



The STEEL GUARDIAN

October 2019

A quarterly newsletter to all members of USW Local 9597 throughout Eastern,
Central and Southwestern Ontario 3rd QUARTER

Letter from the President – Sherry Charette

We are hopeful that everyone had a wonderful summer and as we are gearing down for some cooler weather we wanted to remind you that if you do not have a winter coat, or were not provided with one when you were hired, you should put in your request now. Please put your request in writing so you have proof you requested one and if you don't get one within a couple weeks, please contact us and we will help you get the winter gear you will need before the snow falls.

The Union negotiated paid uniforms which include a winter coat and so they are provided to you at no expense by your Employer. You also cannot wear your regular winter coat over your uniform since the Private Investigators & Security Guard Act (PISGA) is very clear about mixing your guard uniform with civilian clothing and if you are caught by the OPP you can be issued some serious monetary fines, along with your Employer receiving double or triple the fine you received.

Please also see the Article about **shoveling snow**, it is a liability for you and if your client or Employer asks you to shovel snow, you should decline. We have outlined the steps to do so for you in the article. We have also put in the **bargaining survey** so we can get some feedback from you as far as what you all are looking for regarding improvements in your Collective Agreement. We really need your input. We hope you all enjoy the information and little gift included with this newsletter and we hope to see you at the upcoming membership meetings in November.

PLEASE NOTE - NEW EMAIL ADDRESS FOR WINDSOR OFFICE – windsor@usw9597.ca

I will be slowly changing over to a new email address for local members so that when I am out of the office for meetings, someone else will have access and be able to respond to your emails. We are in the process of working this out, so bear with us while we transition to this new process.

NEW STEWARD for GARDAWORLD – LONDON - Josh George – Email - jgeorge@usw9597.ca.

He is still learning & not yet able to represent employees on his own for discipline meetings, however if you have questions or concerns for Garda specific issues, please feel free to contact him.

Did You Know ... if you are a casual or floater guard you must work 4 shifts per month if work is available?

Last round of bargaining the Employers advised us they were having issues with getting people to work. People would apply for a job, get hired, be provided with a full uniform and then never work. We are not really sure why someone would apply for a job and not work; however, the solution was to put language in the Collective Agreements that would force employees to work at least 4 shifts per month. We didn't think this was unreasonable and why we agreed to it.

If you have posted for and been awarded a position this Article wouldn't apply to you, but if you are not assigned to a permanent position, you should review Article 12 of your Collective Agreement as it relates to loss of seniority and employment (usually found around Article 12.11) to verify if you are required to work 4 shifts in a month.

If you think by not answering your phone or emails when they contact you to work, this will only last so long before they are reaching out to us to put us on notice that they want to terminate your employment. You cannot have it both ways, you either want to work and accept shifts, apply for a posting to get off the floater list, or resign your employment if you have no intent to work. If the employer doesn't have work for you, then they cannot terminate your employment under this Article, or say because you didn't work, they will let you go. If this happens to you, please contact us right away.

Please remember we are all human so if you find a spelling error or a mistake, just ignore it 😊 Thank You.

YOU DO NOT HAVE TO ARRIVE ON SITE 15 MINUTES BEFORE YOUR SHIFT.

If you are being told that you must show up 15 minutes before the start of your shift, this is against the law and a violation of your rights! You are not getting paid for that 15 minutes so you cannot be forced to go into work early or be marked as being late for not arriving on site 15 minutes before your shift officially starts.

If you are being paid for that time, then of course the employer can have you go in at 0645 if your shift starts at 0700, otherwise they cannot. If you are being told you must show up on site prior to the start of your shift for any reason ... to pass on information (this is what a pass on book is for), picking up keys, swipe cards, a vehicle or anything else at one site to then go to the site your assigned to or for ANY other reason, you should be paid for this time, otherwise you do not have to go in early. If this is happening to you and you are not being paid, please contact us and we will make sure this stops or you get paid for your time.

