



The September 2018 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 of August 13, 2018 due to a corrupted email program, I have lost ALL my emails and contacts. For anyone who has contacted me prior to August 13th or who was waiting for a response on any issue, I need you to contact/email me because I have no way of knowing who reached out to me, or what your email address is or even what issue we were dealing with; I have lost 5 years' worth of emails and every employee & management contact I had.

Further if you were on a **posting list** to be notified of any vacancies in your area, I need to set these lists up again, and therefore if you want to continue to receive notice of vacancies please email me providing me with the Company you work for along with the City you live in or want to be notified about vacancies in so that I can send these notice out to you. I do this for ALL companies & Cities across the Province.

Be advised I will be out of the office the following weeks – September 17 – 26 & from Monday October 1 – Thursday October 25, 2018 attending to union matters outside of Windsor. Someone will be picking up your calls however. The Executive of local 9597 will be meeting in Kingston October 2 – 4 so we will all be out of the office on these dates. We will answer your calls & emails when we return to the office, but it is mandatory that we meet (we only have 2 face to face meetings per year) in order to do the business of the local.

IMPORTANT ANNOUNCEMENT

Security Guards Only

We have reached a tentative Bargaining Agreement with the Security Guard Employers of GardaWorld, Paladin and Securitas. By the time you receive this you may have already received a copy of the document outlining the new bargaining changes, voting instructions and ballot for your mail in vote asking whether you accept the contract or turn it down and strike.

This round of bargaining was one of the hardest I have been involved in, in over the more than 20 odd years I have been involved with the Union and have sat on every negotiating committee (except 1) to date. It is a 2 year agreement expiring in June 2020, where we will hopefully see the Industry settle down and also have a better idea of what Mr. Ford's plans are for the increase which is supposed to come into effect January 1, 2019 but which could be repealed or altered before then. He has the power to do that.

As for the June 30th 2018 1% increase we are still awaiting the arbitrators decision on these grievances (filed for all employees who were employed on June 30th and who were entitled to this increase). Once we hear anything further it will be posted on the web-site along with being put into the next newsletter.

Want up-to-date information about what the local is doing? Register today to get important updates immediately rather than waiting every 4 months for the newsletter.

www.9597usw.ca

Securitas Holiday Stat Pay Grievance

When we signed the tentative agreement with Securitas during bargaining the outstanding stat pay grievances were discussed and somewhat resolved.

I say somewhat because this is what we were told the plan is; since the new legislation came into effect January 1, 2018 and then was repealed as of the Victoria Day holiday in May, and between these dates Securitas' payroll systems were being adjusted to the new calculation as of Jan 1/18 then had to be changed back to the old calculations after the Victoria day holiday, they now have to go through all employees pay stubs and schedules to do these calculations manually and not just for the members of our local but also for those of 5296 in the GTA and any other employees across Ontario.

This is approximately 3000 employees, so I am certain you can understand the task at hand and considering they don't have a mountain of people working on these calculations, this is why it has taken as long as it has to address this issue. To be clear I am not making any excuses for them on this extensive delay, what I am saying is that it's a lot of work and anyone who is owed any money will be paid for any differences in stat pay that they are entitled to, as follows:

On your pay day of September 13 – adjustments for New Years Day (Jan 1) stat will be paid out
On your pay day of September 27 - adjustments for the Family Day (Feb 20) stat will be paid out
On your pay day of October 11 - adjustments for the Good Friday (April 14) stat will be paid out
On your pay day of October 25 - adjustments for the Victoria Day (May 22) stat will be paid out

Be advised that not everyone will receive an adjustment as we have been told that in some cases people were overpaid for their stat, but Securitas has assured us that they will not claw back any overpayment.

Once these adjustments are made as set out above which will be easier to track since it's one stat day per pay, if you believe the calculations are not correct, please reach out to the Employer FIRST (outlining your calculations and what you believe you are owed) and if there is no agreement or they contest your calculations you then need to reach out to us to help work through the matter.

