



The January 2017 STEEL GUARDIAN

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

Letter from the President – Sherry Charette

As a reminder if you do not get a response from me 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 and didn't get a chance to respond yet. 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 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.

UPDATE - The Corps of Commissionaires Ottawa Collective Agreement is in the process of being printed and will be mailed out to you as soon as they are complete. With the holidays upon us, you may not get it until the New Year. For the other Corps Groups we do want to set up a conference call or meeting with you to discuss your options, please contact us.

Our newsletter is published quarterly just prior to our unit meetings, and in our next newsletter (out in the Spring) there will be a little something special and very helpful for you as a Thank you from the Local so make sure we have your correct mailing address.

BENEFIT IMPROVEMENT – SECURITY GUARDS

Effective January 1, 2017 the prescription limit for security guards will be increased from \$3500.00 to \$5000.00 per year. For full time employees, this means that for every \$100.00 dollars you spend on prescriptions \$85.00 is reimbursed to you because the co-pay is 85/15 and for part time employees it is 50/50.

INCOME TAX 2017 - 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.***



This will be our last newsletter for 2016 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 2017 New Year.



WARNING

Lately some guards have been treating their work place like a bar, local hangout or pick up spot – **PLEASE DO NOT DO THIS!** We can't even tell you how bad of an idea it is to hit on or try to pick someone up at your work site.

Whether it is your co-worker, a member of the public or one of the client's employee, do yourself a favour and don't do it! If you do approach someone and start talking to them about getting together, going out after work or asking for their phone number/contact information or stalking them on Facebook, at best you will get a warning at worst you could be called into the Employers office for harassment or terminated depending on the severity of what you are doing or the complaint under Bill 132. Do yourself a favour and leave the hook ups out of the work place, it's a job not a pick up joint.

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.

BE WARNED SECURITY GUARD LICENSE RENEWALS

At least 3 months before your birthday you should be submitting the paperwork if you are doing it by snail mail. If you are renewing online, then 2 month prior to your birthday should be fine since it is a much quicker process.

PLEASE NOTE – The two pieces of ID you use for your license renewal MUST have the SAME NAME on both pieces of ID even if you are married. This has been an issue recently so if you are married and sending in your birth certificate and driver's license, which will have different last names, your application (most likely) WILL BE sent back so that you can provide another piece of ID so the names on both match, or you must submit your marriage license along with your application.

This has happened to more than a few guards now who have used the same ID for years only to find out they no longer can due to the names on the ID not being identical. In these cases they have had to go out and get a passport (which takes more time & costs about \$100.00) or hunt down and pay for a copy of their marriage license if they don't have it handy or have lost it. Be forewarned if this happens to you, there is nothing the Employer or Union can do to help, you are out of work until your license is processed.

Please take the steps you need to now before your license needs to be renewed.

District 6 Human Rights Committee



Above you will see the members of the newly formed District 6 Human Rights Committee. We have only had one meeting so far but we have great expectations for the work we/they will do to educate, enlighten & improve the working environment of all Steelworkers. I will keep you posted.

HEALTH & SAFETY COMMITTEES

We had a great response to our call out, and to those who reached out to us, we Thank You & will be in touch in the New Year for your training however we are still in need of some Joint Health & Safety Committee representatives in the following areas:

Securitas Hamilton

Paladin – St. Catherine’s – 2 Reps needed for the General & the other Group of hospitals

GardaWorld – Kingston

US Consulate in Ottawa.

If you are interested in becoming a Health & Safety rep in these or any other area (we are always looking for back up) or for any other Company within the local, please contact us and we can put your name down as a backup when a position becomes available. All training is provided at no cost to you and it looks great on a resume

MOVING - Please notify us of your Change of Address Some

members think that when you move and notify your employer of your new address that we get this information also but we do not. Eventually we would get your change of address when we receive the seniority/employee lists, but we only get these lists 3 times a year. If you have moved just after we get the 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 your address with the benefit plan; otherwise you will have to call them yourself!

General Meeting Information

January 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 January 9, 2017.

Join us for a chat & a coffee - on the Union!
If you want a meeting in any area that has been cancelled please call us

BARRIE **1030am & 6pm**

Friday January 27

Best Western Royal Oak Inn 35 Hart Dr.

***** NOTE LOCATION/TIME CHANGE *****

CAMBRIDGE

Cancelled due to lack of participation

CHATHAM **5pm**

Tuesday January 24

Travel Lodge 555 Bloomfield Rd.

Behind the Comfort Inn – Cambridge Room

BELLEVILLE

Cancelled due to lack of participation

HAMILTON **10am**

Wednesday January 25

USWA Union Hall 1031 Barton St East

Local President attending – note time change

KINGSTON **10am & 6pm**

Thursday January 26

Courtyard Marriott 401/Division - 103 Dalton Ave

LONDON **11am**

Thursday January 26

Hampton Inn 840 Exeter Rd

***** Local President is attending *****

OTTAWA **9am & 7pm**

Tuesday January 24

0900 at 2285 St. Laurent Blvd Unit D-12

700PM at ODLC Board Rm 280 Metcalfe St. 5th Fl

PLEASE Note AM Meeting Location Change

PETERBOROUGH **6pm**

Thursday January 26

Best Western Otonabee Inn - 84 Lansdown St. E.

SARNIA

Cancelled due to location not available

ST. CATHARINES **9am & 5pm**

Wednesday January 25

CAW hall Local 199 124 Bunting Rd

WINDSOR **10am & 5:00 pm**

Friday January 27

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

Sherry Charette **President**

USW Local 9597 Seminole Postal Outlet

3970 Seminole, PO Box 41011

Windsor, ON

N8Y 4T2

Toll Free 1(877) 561-9597

Office 1(519) 251-8661

Fax (519)945-3668

Windsor.local9597@sympatico.ca

Sean O'Connell **1st Vice President**

2285 St-Laurent Blvd

Ottawa Ontario, K1G-4Z7

Toll Free 1(800)663-8792

Office 1(613) 260-7209

Fax (613) 260-7212

soconnell@usw9597.ca

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

website www.usw9597.ca check out the new site