

USW Locals 2010
& 2010-01



EdCom Session on Stewards

June 10th, 2014

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WHO ARE YOUR STEWARDS?

Zone #:	Steward Name:	Zone Name:	Steward Email:	Building:
1	Christina Salavantis	Residences	christina.salavantis@usw2010.ca	Victoria Hall
				Jean Royce
				Leggett Hall
2	Brenda Wood	Services	brenda.wood@usw2010.ca	Postal Services
				Rideau Building
3	Briana Broderick	Admin 1	briana.broderick@usw2010.ca	Agnes Etherington Art Centre
				Ban Righ Centre
				Stauffer Library
4	Natasha Redknap	Admin 2	natasha.redknap@usw2010.ca	Fleming Hall/Jemmett Wing
				Fleming Hall/Stewart-Pollock Wing
				Richardson Hall
				Mackintosh-Corry Hall
5	Karen Leveque	Admin 3	karen.leveque@usw2010.ca	La Salle Building
6	Natasha Redknap	Admin 4	natasha.redknap@usw2010.ca	Gordon Hall
7	Gillian Berry	Phys Ed, Athletics, JDUC, Kin	gillian.berry@usw2010.ca	Athletics and Recreation Centre
				John Deutsch University Centre
				Kinesiology Building



WHO ARE YOUR STEWARDS?

Zone #:	Steward Name:	Zone Name:	Steward Email:	Building:
8	Rick Stratton	Business	rick.stratton@usw2010.ca	Goodes Hall
9	TBA	West Campus- Education/CHP	TBA	Central Heating Plant
10	Gillian Berry	Arts & Science 1	gillian.berry@usw2010.ca	McArthur Hall
				Biosciences Complex
				Chernoff Hall
				Earl Hall
				Jeffery Hall
11	Briana Broderick	Arts & Science 2	briana.broderick@usw2010.ca	Stirling Hall
				Dunning Hall
				Harrison LeCaine Hall
				Kingston Hall
				Ontario Hall
12	Christina Salavantis	Arts & Science 3	christina.salavantis@usw2010.ca	Theological Hall
				Watson Hall
13	TBA	Engineering & Applied Science	TBA	Mackintosh-Corry Hall
				Beamish-Munro Hall
				Dupuis Hall
				Ellis Hall
				Goodwin Hall
				McLaughlin Hall
				Miller Hall
				Walter Light Hall



WHO ARE YOUR STEWARDS?

Zone #:	Steward Name:	Zone Name:	Steward Email:	Building:
14	Kathy Grant	Health Science 1	kathy.grant@usw2010.ca	All Locations except KGH; Macklem House & Botterell
				Botterell Hall
				Louise D Acton Building
				Cataraqui Building
15	Gordon Crawley	Health Science 2	gordon.crawley@queensu.ca	Carruthers Hall
				Haynes Hall
				Kingston General Hospital
				Providence Care
16	Rick Stratton	Law and Professional Schools	rick.stratton@usw2010.ca	St Mary's of the Lake
				Macdonald Hall
17	Heather Carter	Advancement	heather.carter@queensu.ca	Robert Sutherland Hall
				Old Medical Building
				Summerhill



WHAT IS A UNION STEWARD?

- The Steward is a vital link in the labour-management relationship.
- They are the unions' most public-face in dealing with matters affecting both the employer and the rank-and-file members.
- The purpose of the Steward is workplace representation.
- Stewards are there to listen and be a point of first contact for members.

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today!



What is their Role?



WHAT IS A UNION STEWARD?

- When you have a question or concern you can always contact your Steward and they will find answers to your questions.
- Stewards are there to welcome new members.
- Manage bulletin boards in departments.
- Help members on redeployment to track their jobs applications among other duties.

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WHAT IS A UNION STEWARD?

- Stewards assess the difference between a grievance and a complaint:
 - **Grievance**: a violation of the CBA
 - **Complaint**: not a violation of our CBA; it is when the Employer violates one of its own policies.
 - **Personal Concerns**: issues that may feel unfair or unjust, but are not violations of contracts, policies or laws.
- Stewards offer problem-solving ideas.

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HOW DO I FIND MY STEWARD?

- You locate your Steward using the zoning list found on the USW2010 website – www.usw2010.ca
- Each Steward and their alternate are responsible for members in different buildings on campus.
- You can always contact the Chief Steward or request an alternate for any reason.





HOW DO I FIND MY STEWARD?

- You contact them using their USW email account, and they contact you back using your Queen's account during break times, lunches, or before/after work.
- Once in dialogue with your Steward it is recommended to use a **non-Queen's email and save all your correspondence on a computer off campus.**






WHAT IS A STEWARD'S LEGAL STANDING?

- Stewards are treated as equals to management and HR.
- Stewards act in an official capacity when they investigate grievances, request information, present a grievance or participate in labour/management meetings.
- Stewards have the right to service and investigate however, they are required to obtain permission of their Supervisor prior to leaving their work place.





WHAT IS A STEWARD'S LEGAL STANDING?

- They have a legal obligation to represent all members fairly. The duty of fair representation *does not* mean however, that the Local must take every grievance through all stages of the grievance and arbitration process. It simply recognizes that the Local must balance the needs of the individual with the needs of the membership as a whole. It means that decisions must be made honestly in a manner that is not arbitrary, discriminatory, or in bad faith.
- **Stewards must keep member information confidential.** 
- Stewards can take a member's grievances to HR for them if requested.
- They also monitor grievance deadlines to ensure the integrity of the process.



WHY SHOULD I TELL MY STEWARD ABOUT MY WORKPLACE ISSUES?

- Through the monthly steward meetings, Stewards confidentially share information about where the language in the collective agreement is not working, and make recommendations to the bargaining committee.
- Stewards are also in a unique position to see when groups of people have the same issues for Group or Policy Grievances. While stewards cannot break confidence with individual members they can inquire as to whether members are interested in joining a group grievance.
- Stewards encourage members to take action on workplace issues - **member participation is a sign of strong union.**





WHAT SHOULD I EXPECT IN A MEETING WITH MY STEWARD?

- Stewards will encourage problem solving informally that ***does not*** invoke the grievance process as a first measure.
- They will listen and coach members to advocate for themselves with their Supervisors, suggesting that members use email to keep a record of all conversations with management.





WHAT SHOULD I EXPECT IN A MEETING WITH MY STEWARD?

- Stewards will help members to recognize when the language in the collective agreement has been violated and assist in the grievance process if necessary.
- Stewards will always remind members of the “**work now grieve later**” rule so that members are not disciplined for insubordination - of course this rule does not apply to work that endangers health or safety, or requires members to do anything illegal or patently unreasonable.





**In the
workplace,
Stewards are
the eyes, ears,
and voice of the
Union!**

