Ontario. 2ND QUARTER

Letter from the President – Sherry Charette

As a reminder if you do not get a response to your email within a day or two then one of two things has happened, I have not received it or I am out of the office. If you want to know which it is, call my office and listen to my voice message as that will always reflect whether I am in the office or not. Since we are a Province Wide local and I do have commitments that I must attend to across the Province that take me out of the office in my absence you can contact the Ottawa office and someone there will be available to help you. Both office numbers are on the back page of this publication.

Our newsletter is published quarterly just prior to our unit meetings, and I hope you all liked the little something special that was included in this newsletter, it will not only be helpful to those who wear glasses, have a cell phone or tablet, but it will also keep us close at hand if you ever need to contact us.



ALERT – VACATION NOTICE

I will be on vacation from Monday July 17 until August 8, 2017 – as an over 20 year employee of Securitas I am entitled to 4 weeks and am taking 2 with a week of union leave in-between.

I will not be checking voice messages or emails during this time as I need to refresh the batteries/brain before I burn out and so I will be staying clear of all work. If you need assistance during this time please contact the Ottawa office.

There is some very important information contained in this newsletter so I hope you will take the time to read it as there is some proposed changes to the EMPLOYMENT STANDARDS ACT & LABOUR RELATIONS ACT – MOST IMPORTANTLY the Successor provisions along with a Minimum wage increase proposal.

Keep in mind these are only proposals, if you want to see them pass into law, you MUST act by contacting your MPP by phone, email or fax (and if you need help or do not know who your MPP is, call one of the local union offices and we will provide you with any and all information you need) but unless there is support for these changes you are leaving your fate and future in the hands of others.

Nobody knows what the final language will look like – but successorship is so important to our Industry since it will almost eliminate the race to the bottom to see who can provide security services to a client at the lowest possible cost. Once you have a Collective Agreement and are covered on a site by it, you keep it.

If the client decides to contract the services out to another security company that new security company must bid on what is in your current contract along with all your rights & benefits (wages, increase, medical benefits, sick days etc) contained in it. They will not be able to bid lower than what you have when they come in. This is so huge for our Industry since it will mean the bottom feeding, non-union trunk slamming security companies must compete on our level rather than underbidding contracts or bidding basement prices for security while you as the employee suffer or lose everything.

Our own Government is the worst offender for trying to get the lowest possible price for Security Services, just look at any hospital or Government agency; This is a once in a lifetime opportunity so I urge you to contact your MPP today so these changes will be passed and we can finally keep what we bargain.

INTERNATIONAL & DISTRICT DIRECTOR ELECTION NOTICE

In accordance with Article V of the International Constitution, the next election for International Officers and District Directors shall be held on November 21, 2017. In accordance with the Constitution we are hereby putting the membership on notice that the nominations for these International Executive Board & District Director positions will be done by mail in ballot. The USW Constitution states we must have a meeting within 50-80km of each worksite, however due to our geographical area (Province wide from Windsor to Ottawa, except GTA & up North) this would not only put considerable strain on our finances but trying to coordinate such an endeavor would be so time consuming and almost impossible to have someone stationed at each location. Given this fact we have requested permission and received it to conduct this nomination process by mail in ballot.

We have also requested and been granted permission to do this election by electronic voting; many of you will remember this process from the last ratification of our Collective Agreements, and we will be using the same company so you have the ability to use a phone or computer to cast your vote.

Following the nomination process, you will receive a package with voting instructions if there are any challengers to any Executive or District position. Everything will be explained further in future mailings and there will be a step by step process to follow for voting, but we will also have a help line if anyone has any questions or concerns.

If there are no challengers to any position and all Board or District Directors are acclaimed to their positions, there will be no need to vote but you will be informed if this is the case. Information will be mailed out to you in the coming months about this process so watch for it in your mailboxes.

The International Election occurs every 4 years whereas the local elections occur every three years, with the next Local Election for our executive occurring in April 2018.

Joint Health & Safety Committee Minutes You can request copies of the Health & Safety minutes from the meetings of your Joint Health & Safety Committee, which is comprised of your Employer and Worker Representatives? All you need to do is call your nearest Branch office and request a copy, they will either mail it or email it to you. If you want a copy and are not provided with one, please let us know.

