



The JANUARY 2018 STEEL GUARDIAN

A quarterly newsletter to all members of USW Local 9597 throughout Eastern,
Central and Southwestern Ontario 1st QUARTER

Letter from the President – Sherry Charette

I hope everyone had a great New Year and wanted to let you know that I was on vacation (as per the notice in the previous newsletter) until January 5th then had to travel to Toronto for mediation meetings on January 8th and didn't get back to work until later that week, almost 3 weeks after December 25, 2017. If I haven't yet replied to an email you sent, you may want to try resending it as I may have missed it but your emails are important to me.

As you know with the changes coming into effect January 1st 2018, along with our bargaining contracts for the airport screeners and security guards coming due within 3 months of each other, and local Union elections it kept us pretty busy prior to 2018 and is much the same now. We expect it won't slow down until closer to the summer, at which point we will all be taking some much-needed time off but we will make sure notice is provided to you.

Those of us taking your calls need the down time and as much as you might think our jobs are not strenuous or exhausting, it's more so than going to a site for 8 hours, doing patrols and going home, since it's the mental exhaustion that overwhelms us. Think of it this way, our job consists of dealing with complaints, and those complaints come in many different forms, whether against the Employer, a Co-worker, a payroll person etc., and sometimes people want to call to complain about the Union, but it's usually always a complaint. We rarely if ever get calls offering to help out or to say great job Union keep up the good work and the rest of the calls are for benefit questions, phone numbers or for questions about issues that we have put in our newsletters to keep you all informed.

This is what is frustrating for us when we hear you do not read the newsletters Our solution to this of course is an up-to-date and brand new interactive website! There is a member's portal that will post relevant and up-to-date information, so you will know when we are in the office, if we are on vacation, when we are out in bargaining and provide updates as far as what is happening.

Make sure to register today to get these important updates as you can only access the member's section when you register. www.9597usw.ca

INCOME TAX 2018 - MAKE SURE YOU GET THE T4A from the Benefit Plan

If you were in benefits last year you will get something called a T4A from the benefit plan office for your life insurance benefit. You **MUST** claim this on your income tax; if you do not receive one at the end of February or by the beginning of March at the latest call the benefit office immediately.

If you have moved or are not sure if the benefit office has your correct mailing address **call them** and ask to speak with someone about changing your address so you can be sure to get this document, or sign up on line and you can verify whether or not they have your correct address.

Please keep in mind this T4A is issued **EVERY YEAR** from the benefit plan, if you are an employee and in benefits you must claim this on your income tax as an income. ***If you do not claim this on your taxes you could receive a penalty from Revenue Canada.***

SHOVELLING SNOW ... do I or don't I? The answer is NO ...you

should not and if anyone is asking you to shovel snow you should contact the union right away so that we can intervene on your behalf. You may think you are doing the company or the client a favour but you really are setting yourself up for a possible law suit, civil suit or most definitely a liability issue.

If you are asked to shovel snow out of a parking lot or sidewalks, rather than saying "no" be diplomatic and tell him/her that before you do any shoveling you have to call your Branch office because you were told not to do it, then make that call and get direction from someone at the office. This way you can have your Supervisor deal with the client rather than you doing it, unless of course it is your Supervisor/Branch Manager telling you to do it, then your only recourse is to contact the union.

Since our policy is "**do now grieve later**" if we are talking a small side walk do it but then call and notify us right away! The only exception to this rule is if you are being asked to just sweep the snow out from the door to your office so it can be opened, but **shoveling, salting or spreading de-icing pellets** is a liability issue. Please call us so we can provide you with some guidance and/or contact the company Manager on your behalf.

2018 Vacation Payment Notice Hourly Employees of G4S ONLY

The Union received the following notice from G4S on Thursday December 21, 2017 – needless to say we did respond immediately, asking how they were going to get your permission, since the need it in accordance with the Employment Standards Act if you were not a member of a Union but since the Union is the sole bargaining agent on behalf of all bargaining unit members, ours.

G4S would like to take this opportunity to announce that as of January 2018 we will be changing the payment process for vacation pay. The vacation cycle has historically been established to commence January through to December each year.