G4S Employees - OLRB award - switch of Unions

Talk about a perfect storm ... it's the only way to describe this situation but bottom line and due to the following: an old Ensign Successor rights arbitration award, the new legislation for successor rights which became effective January 1, 2018, GardaWorld purchasing the non-union Primary Response Security Company, United Food and Commercial Workers Union (UFCW) signing cards to unionize some of these Primary sites along with the United Steelworkers having a Province wide agreement with GardaWorld and a challenge filed at the OLRB the following decision was made.

Below is an edited partial version of the full award which can be found on the local web site, or if you have questions please do not hesitate to contact us. If you have a grievance filed with us please contact us, we are not 100% sure how this will work after September 1st since this is relatively new but we will ensure you are provided with contacts as well as a copy of your grievance etc.

ONTARIO LABOUR RELATIONS BOARD - Labour Relations Act, 1995

OLRB Case No: **2832-17-R**

Certification in Specified Industries

United Food and Commercial Workers International Union, Local 333, Applicant v **Primary Response Inc.**, Responding Party v United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), United Food and Commercial Workers Canada, Local 1006A, and G4S Secure Solutions (Canada) Ltd., Intervenors

OLRB Case No: **2927-17-R**

Certification in Specified Industries United Food and Commercial Workers International Union, Local 333, Applicant v **Primary Response Inc.**, Responding Party v United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), United Food and Commercial Workers Canada, Local 1006A, and G4S Secure Solutions (Canada) Ltd., Intervenors

OLRB Case No: **3067-17-R**

Sale of Business/Related Employer **Primary Response Inc.**, and Garda Canada Security Corporation, Applicants v United Food and Commercial Workers International Union, Local 333, and United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers), Responding Parties v United Food and Commercial Workers Canada, Local 1006A, and G4S Secure Solutions (Canada) Ltd., Intervenors

DECISION OF THE BOARD: July 13, 2018

1. Board File Nos. 2832-17-R and 2927-17-R are applications for certification brought pursuant to the specified industries provisions of the *Labour Relations Act, 1995*, S.O. 1995, c.1, as amended (the "Act") by the United Food and Commercial Workers International Union, Local 333 ("Local 333") for certain bargaining units of employees of Primary Response Inc. ("Primary"). Board File No. 3067-17-R is an application under section 69 and 1(4) of the Act brought by Garda Canada Security Corporation ("Garda") following certain financial transactions involving Primary and Garda.
2. The United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) ("USW") has bargaining relationships with Garda and was named, *inter alia*, in the section 69 and 1(4) application and intervened in the Local 333 certification applications. As well, G4S Secure Solutions (Canada) Ltd. ("G4S"), a competitor of both Garda and Primary, and United Food and Commercial Workers International Union, Local 1006A ("Local 1006") which had bargaining rights for various bargaining units of employees of Primary, sought to intervene in these proceedings, and the parties all agreed to their participation. The title of proceedings are therefore amended accordingly.
3. There is a complicated factual background to the relationships between these parties and the collective bargaining relationships between the Unions and the various parties, much broader than the specifics brought into play by the Local 333 certification applications as outlined in the Minutes of Settlement reproduced below. Although these applications may be somewhat exceptional examples, that is why, generally, to achieve a reasonable labour relations outcome the Board is equipped with broad jurisdiction under section 1(4) ("and grant such relief, by way of declaration or otherwise, as it may deem appropriate") and 69 (see, for example section 69 (4)(5)(6)).

Because of the complicated factual background here, the Board directed a Case management Hearing on May 18, 2018 and a further one on July 6, 2018. During those two days (and periods in between and afterwards) the parties devoted extensive efforts to arrive at an overall settlement of the broad issues between them – and for this the Board commends them.

MINUTES OF SETTLEMENT

5. The parties consent to the above captioned application under section 69 and/or subsection 1(4) of the Act and request that the Board declare that Garda and Primary were a single employer effective January 15, 2018.