We are still always looking for people to sit on the Joint Health & Safety Committees, if you are interested give us a call to see if there is a vacancy on the committee in your area or with your Employer.

DID YOU KNOW...You are unionized day one of being hired and

once you are an employee of a Company and need your CPR or First Aid certificate renewed, that your Employer must provide this training to you free of cost as well as pay you for the time spent in this training course. This of course is only if it is needed for the site you are working on? If you have not been paid for the hours spent in training (after you were hired) or have any questions or concerns about this please contact us.

Collective Agreements Expiring Soon ...

As many of you know we are already gearing up for negotiations and with the impending increase to minimum wage it may be a difficult round since all our Employer have contracts for service with their clients and a jump to \$15.00/hour will mean an increase to all security contracts.

I don't want to look at this in a negative way since we have been fighting for a living for what seems like years, and it seems it will finally happen. The Fall or 3rd Quarter newsletter will contain a bargaining survey which we hope all members will take the time to fill out and return to us so we know what your thoughts are or what you want to see in the next Collective Agreement.

We will also be looking for people to sit on the negotiating committees, and we usually choose 1 or 2 people from each Company to join us at the bargaining table. We hope that those who are interested will make sure they identify this fact on their bargaining surveys as we use the surveys to identify who is interested.

Summer is Coming!! Vacation Requests

With summer only a few months away we wanted to take the time now to advise everyone that vacation requests in most if not all of the Collective Agreements are done on a first come first serve basis. If you are not aware of what this means as far as the Vacation language it means that regardless of your seniority if you put your vacation request in first for a week which nobody else has requested, you should be approved to have that time off. Only when you put your vacation request in at the SAME TIME for the SAME DATES as someone else on your site does the approve get done based on seniority. Additionally, if the Employer operationally can approve to have more than one person off on vacation at your work site then both of you should be approved.

If you have been denied because another employee on site was already approved off for that same time but you think operationally there is enough back up trained to cover both vacation requests, it won't hurt for you to contact your Supervisor/Branch Manager to talk with them further about getting the time covered also. If you are still turned down you may want to give us a call to see if we can help you out, at the very least we can look into it and verify whether in fact there is an operational deficit if the company approved both vacation request.

If you are taking a week or more off you MUST submit your request minimum a month before. There is also NO limit on how many weeks you can take, if you want to take them all at once you can do so. You also have the ability now to request one or two days off with just two weeks' notice, but refer to the Collective Agreements since even one day short will mean your request could be denied.

Please MAKE SURE you submit your vacation request in plenty of time to be approved - the more time you give your Employer the better your chances of it being approved and your Employer must notify you if it's denied within 5 or 10 days of submitting your request otherwise it is automatically approved, but please refer to your CBA.

G4S EMPLOYEES – We are aware you have been put on notice that you must take your vacation, however if you do not have any vacation pay accumulated to cover you while you are off work the Employer CANNOT force you to take any time off that will put you into a situation where you have no income!

If you have ANY concerns or questions about being forced to take vacation call us immediately!!

ALL MEMBERS – When you are booking vacation and want your vacation pay (all of it or a partial amount) paid out to you You MUST request this at the time you are requesting your vacation time. If you do not request your vacation pay it WILL NOT be paid out to you! If you also do not state whether you only want half of it etc., it most likely will be paid out in full.

Please also request when you want it paid out if you would rather have it paid out to you on the payday before you leave for vacation of after.

BE ADVISED - If you do not have something in writing as proof of your vacation request, or just allow your Superiors to fax your request to the office without getting any proof it was sent then it wasn't! If your Supervisor has forgotten or denies that you asked him/her to send it, it's unfortunate but we will not be able to help you. It has happened so be sure to put your request in writing and keep a copy of everything!

DENIAL OF VACATION TIME - We are aware some companies are denying vacations (especially in the Ottawa area) due to the 150th Birthday celebrations. If your company has the ability to cover your vacation they CANNOT use operational requirements to deny your vacation or force you to work extra hours during any of these scheduled events. Be advised that if you have already been approved for a vacation leave it CANNOT be cancelled without your permission.

These Employers may try to deny you vacation because they have allowed your co-workers to work overtime on other sites because they are short staffed, however this is not what we would consider an operational requirement. If they do not have proper staffing and have accepted a contract for service that they cannot fulfill, that is a problem they must resolve but not by denying you vacation.