As of January 1, 2018 on a go forward basis, vacation pay will be paid on each pay cheque as it is earned. This means, instead of adding the vacation to the "bank", indicated on your pay stub and individuals having to ask for vacation pay, the monies will be added to your earnings each pay. However, G4S must report the vacation pay that is being paid, separately from the amount of other wages on each pay stub. As of January vacation will be shown on each stub under "vac pay".

Please be aware this change in process does not change any entitlements to vacation pay. Depending on your seniority, the appropriate percentage of vacation will be assigned, as per either your employment agreement or Collective Agreement.

The value of your existing vacation bank is unaffected; the total will show on your pay stub. With this change in process, individuals will have the ability to ask for the monies in their vacation bank to be paid. Individuals still have the right to vacation time, equivalent to their service level. However, since individuals are receiving the monies on each pay cheque no additional monies will be paid, unless there remain monies within an individual's vacation bank. Nor does this change in process impact any approved requests for vacation time.

Should you have any questions or concerns regarding the above please contact a member of the management team.

Thank you

We should tell you that this is not a decision we want to make on your behalf without your feedback, so we would really like to hear from you! Please let us know what your thoughts are about having your vacation pay on every pay since it may seriously limit your ability to put this money aside or save it up to take a vacation when it's paid out on every pay. If we do not hear from you and this issue is in the Employers proposal during bargaining, we need to be able to voice your concerns about this matter and the general majority will be the deciding factor for us, as well as considering all legal aspects and legislation, of course.

Please email us at Windsor.local9597@sympatico.ca and tell us what you think about what G4S is doing.

LOCKED OUT FOR CHRISTMAS – we have a new group who were bargaining their 1st contract but were locked out just before Christmas – below is the Article and updates and pictures can be found on the new website and Facebook page.

Goderich Workers Locked Out of Jobs Before Christmas

GODERIOCH, Ont., 11 December 2017 – Thirteen Goderich families are facing a bleak holiday season after ASAP Secured Inc. locked out its employees without warning.

The ASAP Secured employees, members of the United Steelworkers (USW) Local 9597, reported to work Sunday to discover they were suddenly locked out of their jobs.

“It’s shocking for an employer to make such a spiteful decision, just days before Christmas,” said Marty Warren USW Ontario Director.

“The workers were given no warning they were being locked out. The Union was informed by the employer after the lock out began.” Warren said.

“This is an unnecessary move by a company that for months has refused to negotiate a fair Collective Agreement with its employees.”

The workers are employed by ASAP Secured, which has a contract to provide security services at the Compass Minerals operations in Goderich.

After joining the USW in 2016, the workers have been trying to negotiate their first collective agreement for several months. In June, they voted 100% to reject a substandard contract offer from the company.

The major issue in the negotiations is wages.

“Despite attempts at mediation and offers from the union to reach a compromise, the company has refused to change its contract offer over the last six months,” Warren noted. “It appears the company wants to maintain a precarious, minimum-wage workforce.”

Their strength and solidarity is steel solid and we hope to have this matter resolved in January or as soon as possible in 2018 by filing for first contract arbitration. We will keep everyone posted and if you want to send them a message of support, send it to us or through Facebook and we will get it to them.

MOVING... CHANGE OF ADDRESS We only get updated lists containing your addresses 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!

BENEFIT INFORMATION

YOUR GROUP PLAN NUMBER IS # 3169 – your certificate # is on the white benefit card you were mailed when you became eligible for benefits.

If you have a benefit question or concern, please contact one of the offices below based on what is it that you need. Please do not call the Local Union to ask us about your benefits - we cannot answer your questions as we do not have access to your benefits hour bank or even know if you are in benefits. For this information you either have to log into your online account if you registered (which I highly recommend), or call one of the below offices.

Please make sure you get the name of the person you are talking to so that if there are any complaints you will be able to provide us with the name of the person you spoke to. If they direct you back to the Union we also want to know this and who directed you back to us. **Please ask them their name**

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**

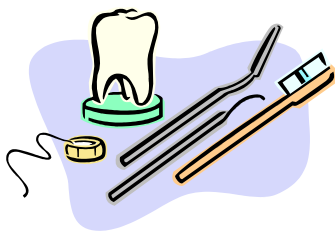
Benefit Plan Administrators Limited – Steelworkers' Benefit Plan

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.



