



The December 2017 STEEL GUARDIAN

A quarterly newsletter to all members of USW Local 9597 throughout Eastern,
Central and Southwestern Ontario 4th QUARTER

Letter from the President – Sherry Charette

We have been busy most of the summer gearing up for both the Elections (International & Local) along with bargaining. Most of our contracts are all due in 2018 as you know, so you will see the bargaining survey inserted into this newsletter. It is due at the end of December (not November) and we hope that you all take the time to fill it out and return it to us.

Some people are confused when it comes to the contract expiring, so I want to take this time to tell you that just because the contract expires at the end of June does NOT mean the contract is no longer in place or that the Employers do not have to abide by or follow it, they do! The contract is extended by mutual agreement and remains in place until # 1 – we ratify a new one, or # 2 you get notice that we are on strike and this only after a strike vote takes place. If anyone tries to tell you that the Collective Agreement doesn't have to be followed the end of June, they are mistaken. If you have any concerns about this, please do not hesitate to contact me.

We are currently working in conjunction with Union Strategies to provide you with a whole new online look that you will be able to access by computer or phone to get union information online and at your fingertips any time you want. The new web page will have a private members portal which you can access to get up to date information along with a page that anyone who visits the site will see which will provide general information about the Union. This new site will have everything you need located all in one place. Watch the next newsletter for more exciting information about this project.



ALERT – HOLIDAY HOURS

Both Union offices will be closed between Monday December 25 until Friday December 29, 2017.

We will not be checking voice messages or emails for the majority of this week and closer to the end only sporadically. If there are any emergencies or if you removed from site/suspended don't panic, they will get in touch with us to ensure you have union representation; the Employers know how to get in touch with us.

Further, Brother Sean O'Connell will be on vacation the week before – from Monday December 18 – 22, 2017 and Sister Sherry Charette will be on vacation Monday January 1 – Friday January 5, 2018. They will not be checking voice messages or emails during these noted weeks.

INTERNATIONAL & DISTRICT DIRECTOR ELECTION

As we had advised previously if there were no challenges to the current Executive Team and District Directors there would be no need to send out ballots for voting. I am happy to announce that the Leo Gerard Team has been acclaimed to their positions for the next four years along with District 6 Director Marty Warren and the Canadian National Director Ken Neumann.

Now that the International elections are complete, it's time for our Local Executive Elections which are occurring in April 2018. The International Election occurs every 4 years whereas the local elections occur every three years.

2018 EXECUTIVE ELECTIONS

In April 2018 we will be conducting elections for the Local Union Executive positions which consist of President, 1st Vice President, 2nd Vice President, Financial Secretary, Treasurer, Recording Secretary, 3 Trustees, Inside Guard, Outside Guard and Guide - as well as Unit Chairs for all companies and areas.

The unit meetings we are conducting in December and the next newsletter will contain more information about this process. At the next round of unit meetings (the first meeting in 2018) the nominations will be conducted for the above-noted positions.

Interesting in being an Election Teller?

We will be looking for and appointing 2 tellers who along with Bonnie Medinets the Teller Captain, will be responsible for running this election and counting ballots. You must be available to be away from home for 2-3 days (the expenses for travel and hotel accommodations are paid for by the local) once and possibly twice.

If you would like more information or are interested in becoming a teller for our 2018 elections, please contact one of the local union offices or submit your interest by fax or email to the following people on or before Monday **December 18, 2017** or at any of the unit meetings. If we get more than two submissions be advised that the local gives priority to those who have volunteered or who have previously submitted their names to participate, however backups are also chosen in case someone cannot make it.

Sherry Charette

Fax 519-945-3668
Email windsor.local9597@sympatico.ca

Sean O'Connell

Fax 613-260-7212
Email soconnell@usw9597.ca

Elections 2018 – Eligibility to Run for a Position

Article III Section 3 of the International Constitution and the Local Union Bylaws Article III states: No person shall be eligible for nomination or election or appointment to, or to hold any office, or position, or to serve on any Committee in the Local Union or to serve as a delegate there from who is a member, consistent supporter, or who actively participates in any hate group, or any fascist, totalitarian or other subversive organization which opposes the Democratic principles to which the United States and Canada and our Union are dedicated.