As a Union, we would never tell a member they cannot work overtime to pick up some extra hours/money but we would have a problem if your Employer is denying someone vacation while they allow you or other employees on a site to work somewhere else and not cover that vacation time. Covering vacation for full time employees is a win win for everyone, since it gives those who want time off the ability to do so while part time workers get extra hours.

BE ADVISED - Your Employer cannot force you to use vacation time for doctors or specialist appointments.

ARTICLE 25.02 vs 25.08 WAGE/CHART

What Article do I fall under for the upcoming raises in 2018?

Since this has once again come up, it always does when it nears time for the Collective Agreement raises, and since many employees believe they are not making the proper pay rates and should be in the chart we are once again printing this information out so you will all know exactly what Article you fall under.

Grievances were filed and settled through mediation with Arbitrator Richard Brown and this interpretation was adopted by the other Employers. The chart under Article 25.02 of the Collective Agreement is ONLY for new hires or employees who are removed from a site so they do not drop down to a minimum wage rate.

If you are not a new hire and therefore under the chart, you will get your raise in accordance with Article 25.08, if you fall under the chart, you will get your increase in October when the ESA goes up. If the ESA goes above what any employee is making regardless of what Article you fell under, you WILL get the increase per the ESA in October or any difference you may be entitled to.

Be Advise we are only printing the pertinent content of this settlement (pages 1 & 2) as pages, 3, 4 & 5 had to do with the specific Grievors and not relevant to this notification, in addition the settlement was hand written.

**Minutes of Settlement
United Steelworkers Local 9597, 5296 and 2020 (“Union”)
-and-
Securitas Canada Ltd (“Company”)**

WHEREAS the Union filed Grievances (“The Grievors”);
AND WHEREAS the parties are desirous of resolving the grievances and all matters related thereto,

The parties therefore agree as follows:

1. The Union agrees that Article 25.02 of the Collective Agreement applies to:
 - a. All new hires hired after March 11, 2015, and
 - b. Employees assigned to the floater pool after being removed from site after July 7, 2016.



www.usw.ca
www.metallos.ca

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Scott Raloff
For the Employer
Date: July 7, 2016

Luci Wild
For the Union
Date July 7, 2016

POSTING LIST – All Security Companies

The local offices get copied on all vacancies that are posted in your area? Further the Windsor Union office keeps a group email list for all areas and all Employers across the Province for members who are looking for full or part time positions to get off the floater or casual list.

If you want your email address added to any of these posting lists just email me, Sherry Charette (Windsor.local9597@sympatico.ca) and in the subject line put "POSTING LIST" and then tell me what Company you work for and what City you want posting notices for and I will add your name to the list.

Please be aware that this is done as a courtesy since the onus is on you as an employee to call into your Branch office on a weekly basis and ask if there are any postings/vacancies per Article 12 since they are only up for five (5) working days. You will be blind copied on the email so that your email address is secure, but they are NOT screened so you cannot ask just to be emailed when a specific site comes up or just for full time positions, you will get any and all postings for the City you are asking to be put on the list for and it is up to you to screen the postings.

If you want to apply for a position you must contact the Branch office or email them, (not me or the union) to notify you want to post for the vacancy. We can post on your behalf and sometimes do, but only when I am actually in the office, otherwise you need to send notice in writing or by fax.

To be clear and why this is done as a courtesy, if nobody is in the Windsor office for a week due to meetings or vacation and I am not sending the notice of postings and you happen to find out a week or so later a position you would have posted for but missed because the email notice wasn't sent to you, you cannot come back to me complaining that I didn't send you the email notice and so you missed out on posting for a position.

That is unfortunately a chance you take but as I said, the onus is on you to contact the office on a weekly basis and if you call my office my voice message will always reflect whether I am in the office or not so you will know that I may not be checking emails and that week you will have to call into the respective Branch office to inquire about postings. That all being said, if you are interested in getting off the "floater" or "casual" list, email me.