On Election Day, eligible electors — *i.e.*, Canadian citizens 18 years or older who are registered to vote — are entitled to three consecutive hours to vote between when the polls open and when they close. If an employee's work schedule does not otherwise allow for this, an employer must grant them time off to vote.

Employers can decide when on Election Day they will grant their employees the required time off. For example, if voting hours in a particular locality run from 7:00 a.m. to 7:00 p.m., and an employee works from 9:00 a.m. to 5:00 p.m., that employee's work schedule would not allow for three consecutive hours off for voting. The employee's employer could:

- a) provide one hour off at the beginning of the employee's schedule, allowing them to start work at 10:00 p.m.;
- b) provide one hour off at the end of the employee's schedule, allowing them to leave work at 4:00 p.m.; or
- c) provide three consecutive hours off within the employee's work hours between 9:00 a.m. and 5:00 p.m.

It is an offence for employers to penalize or deduct pay from employees for taking time off to vote, or to fail to provide an employee with time off to vote as required under s. 132 of the *Canada Elections Act*. Violations are punishable by a fine of up to \$2,000, three months' imprisonment, or both. Employers also must not "by intimidation, undue influence or by any other means, interfere with the granting to an elector in their employ of the three consecutive hours for voting" (s. 134). Violating this further prohibition is punishable by a fine up to \$50,000, five years' imprisonment, or both.

All employers are required by law to give time off work to vote. However, under s. 132(3) of the *Canada Elections Act*, this obligation does not extend to employers in the transportation industry if: (i) the employer is a company that transports goods or passengers by land, air or water; (ii) the employee is employed outside their polling division; (iii) the employee is employed in the operation of a means of transportation; and (iv) the time off cannot be allowed without interfering with the transportation service.

Please send notice to your employer in writing, in advance if you need time during your shift to go and vote, if your employer tells you that you cannot have the time off please contact us. If you have the ability to do the early voting, please look into that as you may be able to do this when you are not scheduled to work.

NEED A COPY OF YOUR COLLECTIVE AGREEMENT

As you may or may not know we are back in bargaining soon with ASAP Secured, GardaWorld, Paladin, Securitas and many others, as the contracts expire June 2020.

If you want a copy of your current Agreement you can email us and let us know who you work for (if you work for multiple employers let us know that too) and we will email you a copy for each Employer as there are some slight differences, or go to the website as they are all posted there. For those of you who prefer a hard copy or do not have a computer, please call us and provide us with your full mailing address and we will send you a copy by mail.

The airport screeners Collective Agreements which were negotiated for the next 4 years, will be mailed out shortly.



Bargaining Survey 2020

Which of the following issues do you feel are most important and need to be addressed in collective bargaining? Please rank them in order of importance with #1 being the most important.

- | | | |
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| <input type="checkbox"/> Wages | <input type="checkbox"/> Scheduling (job posting) | <input type="checkbox"/> Training |
| <input type="checkbox"/> Seniority | <input type="checkbox"/> Health and Safety | <input type="checkbox"/> Payroll Discrepancies |
| <input type="checkbox"/> Benefits | <input type="checkbox"/> Grievance Procedure | <input type="checkbox"/> Call out Pay |
| <input type="checkbox"/> Pension | <input type="checkbox"/> Site removals | <input type="checkbox"/> Uniform/Boot allowance/PPE |
| <input type="checkbox"/> other (please advise) _____ | | |

What articles of the CBA do you feel require changes and/or clarification? And why? _____

What changes or improvements would you like to see in your benefits?

What changes or improvements are needed in your work area or to improve your work/home life? Please list and explain.

Do you feel safe at your work site? If not, please explain why and what would you do or need to feel safe or to improve the safety at the site.

What one Article of your current Collective Agreement do you think needs to be improved or changed this round of bargaining, and why?

Other comments you have about how the working lives of security guards can be improved or changes you would like to see this round of bargaining?