The United Steelworkers have state of the Art Dental clinics in the Hamilton, Toronto and Ottawa areas. Those members who live in these cities or surrounding areas can access the dental offices and each member of their family will be entitled to \$1000.00 of dental coverage (for full time employees only). Part time employees are only covered for themselves in the amount of \$500.00, but you must visit these dental offices to get this coverage.

If you live in the London area for example and want to make back to back appointments for your family members and drive to the Hamilton clinic, there is nothing that stops you from doing this.

There are a few conditions to this however, in that you cannot use the clinic in Hamilton and then have work done in London from another dentist, it does go by calendar year and there is an administration fee annually per family of around \$20.00, I'm not certain but call and they will tell you the amount, it is minimal. There are also charges for missed appointments if you cancel last minute, so please do not do this (unless under an emergency situation) since if you book that block of time and don't show up, you now have a dentist and their staff all sitting around doing nothing and the benefit plan must still pay them.

If you want more information about this service or the addresses or phone numbers for these clinics call (888-835-6667 or 905-238-1414) for the Toronto clinic, (888-574-0143 or 613-791-2111) for the Ottawa clinic and (888-251-0845 or 905-545-1041) for the newly built Hamilton clinic.

DID YOU KNOW...You are entitled to Union Representation for all disciplinary matters

If your employer wants to talk with you about a matter that could or will lead to disciplinary action you are entitled to union representation before they can question you. If they call you into a meeting, you should be asking them if the meeting is disciplinary or not, if they say they are not sure, that should be a red flag to call a union rep or have the Employer provide one so that your rights are protected.

You do have the right to refuse to meet with the Employer until you have union representation, you do not however have the right to refuse to meet with them at all. As your Employer they have the right to call you into meetings and if you are called into a meeting you must attend, or they could refuse to allow you to work until you do. If this happens you cannot claim for the lost wages suffered due to them holding you out of work because of your refusal to attend.

Joint Health & Safety Committee – All Employers & Areas

Come the new year and with the new Bargaining Agreement we will be implementing monthly JHSC meetings for ALL employers. We have already started this process and I still have all the emails from those who have already come forward from the last call out.

If you want to be sure you are on the list, please call or email us and let us know you are interested or that we have your information on file.

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.

JANUARY 1st 2018 CHANGES - Employment & Labour Relations Act – What to Expect...

As some of you already know, we had a meeting with the Employers of our four largest security providers (except G4S who sent their regrets last minute) on December 18th to discuss the upcoming changes effective January 1, 2018. We met for about 3 hours with the Union giving the Employers our position with respect to the wages & bargaining hopes.

The Employers were supposed to provide us with their answer by the end of the week (December 22, 2017) but we didn't hear from them. By the time this reaches you we may have so we will post any updates or their response in the members section of our website. Keep in mind you may not see the increase on your first pay in January depending on what weeks you're being paid for. If you don't see the increase CONTACT YOUR EMPLOYER FIRST to find out why you didn't get the increase; once you have their response, if they are not paying you then reach out to us. It could be just an error.

GRIEVANCE PROCEDURE – how it works

We get a lot of questions once a grievance is filed about what happens next, how it all works etc. Each employers Collective Agreement will have an outline of this procedure somewhere around Article 9 for Security Guards with the Arbitration Article being 11 and for the airport screeners your Grievance Article is 8 with the Arbitration Article being at Article 9.

The process really is about the same for all Collective Agreements, as there will be a time line contained in the Article telling you when the Employer has to respond by, or if they do not when the Union can move the grievance to the next step, not counting the day it's filed.

This process must be followed to the letter because if not, the Employer may be able to file a complaint or preliminary objection if the grievance goes to arbitration. If it is ruled that the proper procedure wasn't followed it could mean the grievance is denied or basically thrown out.

Additionally, if you are terminated or held out of work you should file for unemployment within a few weeks because the grievance procedure could take upwards of 6 months or more to resolve. Keep in mind of course any money that is paid to you by unemployment must be paid back if you receive any monetary settlement for compensation for lost wages if the termination/suspension is overturned; if there is no monetary settlement then you do not have to pay service Canada back for the wages paid to you.