BENEFIT INFORMATION

Please mail all manual reimbursement claims for Prescription Drugs, Extended Health Care, Vision and Fee-for-Service Dental to Claim Secure and for any questions on these issues call Toll Free **1-888-513-4464**

ClaimSecure
P.O. Box 6500 Sudbury, ON P3A 5N5

All Group Life, AD&D, Short Term Disability and Critical Illness claims should continue to be sent to the **Plan Administrator** and for questions about these listed issues call Toll Free **1-888-290-9777**

Benefit Plan Administrators Limited – Steelworkers' Benefit Plan
P.O. Box 3071, Station "A" Mississauga, ON L5A 3A4

Be advised we negotiated Spousal benefits last round of bargaining so that if something were to happen to you your spouse and any dependents will be covered for benefits by the plan for up to 2 years after you pass away. Please let your family know about this benefit.

You can now access your benefit information online – Have you Registered Yet?

To register for your eProfile™ account simply logon to **www.claimsecure.com**, then either click on the eProfile™ Services tab or the top menu bar, select LOGIN and then click on Register Now tab OR scroll down the home page to eProfile™ Login and click on the Register Now tab and follow the instructions. You will need your Group number (**3169**) and your 10-digit certificate number (as shown on your ClaimSecure drug card – the white card) to get started.

Proposed Changes to Ontario's Employment and Labour Laws

May 30, 2017

The Ontario government has announced its intention to introduce proposed legislation, The Fair Workplaces, Better Jobs Act, 2017. The legislative proposals include broad ranging amendments to Ontario's Employment Standards Act and Labour Relations Act.

While the province's economy is strong and growing, the nature of work has changed, leaving many workers struggling to support their families on part-time, contract or minimum-wage work. Workers in Ontario have the right to strong protections at work. Fairness and decency must continue to be the defining values of our workplaces. These legislative changes seek to create more opportunity and security for workers across Ontario.

Minimum Wage Increases

Ontario is increasing its minimum wage rates - generally, the lowest rate that can be paid by employers to employees.

If passed, the government is proposing to increase the general minimum wage to:

- 14 per hour on January 1, 2018
- \$15 per hour on January 1, 2019

The special minimum wage rates for liquor servers, students under 18, hunting and fishing guides, and homeworkers will be maintained, and will increase by the same percentage as the general minimum wage.

Minimum Wage Categories	Current to Sept. 30, 2017	Oct. 1, 2017 to Dec. 31, 2017	Jan. 1, 2018 to Dec 31, 2018	Jan 1 2019 to Sept. 30, 2019
General Minimum Wage	\$11.40 per hour	\$11.60	\$14.00	\$15.00
Students under 18 who work not more than 28 hours per week when school is in session, or work during a school break or summer holidays	\$10.70 per hour	\$10.90	\$13.15	\$14.10
Liquor Servers	\$9.90 per hour	\$10.10	\$12.20	\$13.05
Hunting and Fishing Guides	\$56.95: Rate for working less than five consecutive hours in a day	\$58.00	\$70.00	\$75.00
	\$113.95: Rate for working five or more hours in a day whether or not the hours are consecutive	\$116.00	\$140.00	\$150.00
Homeworkers (employees doing paid work in their own home for an employer)	\$12.55 per hour	\$12.80	\$15.40	\$16.50

Proposed Changes to Employment Standards

Equal Pay for Equal Work Provisions: Casual, Part-time, Temporary & Seasonal Employees

The proposed legislation would ensure that casual, part-time, temporary and seasonal employees are paid equally to full-time employees when performing the same job for the same employer.

The proposed amendments would enable employees to request a review of their wages if they believe that they are not receiving equal wages to full-time employees. The employer would have to respond to the request with either an adjustment in pay or a written explanation.

There would be exceptions to the requirement for equal wages where a wage difference is based on:

- Seniority system
- Merit system
- Systems that determine pay by quantity or quality of production
- Other factors (sex and employment status do not qualify as exceptions to this requirement)

The proposed legislation would also protect casual, part-time, temporary and seasonal employees against repercussions for inquiring about their wage rate or asking another employee about their wage rate.

If the proposed legislation passes, this proposal would come into force on April 1, 2018.

Equal Pay for Equal Work Provisions: Temporary Help Agency Employees

The proposed legislation would ensure Temporary Help Agency (THA) employees (assignment workers) are paid equally to permanent employees of the THA client when performing the same job.