Name _____

Full Mailing Address _____

Cell phone # _____ home phone # _____

Employer(s) _____

Site _____

Personal Email _____

If you do not feel comfortable telling us who you are, you do not have to fill out the above, but your feedback and the company you work for are very important to us, so we do hope that you will take the time to return this form.

Are you interested in receiving bargaining updates? Check all that apply

Email _____ Text _____ Newsletter _____

Would you be interested in assisting the Local in the Bargaining Process and/or the strike process, if necessary? Bargaining _____ Strike Process _____

**Please return completed surveys by fax, email or mail to: Sherry Charette at USW local 9597
Seminole Postal outlet – 3970 Seminole P.O. Box 41011, Windsor ON, N8Y 4T2**

Fax 1-519-945-3668 Email windsor@usw9597.ca and put BARGAINING SURVEY in the subject line.

DID YOU KNOW?

RECORDS OF EMPLOYMENT (ROE) - Your Employer only has seven (7) days by law (after your last pay date or shift) to provide you with a ROE if you have been laid off due to lack of work, resign or if you are terminated? Even if you have been terminated and the union has filed a grievance on your behalf, you can file for unemployment during the time the grievance is being processed in order to supplement your income while you are looking for other employment or mitigating your financial losses. Keep in mind of course any monetary settlement gained through the grievance process must then be paid back to unemployment (but this will all be explained to you further if you should ever find yourself in this situation).

If you are a part time or floater employee who has been working almost full time and had your hours cut, you may be able to file for unemployment for lack of work and supplement your income; this does not mean you are quitting and you should make that very clear when requesting your ROE.

If your employer refuses to issue you an ROE upon your request, please contact us, since you have the right to request an ROE at any time and the Employer can put the code down as “employee request” but they cannot deny your request.

AMERICAN INCOME LIFE

Recently you may have remembered receiving a letter with our Union Logo and signed by the local President (Sherry Charette) with some information about an increase in Accidental Death & Dismemberment benefits in the amount of \$3500.00. There was a card that you needed to fill out and mail back if you were interested and you would be eligible for this benefit at no cost to you.

This Insurance program is *in addition* to the benefit plan coverage provided by the Steelworkers and that was negotiated by the local and paid for by your employer. One has nothing to do with the other, this is a private life insurance company and once the card is received by AIL you most likely will be contacted to set up an appointment with one of their representatives to discuss the possibility of increasing this AD&D benefit or for personal private life insurance which you would pay for on your own. This representative may have told you they are from the “Union” and while AIL is unionized we want to clarify they are not with our local union or executive, they are an independent unionized life insurance agency and the only unionized insurance company out there.

Our benefit plan only provides life insurance while you are an employee; once you stop working for your respective Employer you would no longer be eligible for the life insurance or benefits once you run out. I believe you may have the option of transferring the life insurance portion of the plan into your own name but there would be a monthly charge for this coverage and it would be dependent upon your age and health to calculate how much per month they would charge you.

You have the option of scheduling an appointment with AIL but there is absolutely NO obligation on your part to enroll in any plans they are offering now or in the future. You can always contact them whenever you think you might like to have life insurance coverage outside of that which is provided to you by your Employer which was negotiated for you by the Union.

If you did not receive this information and are interested in looking into it further, or if you have already received the information and would like to contact AIL please call them at **Toll Free 1-800-495-1213** for more information. If you have any problems with any of the representatives, please let us know or call **Chase Robinson, AIL Public Relations, directly at 613-808-6260.**

BENEFIT CONTACT INFORMATION (Please SAVE THIS)

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 remain in and be covered for benefits by the plan without any contributions or payment 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.

Looking for a preferred Dental provider in London

The Benefit Board is currently looking into a preferred dental clinic in the London area like we set up in Windsor and Kitchener, in order for you to get a better dental benefit and each member of your family will have dental benefits rather than having to share the amount with the whole family.