Local Union Bylaws, Article IV, Section 5 states: No member shall be eligible for election as a Local union officer unless: a) The member shall have been in continuous good standing for a period of 24 months in which the election is held; and b) the member is employed in an enterprise public or private, or other place within the jurisdiction of the local Union; and c) In order to be eligible for election, a member shall have attended at least one-third (1/3) of the regular meetings held by the members Local Union during the twenty-four (24) month period immediately preceding the month in which the election is to be held.

Rules of the Election

Part II, Section 3(a) states: Local Union Officers shall be elected for a three (3) year term at the last meeting in April 2015 and which will enable all members who so desire to vote. Election shall be by plurality vote of the members in good standing participating in a secret ballot vote.

Part II, Section 3(b) regarding Unit Positions is the same language. Because of the Geography covered by the Local we will be requesting that the International Union authorize a mail in ballot for our Elections.

Further: in any case in which only one eligible member has been nominated for a Local Union Office or Unit position and that member has indicated acceptance of the nomination within the time limits and in the manner prescribed by the By Laws or rules of the Local Union, no election need be held for that office or Unit Position, and the member who has been so nominated shall be deemed elected.

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 \$14.00/\$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 wage for what seems like years, and it may finally happen, but it will not be all roses and rainbows. We have heard clients want to downsize security by cutting hours or the security department altogether, but we will not know the full extent of the situation until after January 1, 2018 unfortunately.

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 identify their interest on their bargaining surveys as we use the surveys to identify who is interested, as well as to plan our direction for the next 3 years.

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

We have been told that some of you may not be aware that you are unionized day one of being hired. You do not have to wait until after your probation period to become a union member since you must be a unionized employee to do bargaining unit work. During your orientation your Employer should be giving you a Collective Agreement (the little book that tells you what you are entitled to and what your rights are) along with a benefit enrolment card and benefit book. If you did not get this during your orientation, please notify us immediately and we will get a package out to you.

Once you are an employee of a Company and need your CRP or First Aid certificate renewed, or any other training that is required on your site, your Employer must provide this training to you free of cost as well as pay you for the time spent in the 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 training or payment for it, please contact us.

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 identify what Company you work for and what City you want posting notices for and your name will be added 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 this is done as a courtesy, because 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 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 to ask for postings. 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 Branch office to inquire about postings.



This will be our last newsletter for 2017 so the Executive of 9597 want to wish all of you & your families a Safe and Merry Christmas, Happy Kwanzaa, Happy Hanukkah, Joyeux Noel, Winter Solstice Celebration, Seasons Greetings or whatever your celebration is or isn't to ring in the holidays and Happy 2018 New Year. Wishing you all the best now & in the New Year.

The STEEL GUARDIAN

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 December 4, 2017.

If you want a meeting set up in your area or to reinstate one that was previously cancelled – please call us but be advised you will need a minimum of 3 people to attend.

BARRIE **1030am & 6pm**
Friday December 15
Best Western Royal Oak Inn 35 Hart Dr.

OSHAWA/CAMBRIDGE/KITCHENER
Meetings were cancelled due to lack of attendance but with our new Group at Lakeridge if you want a meeting set up let us know – we will get one set up in your area.

CHATHAM **5pm**
Wednesday December 13
Travel Lodge 555 Bloomfield Rd.
Behind the Comfort Inn – Cambridge Room

BELLEVILLE
Cancelled due to nobody attending

KINGSTON **10am & 6pm**
Wednesday December 13
Courtyard Marriott 401/Division - 103 Dalton Ave

LONDON **1030am**
Thursday December 14
TownePlace Suites London 800 Exeter Rd

OTTAWA **9am & 7pm**
Wednesday December 13
USW Office - 2285 St. Laurent Blvd Unit D-12

PETERBOROUGH **6pm**
Thursday December 14
Best Western Otonabee Inn - 84 Lansdown St. E.

ST. CATHARINES **9am & 5pm**
Thursday December 14
CAW hall Local 199 124 Bunting Rd

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WINDSOR **10am & 5:00 pm**
Tuesday December 12
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 our web site is currently being updated for a new & improved look with added content & will be more user friendly.