The proposed changes would protect assignment employees from repercussions for inquiring about their wage rate or the wage rate of an employee of the client.

If the proposed legislation passes, this proposal would come into force on April 1, 2018.

Termination of Assignment

The legislation would require a THA to provide an assignment employee with at least one week's notice when an assignment scheduled to last longer than three months will be terminated early.

If less than one week's notice is given, the assignment employee must be paid for the difference, unless the assignment employee is offered at least one week's worth of reasonable work during the notice period. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Scheduling

The proposed legislation would set out new scheduling rules:

- Employees would have the right to request schedule or location changes after having been employed for three months, without fear of reprisal.
- Employees who regularly work more than three hours per day, but upon reporting to work are given less than three hours, must be paid three hours at their regular rate of pay.
- Employees can refuse to accept shifts without repercussion if their employer asks them to work with less than four days' notice.
- If a shift is cancelled within 48 hours of its start, employees must be paid three hours at their regular rate of pay.
- When employees are "on-call" and not called in to work, they must be paid three hours at their regular rate of pay. This would be required for each 24 hour period that employees are on-call.
- If a collective agreement is made between an employer and a union, the agreement would prevail in place of some of these new rules. If the proposed legislation passes, this proposal would come into force on January 1, 2019.

Overtime Pay

Under the proposed legislation, employees who hold more than one position with an employer and who are working overtime must be paid at the rate for the position they are working during the overtime period. If the proposed legislation passes, this proposal would come into force on January 1, 2018

Employee Misclassification

The proposed legislation would prohibit employers from misclassifying employees as "independent contractors." This is intended to address cases where employers improperly treat their employees as if they are self-employed and not entitled to the protections of the ESA.

Employers that misclassify their employees could be subject to penalties including prosecution, public disclosure of a conviction and monetary penalties. In the event of a dispute, the employer would be responsible for proving that the individual is not an employee.

There will be no change to the definition of "employee" to include a "dependent contractor." The current ESA definition is already quite broad, and changes to the definition are likely to have unintended consequences. The real issue is the misclassification of the employees.

As well, the Law Commission of Ontario, which recently studied this issue, specifically advised against a "dependent contractor" provision as its scope would be very difficult to define without inadvertently capturing true "independent contractors". This would create significant legal and potentially economic uncertainties. If the proposed legislation passes, this proposal would come into force on Royal Assent.

Joint Liability

The proposed legislation would remove the provision that requires proof of "intent or effect" to defeat the purpose of the Employment Standards Act, 2000 when determining whether related businesses can be treated as one employer and held jointly and severally liable for monies owing under the Act.

The current language has limited the effectiveness of the joint liability provisions. This change would restore the original intention. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Paid Vacation

The proposed legislation would ensure that employees are entitled to three weeks of paid vacation after five years of service with the same employer. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Public Holiday Pay

The proposed changes would simplify the formula for calculating public holiday pay so that employees are entitled to their average regular daily wage.

Other elements of the public holiday provisions would also be simplified. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Paid Emergency Leave

Personal emergency leave (PEL) currently applies only in workplaces with 50 or more employees. Under the proposed amendments, this threshold would be eliminated.

The proposed legislation would also ensure all employees are entitled to 10 PEL days per year, including two paid PEL days. The reasons for taking PEL would also be expanded so that employees experiencing domestic or sexual violence or the threat of sexual or domestic violence could take the leave.

If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Leave for the Death of a Child and for Crime-Related Disappearance

The proposed legislation would create a new, separate leave for child death from any cause for a period of up to 104 weeks.

The proposed amendments would also establish a separate leave for crime-related child disappearance for a period of up to 104 weeks. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Family Medical Leave

The proposed legislation would increase Family Medical Leave from up to 8 weeks in a 26-week period to up to 27 weeks in a 52-week period. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Physician Notes for Absences

The proposed changes would prohibit employers from requesting a sick note from an employee taking Personal Emergency Leave. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Paying Employees

The proposals would create the authority to prescribe additional methods of payment.

- The proposals would also allow for an Employment Standards Officer to order money to be paid directly to an employee when an employer or Temporary Help Agency client owes money to that employee.

If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Employee Contact

The proposed legislation would no longer require employees to contact their employer before filing claim under the Employment Standards Act (ESA).