The office we are looking into is located in East London closer to the 401 than downtown, called **Longo Dentistry** which is located at 1221 Dundas Street, Unit # 1 London, ON N5W 3B1. We need to hear from the employees in the London area, whether you would be interested in having this set up, or any other feedback you feel would be important for us to hear. If we get enough of a response or interest, steps will be taken to set this up and you will not have to pay out of pocket for dental benefits, if you are in benefits.

We look forward to getting your feedback about setting up a dental clinic in London.

HAVE YOU BEEN DENIED A POSTING Because You Didn't Have CPR or First Aid Training?

The only time you have to have these certificates is when you are first hired, after that you do not require a valid CPR/first aid certificate to renew your security license. Further, if you are required to have this training on your site, the Employer **MUST** pay for the course and your time spent taking it. If you are denied a posting because you didn't renew your CPR or 1st aid because it wasn't required at your previous site, please contact us.

If you have any issues getting paid for your training, the time spent taking the training or denied a posting because you do not have CPR/first aid training please contact us immediately.

Local 9597 Website - Make sure to register today to get important updates immediately or breaking news, rather than waiting for the newsletter. You will only have access to the private member's section when you register due to the confidential information we post on the site. www.9597usw.ca

CALL OUT Joint Health & Safety Committee Members

We are still looking for Joint Health & Safety representatives, mostly in the Southwest Ontario area and specifically at the following locations for Paladin:

Paladin – Conestoga College, St. Joseph's Hamilton, Guelph General hospital and Lakeridge Health Hospitals

Garda – Windsor, Hamilton and possibly Barrie

Securitas – Hamilton, Barrie, Oshawa

Corps Commissionaires - Windsor

All training is provided to you free of cost and you are also paid for your attendance to these JSHC meetings. Further you can take the training with you to future employment opportunities and it looks great on a resume. If you have already reached out to us previously, please check back to see if your area committee has a vacancy, if the committee was full.

DRY CLEANING YOUR UNIFORM WHEN YOU RESIGN OR ARE TERMINATED? Do you need to do it?

Some employers are sending out letters to employees when they resign, retire or are terminated that tell you that you must return your uniform dry cleaned. Unless they are going to fully reimburse you for this cost and you have it in writing (you must have proof), you are **NOT** required to return your uniform dry cleaned. The local specifically negotiated wash & wear uniforms so that no guard has to dry clean their uniform or put out this expense and we certainly don't expect you to do so when you resign, retire or are terminated!

If you have it in writing that you will be fully reimbursed if you do dry clean your uniform and you want to do so, by all means, we will not stand in your way, however just be aware that this is not something you are obligated to do and no pay can be with-held from you for not doing so. All you need to do is wash it and then return it. If the items are old, worn or torn you **MUST** still return them otherwise the Employer can deduct the cost of the item from what you might be owed for your final pay, so return all items and let them decide if it needs to be thrown out, don't decide for them or it may cost you.



SHOVELLING SNOW ... do I or don't I?

IT BEARS REPEATING UNFORTUNATELY – and the answer is NO ...you should not and if your Site Supervisor, the Client or your Employer 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 are really setting yourself up for a possible lawsuit, civil suit and/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 professional and tell him/her that before you do any shoveling you have to call your Branch office to get permission because you were told not to do it, then make that phone call ASAP and get direction from your Branch Office, Manager, Mobile Patrol officer or during the day, the union office as well. This way you can have your Supervisor or Branch Manager deal with the client rather than you doing so and the client will not get upset that you told them no, and it will give you some back up, unless of course it is your Supervisor/Branch Manager telling you to just do it, then your only recourse is to contact the union. This way we can stop them from forcing you to shovel snow.

Since we have a philosophy "**do now grieve later**" if we are talking a small side walk do it but then call and notify your Branch office or us ASAP! The only exception to this rule is if you are being asked to just sweep the snow out from the doorway of your Security Office so it can be opened, but **shoveling, salting or spreading de-icing pellets** are a liability issue. Please call us so we can provide you with help and/or contact your Employer.