



# The STEEL GUARDIAN

MAY 2018

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

1st QUARTER

## Letter from the President – Sherry Charette

By the time you receive this we will have already had our first round of bargaining meetings with GardaWorld, Paladin & Securitas. Dates were set between April 23 and May 4, but at the time of printing this, I cannot tell you if we met on all those dates, how it went or if we got an agreement. Unfortunately, we have no update or dates set yet with G4S as they declined to bargain with the other Employers; we will be meeting with them separately.

For **bargaining updates**, you need to go to our website and register so you can get instant updates. Otherwise the only other source will be through our newsletters. **Make sure to register today to get important updates (not just for bargaining) since you will only have access the member's section when you register.**  
[www.9597usw.ca](http://www.9597usw.ca)

## URGENT CALL OUT

### Joint Health & Safety Committee – All Employers & Areas

We are in desperate need of Health & Safety representatives for the following Areas & Employers:

**G4S – Southwest Ontario**

**G4S – Kingston & at each hospital location if there are more than 20 guards working at your site**

**Paladin – Ottawa airport and hospitals – East**

**Paladin – Southwest Ontario - hospitals where there are 20 or more employees & a committee member**

**Securitas – Southwest Ontario**

**GardaWorld – Southwest Ontario**

There was a call out last year and many of you came forward to put your names on a list or emailed me notifying me of your interest. I regret to inform you that I am pretty certain I lost that file; I did a cleanup of files in December and I am certain that the list I had was shredded. I am hopeful that if you are still interested you will overlook my negligence and reach back out to me.

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We are always looking for people to sit on the Joint Health & Safety Committees, so if you are interested give us a call to see if there is a vacancy on the committee in your area. If there is no vacancy currently we can always keep your name on the list so if there is a vacancy in the future you will be the first person we consider as a replacement.

All training is provided to you free of cost, you will be paid for any time spent in training (if you're scheduled to work) and you are also paid for your attendance to these JSHC meetings (which occur monthly or bi-monthly) or you can get the day off with pay, depending on what you work out and depending on when the meeting is scheduled and what shift you work. If the meeting puts you into overtime for the week, you are entitled to be paid overtime.

## I HAVE A PAY ERROR – WHAT SHOULD I DO?

The **very first thing you need to do is contact your employer and notify them of the error.** Do not call the Union first, as we cannot help you unless the Employer says they will not fix the error or refuses to do it within the 3 business days. Ask your employer to fix it within the next 3 business days of you bringing this error to their attention (if it's over \$50.00- any lesser amount will be put on your next pay).

**What you should not do** is allow the employer to tell you they will put it on your next pay. If you do this and they forget again, now you are about a month late in receiving your pay and that is usually when you all come to us to try to get it fixed. By this time you are frustrated with the continued error and it is difficult for us to try and sort things out. **Step # 1 go to your Employer. Step # 2 if it's not fixed then come to the Union.**

### CORE COMMISSIONAIRES – OTTAWA ARBITRATION WIN for Bilingual Premiums

Recently the local won a huge arbitration award against the Commissionaires in Ottawa for a bilingual premium which the Employer tried to claw back from \$0.74 to \$0.60 cents, taking back 10 years' worth of raises on that premium. If you want to read the whole award go to our web site at [www.usw9597.ca](http://www.usw9597.ca) it is posted there.

### *DID YOU KNOW...there are online site for your benefits & pension?*

If you want to verify whether or not your Employer is making your pension contributions, or if you want to file your claims online, why not log in today and access your information instantly. Then if there is a problem you can reach out and let us know. These links can all be found on the local website located at [www.usw9597.ca](http://www.usw9597.ca)

Member Benefit Login <https://member.steelworkersbenefitplan.com/Account/Login?ReturnUrl=%2F>

Member Pension Login <https://members.steelworkerspensionplan.ca/Account/Login?ReturnUrl=%2f>

Claim Secure Eprofile registration <https://www.claimsecure.com/#eProfileLogin>

## Goderich Workers Ratified First Contract

Remember our members who were locked out by the Employer just before Christmas? They are back to work and have ratified their 1<sup>st</sup> contract with USW Local 9597 on February 12, 2018. Retro payments for their wages were paid out to them based on the ratified wage rate and they have a two year agreement which expires in 2019.

Unfortunately, several employees have left since the lock out and the Employer is having some difficulties finding guards in the area and staffing the site. Anyone living in Goderich area that is interested let us know and we will help you connect and apply.



# 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 and it CAN get you removed from your site if a complaint is filed against you.

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 they could file due to Bill 132.

Sometimes friendliness due to your position can be misread for "interest" and it's a fine line sometimes trying to figure out if someone is being friendly because you work together or because they are interested. The best thing to do is "do nothing" if it's not obvious, or blatant then we would suggest letting them make their interest known to you rather than the other way around. If you make the first move (see above) and were misreading the situation it could cause a complaint to be lodged against you. Do yourself a favour and leave the hook ups out of the work place, this is your job and if you like it, it's not worth losing it.

### **G4S Secured Solutions - Vacation Payout on Every Cheque**

Grievances have been filed on this matter for all G4S employees; we have had one meeting with the Employer to get their explanation as to why they did it. Given the feed-back we received from you all with respect to whether or not you would want your vacation pay on each pay (99.9% did not want it done this way), we heard you and will be dealing with this matter accordingly. We will keep you posted or you can visit our web site for updates.

## TELLERS REPORT - 2018 Executive Elections

On Wednesday March 21, 2018, I Bonnie Medinets (Head Teller) received the unit meeting notes for the last 2 years, for the 2018 election in the mail. I reviewed the notes and found that there were no valid challenges for any position within the local. We did have two new nominations for unit chairs, both for Paladin, Gary Beetham and Bonnie Medinets. Gary works in Windsor and Bonnie in the Niagara Region.

Conference call – On Friday March 23, 2018 the tellers Bonnie Medinets, David White, Evangeline Catunga, along with Sherry Charette, David Meinzinger and Lisa Hilt discussed that there was one invalid nomination that came from a SOAR member in Barrie. The nomination was invalid because a retired SOAR member cannot vote or nominate in an election. This information was verified per the constitution and with Staff Representative Jesse Walker.

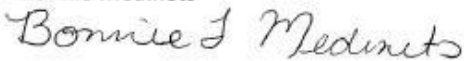
We discussed reviewing all documentation and information and agreed to do this in Kingston on April 9, 2018.

On April 9, 2018 the tellers – Bonnie Medinets, David White and Evangeline Catunga met and verified the unit meeting attendance sheets along with the documentation received on March 23, 2018 containing the nomination and acceptance letters.

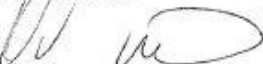
All positions in this 2018 election were acclaimed with no valid challengers.

President – Sherry Charette  
1<sup>st</sup> Vice President – Sean O’Connell  
2<sup>nd</sup> Vice President – Mike Wells  
Financial Secretary – Dave Meinzinger  
Treasurer – Reuben Rawlins  
Recording Secretary – Lisa Hilt  
Trustees – 3 positions – Louise Salmon, Moe Herzi and Cecil Turcotte  
Inside Guard – Patrick Magee  
Outside Guard – Ben Coleman  
Guide – Robert McLeod

Bonnie Medinets



David White



Evangeline Catungal



**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!***