Under the proposed changes, the Director of Employment Standards could no longer refuse to assign an Employment Standards Officer to investigate an ESA claim due to insufficient information from the claimant. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Penalties for Non-Compliance of the ESA

The proposed legislation would increase flexibility around the administrative monetary penalties that Employment Standards Officers can give out to employers that do not comply with the ESA.

The government also intends to amend a regulation under the ESA to increase the maximum administrative monetary penalties for non-compliant employers from \$250, \$500, and \$1000 to \$350, \$700, and \$1500, respectively.

The proposed changes would allow the Director of Employment Standards to publish (including online) the names of individuals who have been issued a penalty, a description of the contravention, the date of the contravention and the amount of the penalty. If the proposed legislation passes, the legislative proposal would come into force on January 1, 2018.

Interest on Unpaid Wages

The proposed legislation would enable Employment Standards Officers to award interest on employees' unpaid wages and on fees that were unlawfully charged to employees.

The Director of Employment Standards would be allowed, with the Minister's approval, to determine rates of interest for amounts owing under different provisions of the ESA. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Collections

The proposed changes would improve wage collections by the government or an authorized collector, including:

Allowing a collector authorized by the Director of Employment Standards to issue warrants, place liens on real and personal property and to hold a security while a payment plan is underway

Enabling government and the authorized collector to collect and share personal information. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Electronic Agreements

The proposed changes would make clear that electronic agreements between employers and employees, such as an agreement to work excess hours, can serve as an agreement in writing. If the proposed legislation passes, this proposal would come into force on January 1, 2018.

Exclusions

The proposed legislation would:

- Ensure that almost all existing ESA requirements and entitlements would apply to Crown employees. If the proposed legislation passes, this proposal would come into force on January 1, 2018.
- Ensure that all ESA requirements and entitlements would apply to people receiving training for work through their employer.
- However, individuals working as part of an experiential learning program run by a university, community college, private career college or high school would be excluded from the requirements and entitlements under the ESA. If the proposed legislation passes, this proposal would come into force on January 1, 2018.
- Ensure that students who are employed and regularly work more than three hours are paid for at least three hours even if they work less than three hours. If the proposed legislation passes, this proposal would come into force on January 1, 2019.
- Ensure that all ESA requirements and entitlements would apply to employees working in a simulated job or working environment for their rehabilitation (commonly known as a "sheltered workshop"). If the proposed legislation passes, this proposal would come into force on January 1, 2019.

Beginning in fall 2017, the Ministry of Labour will conduct a review of ESA exemptions and special industry rules, including consultation with affected stakeholders. This review would include exemptions in place for managers and supervisors.

Proposed Changes to the Labour Relations Act

Union Certification

The proposed legislation would:

- Establish card-based union certification for the temporary help agency industry, the building services sector and home care and community services industry.
- Make the following changes to the union certification process:
- Eliminating certain conditions for remedial union certification, allowing unions to more easily get certified when an employer engages in misconduct that contravenes the LRA
- Making access to first contract arbitration easier, and also adding an intensive mediation component to the process.
- Requiring the Ontario Labour Relations Board (OLRB) to address first contract mediation-arbitration applications before dealing with displacement and decertification applications
- Allow unions to access employee lists and certain contact information, provided the union can demonstrate that it has already achieved the support of 20 per cent of employees involved
- Expressly empower the OLRB to conduct votes outside the workplace, including electronically and by telephone
- Empower the OLRB to authorize Labour Relations Officers to give directions relating to the voting process and voting arrangements in order to help assure the neutrality of the voting process

Successor Rights

The proposals would extend successor rights to the retendering of building services contracts.

The proposed legislation would also enable the government to apply this expanded notion of successor rights, by regulation, to the retendering of other publicly funded contracted services.

Structure of Bargaining Units

The proposed legislation would allow the OLRB to change the structure of bargaining units within a single employer, where the existing bargaining units are no longer appropriate for collective bargaining.

The proposed changes would also allow the OLRB to consolidate newly certified bargaining units with other existing bargaining units under a single employer, where those units are represented by the same bargaining agent.

Return-to-Work Rights and Procedures

Currently, the LRA gives employees the right, under certain conditions, to return to work within six months of the commencement of a lawful strike. The proposed changes would remove the six-month limitation.