In these Minutes of Settlement, the Effective Date is defined as September 1, 2018.

7. All employees of Garda who are currently covered by the Garda-UFCW Regional Agreement will be covered by the Garda-USW Province-Wide Agreement and any renewals thereof commencing on the Effective Date.

8. The parties request the Board declare, pursuant to section 58(3) of the *Labour Relations Act, 1995* that the Primary-UFCW Regional Agreement expires as of the date of the Decision of the Board as set out below.

9. All employees of Garda who are currently represented by Local 333 will be covered by the Garda-USW Province-Wide Agreement and any renewals thereof commencing on the Effective Date. For clarity, this includes but is not limited to employees currently covered by the Primary-UFCW Regional Agreement.

10. All employees of G4S who are currently covered by the G4S-USW Regional Agreement will be covered by the G4S-UFCW Province-wide Agreement and any renewals thereof commencing on the Effective Date.

11. Commencing on the Effective Date, the bargaining rights of Local 1006 and Local 333 will be deemed to be extinguished with respect to any employees of Garda, including but not limited to bargaining rights pursuant to the Garda/UFCW Regional Agreement and the Primary-UFCW Regional Agreement.

12. Commencing on the Effective Date, the bargaining rights of USW will be deemed to be extinguished with respect to any employees of G4S, including but not limited to bargaining rights pursuant to the G4S-USW Regional Agreement.

13. The Garda-UFCW Regional Agreement, the G4S-USW Regional Agreement, and the Primary-UFCW Regional Agreement will not be renewed as bargaining rights will be extinguished.

14. Commencing the Effective Date, Article 2.02(e) of the Garda-USW Province Wide Agreement is null and void and not enforceable. For clarity, Article 2.02 (e) currently provides that: Garda Canada Security Corporation (hereinafter "the Employer") recognizes the United Steel, Paper and Forestry, Rubber, Manufacturing, Energy, Allied Industrial and Service Workers International Union (United Steelworkers) (hereinafter "the Union") as the exclusive bargaining agent for all employees in the Province of Ontario save and except:

(e) All employees represented as of the date of this Collective Agreement by the United Food and Commercial Workers International Union (hereinafter "the UFCW") pursuant to a valid Collective Agreement with the Employer;

Garda recognizes and affirms that Local 1006 has carriage of grievances filed under the Garda-UFCW Regional Agreement prior to the date of these Minutes of Settlement. Garda recognizes that, as of the Effective Date, the USW is a successor union to Local 1006 and has carriage to enforce grievances filed by Local 1006 on or after the date of these Minutes of Settlement.

25. Garda recognizes and affirms that Local 333 has carriage of grievances filed under the Primary-UFCW Regional Agreement prior to the date of these Minutes of Settlement. Garda recognizes that, as of the Effective Date, the USW is a successor union to Local 333 and has carriage to enforce grievances filed by Local 333 on or after the date of these Minutes of Settlement.

26. G4S recognizes and affirms that the USW has carriage of grievances filed under the G4S-USW Regional Agreement prior to the date of these Minutes of Settlement. G4S recognizes that, as of the Effective Date, Local 333 is a successor union to the USW and has carriage to enforce grievances filed by the USW on or after the date of these. "Bernard Fishbein" for the Board

We would like to take this opportunity to Welcome our newest members from Maxama & Andrews International, who along with the Westin Hotel employees will be heading to the bargaining table shortly. We will keep you all posted how it goes.

URGENT CALL OUT

Joint Health & Safety Committee – All Employers & Areas

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

Paladin – Ottawa airport and hospitals – East

Paladin – SWO - hospitals where there are 20 or more employees & a committee member

Securitas – SWO – Hamilton (2) worker reps TMMC – Cambridge & Woodstock - (1) rep each location

GardaWorld – Southwest Ontario (SWO)

I have lost all my emails and contacts as of August 13 due to a corrupted mail file – if you previously reached out and notified you were interested, please do so again as your email has been lost.