Arbitration is also like going to court but for Labour issues and the Local Union has a grievance committee which reviews all grievances and case law for previous arbitration rulings to see what our chances of success will be if we proceed. If the balance of probabilities is not good, we may seek to resolve the grievance in a manner that will be in your best interest but may not always be what you were hoping for ... in cases of termination or site removals we may not be able to get your job back but can get a settlement that would be beneficial for you in the long run.

The only other thing you need to remember is that you are entitled to copies of the grievance; while the Local owns the grievance, there is absolutely no reason why you cannot have a copy of it. The best way to keep updated during this process and our personal favorite is via email. This way we can forward a copy of the Step I, Step II or arbitration notice to you when we send it to the employer and this will also provide you with an update throughout the process. It also saves us time in not having to call you to provide an update and it also gives you copies for your records, win win!!

If you want more information about the grievance procedure, you can find the sections in your Collective Agreement, and if you don't have one, we can either email you a digital copy or mail the little booklet, your choice. Just contact us.

Steelworkers Humanity Fund Contributes \$196,850 to 106 Food Banks Across Canada

TORONTO, Dec. 19, 2017 /CNW/ - The Steelworkers Humanity Fund is contributing \$196,850 to 106 food banks and community food centres across Canada.

"The Steelworkers Humanity Fund is proud to contribute to food banks and community food centres in communities across Canada where our union's members live and work. The Humanity Fund supports organizations that assist those experiencing poverty and vulnerable members in our communities who rely on these services to make ends meet," said Ken Neumann, President of the Steelworkers Humanity Fund.

"Members of the United Steelworkers union are reliable partners in our communities. In addition to raising money and making donations, our members are making connections and building community through volunteer work with charities, food banks and other organizations making a difference for those who are struggling," added Neumann.

"In a country as prosperous as Canada, it is shameful that poverty and inequality are increasing. Steelworkers know that beyond our charitable work, we must continue to demand that governments address the underlying causes of

poverty and inequality. We call for a national anti-poverty strategy that sees the elimination of poverty as a human rights issue and we support federal and provincial campaigns for fair minimum wages."

Founded in 1985, the Steelworkers Humanity Fund is a registered charitable organization that focuses primarily on development projects and emergency aid in developing countries, but also supports Canadian communities in crisis. USW members contribute to the fund through clauses negotiated into collective agreements. In some cases employers make matching contributions to the fund, but in our case we have language in all of our Collective Agreements that every member donates \$0.01 per hour for all hours worked. Be proud that you are helping those less fortunate because every bit helps!

2018 EXECUTIVE ELECTIONS

As previously notified 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.

These nominations will be conducted at the meetings in January and the list of these meeting locations is listed on the back page of this newsletter. The Local Union tellers are Bonnie Medinets, the Teller Captain in addition to Dave White and Evangeline Catungal, who are responsible for the running of this election and counting ballots.

If you want more information about the process, please contact either of the below Executive members and contact information for our tellers will be provided in future correspondence.

Sherry Charette

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

Sean O'Connell

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

Elections 2015 – 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.

Nomination & General Meeting Information January 2018

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 January 8, 2018.

If you want a meeting set up in your area or to reinstate one that was cancelled please call us

BARRIE 1030am & 6pm
Friday January 26
Best Western Royal Oak Inn 35 Hart Dr.

OSHAWA
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 January 24
Travel Lodge 555 Bloomfield Rd.
Behind the Comfort Inn – Cambridge Room

BELLEVILLE
Cancelled due to nobody attending

HAMILTON 6pm
Monday January 22
Sheraton Hotel 116 King St. W – Duke Rm

KINGSTON 10am & 6pm
Wednesday January 24
Courtyard Marriott 401/Division - 103 Dalton Ave

LONDON 10am
Monday January 22
TownePlace Suites London 800 Exeter Rd

OTTAWA 9am & 7pm
Thursday January 24
USW Office - 2285 St. Laurent Blvd Unit D-12

PETERBOROUGH 6pm
Thursday January 24
Best Western Otonabee Inn - 84 Lansdown St. E.

ST. CATHARINES 9am & 5pm
Wednesday January 24
CAW hall Local 199 124 Bunting Rd

WINDSOR 10am & 5:00 pm
Tuesday January 23
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.