The proposed legislation would require an employer to reinstate an employee at the conclusion of a legal strike or lock-out (subject to certain conditions), and to provide access to grievance arbitration for the enforcement of that obligation.

Just Cause Protection

The proposed legislation would protect employees from being disciplined or discharged without just cause by their employer in the period between certification and conclusion of a first contract, and during the period between the date the employees are in a legal strike or lock-out position and the new collective agreement.

Fines

The proposals would increase maximum fines under the Labour Relations Act to \$5,000 for individuals and \$100,000 for organizations (from the current \$2,000 for individuals and \$25,000 for organizations).

Coming Into Force If the proposed legislation is passed, all labour relations proposals would be in effect six months after the Act comes into force.

Exemptions

The Ministry of Labour will work with affected ministries to consult with stakeholders to review the Special Advisors' recommendation to remove the exclusions under the LRA taking into account ongoing litigation.

Enhancing Employment Standards Enforcement

The province plans to hire up to 175 more employment standards officers and launch a program to educate both employees and small and medium-sized businesses about their rights and obligations under the Employment Standards Act. Education will help employers understand their obligations.

Once the new employment standards officers are hired by 2020-2021, the Employment Standards program will resolve all claims filed within 90 days and inspect 1 in 10 Ontario workplaces. Additionally, the program will provide compliance assistance to new employers specifically focusing on medium and small business. This will help good employers understand their obligations.

Enforcement will focus on employers who compete unfairly by breaking the law, and will level the playing field for the majority of employers that follow the rules.

Increased enforcement will aim to motivate compliance and deter non-compliance. This requires resources in enforcement and in education to impact employer behaviour and deter potential violators.

These new resources will help to ensure that the proposed changes under the ESA are fully and effectively implemented.



MOVING... CHANGE OF ADDRESS We only get updated lists containing your address 3 times a year. If you have moved just after we get a list you may not get any union information or newsletters from us for over (6) months.

When you move please call the local union office or email us so that we can update our records so you will continue to get newsletters & union information.

We can also update the benefit plan on your behalf; otherwise you will have to call them yourself!

General Meeting Information

June 2017

Members are encouraged to bring new items to these meetings. It is requested that New Business in the form of Motions be brought to the attention of Lisa Hilt our Recording Secretary by phone, fax or email prior to June 22, 2017.

If you want a meeting in any area that has been cancelled please call us – they were only cancelled due to lack of attendance.

BARRIE **1030am & 6pm**
Friday June 30
Best Western Royal Oak Inn 35 Hart Dr.

CAMBRIDGE
Cancelled due to nobody attending

CHATHAM **5pm**
Tuesday June 27
Travel Lodge 555 Bloomfield Rd.
Behind the Comfort Inn – Cambridge Room

BELLEVILLE
Cancelled due to nobody attending

HAMILTON **5pm**
Sheraton Hotel 116 King St. W – Duke Rm

***** President is attending by request*****

KINGSTON **10am & 6pm**
Wednesday June 28
Courtyard Marriott 401/Division - 103 Dalton Ave

LONDON **10am**
Friday June 30
Hampton Inn 840 Exeter Rd
***** Local President is attending *****

OTTAWA **9am & 7pm**
Wednesday June 28
USW Office - 2285 St. Laurent Blvd Unit D-12

PETERBOROUGH **6pm**
Thursday June 29
Best Western Otonabee Inn - 84 Lansdown St. E.

ST. CATHARINES **9am & 5pm**
Wednesday June 28
CAW hall Local 199 124 Bunting Rd

WINDSOR **10am & 5:00 pm**
Wednesday June 28
CAW Union Hall 3400 Somme Ave

LIFELINE FOUNDATION

If there is something in your life which is causing you difficulty, at home or work call this CONFIDENTIAL number and seek assistance. This program can be used by yourself, your spouse or your children **Call 1-877-801-7762**

For Benefit Questions call

BENEFIT PLAN ADMINISTRATORS

1-888-290-9777 & ask for Customer Service they will transfer you to the right department to help you.

Contacts

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**PLEASE EMAIL US DIRECTLY WITH
QUESTIONS OR CONCERNS**

website www.usw9597.ca check out the new site