If you are still interested in making sure that your work places and co-workers are safe, please call or email me and let me know you are interested. 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 or with your Employer. If there is no vacancy currently we can always keep your name on the list so if there is a vacancy 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 your scheduled to work) and you are also paid for your attendance to these JSHC meetings (which occur bi-monthly & some monthly). If overtime is incurred you get paid overtime or you get the day off with pay (it depends on when the meeting is scheduled and what you work), but you can negotiate the meetings days and times when you are appointed to the committee.

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.

When calling either of these numbers for information PLEASE get the name of the person you talked to so that if there is an issue that we need to follow up on, or any mistakes in the information you were given, we know who to follow up with.

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

To register for your eProfile™ account simply login 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 register.

IMPORTANT INFORMATION – EMPLOYEE ASSISTANCE PROGRAMS

Please be advised that Securitas has a new EAP Program – the information is outlined below

Your Employee Assistance Program (EAP) provides you with **immediate and confidential help** for any work, health or life concern. We're available anytime and anywhere. Let us help.

workhealthlife.com



Access your Employee Assistance Program (EAP) 24/7 by phone, web or mobile app.
1.800.387.4765
 TTY 1.877.338.0275
workhealthlife.com
 Download My EAP app now at your device app store or scan the QR code.



Access your EAP 24/7 by phone, web or mobile app.

1.800.387.4765 TTY 1.877.338.0275
workhealthlife.com

Download My EAP app now at your device app store or scan the QR code.



Votre programme d'aide aux employés (PAE) vous apporte un soutien **immédiat et confidentiel pour vous aider** à résoudre vos préoccupations en matière de travail, de santé ou de vie. Nous sommes là, partout et en tout temps. Laissez-nous vous aider.

travailsantevie.com



Laissez-nous vous aider
 Accédez à votre programme d'aide aux employés (PAE) en tout temps, par téléphone, sur le Web ou à l'aide de votre appareil mobile.
1.800.361.5676
 ATS-ATME : 1.877.338.0275
travailsantevie.com
 Téléchargez l'application Mon PAE à partir de la boutique d'applications de votre appareil ou saisissez le code QR ci-contre.



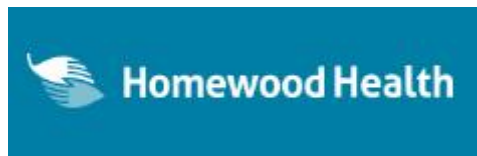
Accédez à votre PAE en tout temps, par téléphone, sur le Web ou à l'aide de votre appareil mobile.

1.800.361.5676 ATS-ATME : 1.877.338.0275
travailsantevie.com

Téléchargez l'application Mon PAE à partir de la boutique d'applications de votre appareil ou saisissez le code QR ci-contre.



Please be advised that Paladin also has a new EAP program and the information is outlined below, you can call or email them.



Call 1-800-663-1142

<https://homewoodhealth.com/corporate/contact>

GardaWorld is still currently using the Lifeline program – they can be reached at 1-877-801-7762

Tone-Gar Workers Ratify First Contract

A shout out to our newly ratified members of Tone-Gar who have ratified their first Collective Agreement, along with being newly unionized due to the new successor rights language that became effective January 1, 2018.

We just want to take this opportunity to say, "Welcome to the Union" & if you have any questions or concerns please contact us. Our contact information can be found on the back page of this newsletter.



OTTAWA CONVENTION CENTER

Your contacts for the Ottawa Convention Center are Joshua De Sousa and Riley Kluge, however if you need any assistance that the Local can provide please do not hesitate to contact us.



GARDA AIRPORT SCREENERS NEWS

As you may or may not be aware the bargaining dates we had set for last week were cancelled and have been rescheduled for the week of October 9th to the 12th. We will keep you posted through the web site if we are successful in negotiating a settlement. We have no news to report how Ottawa is doing with negotiations to date.

DO COMPANY VEHICLES HAVE GPS??

In case you were wondering, **YES ...** most if not all company vehicles that you are driving on site do have GPS tracking technology. If you think the company won't know you are sitting at home rather than doing your patrols, think again, since members have been caught and terminated for this very thing! For your sake and that of your employment please treat the vehicle as if your boss is sitting in the passenger seat because with today's technology they know exactly where you have gone, when and how long you were there, and we are unable to help you if you falsify your report.



FACEBOOK & TWITTER WARNING

Just a friendly reminder that Facebook, Twitter or any other social media sites are public and anything that you post on them that is malicious or demeaning and that can be viewed by anyone else or that may identify your Employer, workplace or co-workers, can be cause for discipline up to and/or including termination. There have been many cases of guards posting malicious gossip or rumours about their co-workers or workplace and they have been disciplined because others saw it, captured the screen and complained.

If you have a problem with someone, talk to them to clear the air or file a formal complaint with your Employer but do not ever publicize it all over Facebook because it will only cause you more problems; It could also be grounds for your removal from site if it is deemed to be bullying

CHANGE OF ADDRESS

Some members believe that when you move and notify your employer of your new address that we get this information too, we do not. Eventually we would get your change of address when we receive the updated seniority/employee lists, but we only get these lists 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 (5) 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 union newsletters. We can also update the benefit plan on your behalf; otherwise you will have to call them too!

General Meeting Information & (Bargaining, Ratification Questions) September 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 prior to September 4, 2018.

*If you want a meeting set up in your area, please call us. **KINGSTON & CHATHAM are on the chopping block as far as being cancelled due to lack of participation.** This round of meetings will decide whether or not we continue to provide meetings in those areas due to the expense involved in booking them.*

BARRIE **1030am**
Friday September 21
Best Western Royal Oak Inn 35 Hart Dr.

OSHAWA **900am & 830pm**
Sunday September 23
Quality Suites Whitby 1700 Champlain Ave
****President will be attending****

CHATHAM **4pm**
Wednesday September 26
Travel Lodge 555 Bloomfield Rd

BELLEVILLE
Cancelled due to nobody attending

KINGSTON **9am & 4pm**
Monday September 24
Courtyard Marriott 401/Division - 103 Dalton Ave

LONDON **1030am**
Sunday September 23
TownePlace Suites London 800 Exeter Rd

OTTAWA **9am & 7pm**
Wednesday September 26
USW Office - 2285 St. Laurent Blvd Unit D-12

PETERBOROUGH **6pm**
Tuesday September 25
Best Western Otonabee Inn - 84 Lansdown St. E.

ST. CATHARINES **9am & 5pm**
Wednesday September 26
CAW hall Local 199 124 Bunting Rd

WINDSOR **10am & 5:00 pm**
Wednesday September 26
CAW Union Hall 3400 Somme Ave

Please see the article inside the newsletter about Employee Assistance Programs (EAP) for each Employer as the information has changed for Paladin & Securitas.

BENEFIT CLAIMS & INFORMATION

For information about life insurance, AD&D, short term disability or critical illness claims call **1-888-290-9777**

For information about or claim reimbursement for Prescriptions Drugs, Fee-for-Service Dental, Vision or extended Health Care call **1-888-513-4464**

Contacts

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Office 1(519) 251-8661
Fax 1(519) 945-3668

Windsor.local9597@sympatico.ca

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Ottawa Ontario, K1G-4Z7

Toll Free 1(800) 663-8792
Office 1(613) 260-7209
Fax 1(613) 260-7212

soconnell@usw9597.ca

PLEASE EMAIL US DIRECTLY WITH QUESTIONS OR CONCERNS

WEBSITE www.usw9597.ca REGISTER TODAY for up to date pertinent local information and bargaining updates