

# Is Queen's University withholding our wages?



**Our USW  
Salary Grid  
at Queen's is  
a Deferred  
Wage System!**

**For the University, it pays to Defer.**

Think about it: every month/year that you're not paid the full salary for your position, the University holds your money in their bank account.

**It's an interest-free loan at your expense.**

### What is a Deferred Wage System?

*A deferred wage system allows the Employer to continually save money on employee wages by withholding (deferring) the release of portions of our annual salaries over several years through a step system.*



LOCALS 2010 & 2010-01

# United Steelworkers Local 2010

December 2018

## PRESIDENT'S MESSAGE

Your Union has been very active over the last twelve months working on a number of high priority projects. The focus of these projects affect our daily and working lives here at Queen's.

At the forefront, we negotiated and launched the long-awaited Job Evaluation system. We participated in the Benefits Review process which is now headed for the tendering process. All the while, we worked diligently with the University of Toronto, Guelph University and their respective employers on the proposed University Pension Plan (UPP).

All of these significant projects preface our bargaining objectives, including the need to review how Steelworkers are paid on our USW Salary Grid (deferred wage system), along with the numerous housekeeping issues and demands for new and improved language, benefits, and working terms and conditions.

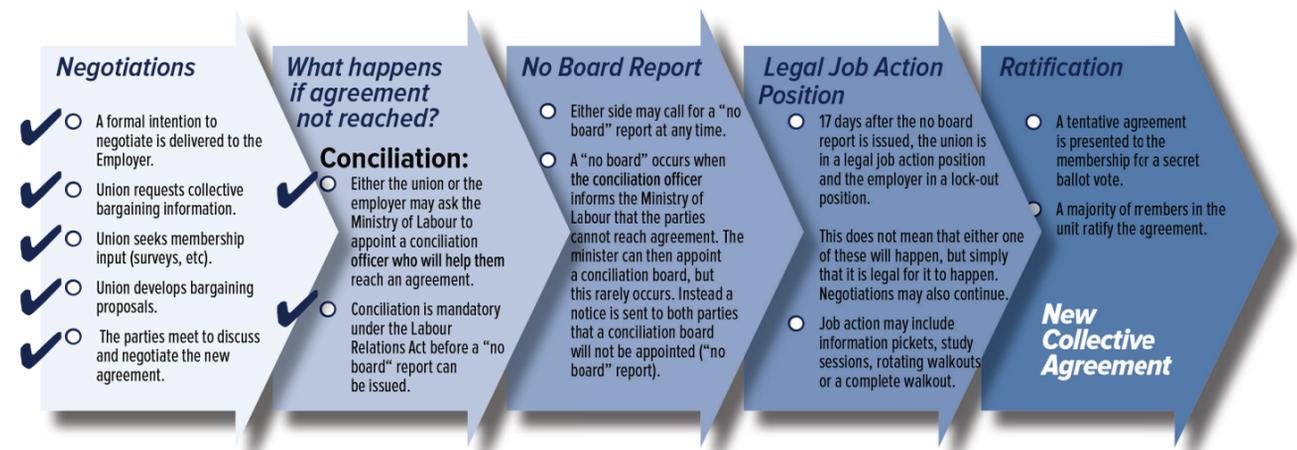
We will be looking for your support over the coming weeks and months.

**BARGAINING MAKES US BETTER WHEN WE DO IT TOGETHER!**

*There is no better place to make your voice heard than at the Bargaining table.*



## NOW IS THE TIME TO BARGAIN



Connect with us!

facebook.com/usw2010

@uswlocal2010

www.usw2010.ca

contact@usw2010.ca

## CONNECT WITH US!

Have you taken the time to create your new **USW member-only account** and **USW email address**?

Your new member-only account will allow you to view information and download pertinent documentation for Steelworkers only from our website (e.g. benefits review, pension, job evaluation, bargaining, etc.). In the future, your new USW email address will be used for Union correspondence.

The following are tips for configuring your new member-only account and your USW email address.

### 1. How to create an account

Go to <https://www.usw2010.ca>

Click on Member Login – CREATE MY ACCOUNT

Fill in the Member Registration Form – be sure to fill in all of the required fields

Once the form is filled out, click on Register Me

Allow 24-48 hours for verification

Check your personal email account for the verification link

### 2. How to login

Go to <https://www.usw2010.ca/>

Click on Member Login – RETURN TO MY ACCOUNT

Enter your Username and Password as follows:

Username - firstname.lastname@uswlocal2010.ca

Password - as previously defined by you

Click Sign In

### 3. Forwarding

Forward your USW email address to your personal email account (e.g. Gmail or Yahoo) by clicking on the MY ACCOUNT tab.

### 4. Texting

To add your cell phone number to our list to receive texts from your Union, login to your account and add your number under the UPDATE YOUR ACCOUNT tab.

5. To add your USW email address to your smart phone to access your account, refer to the PDF for either Android or iPhone for instructions.

Please email [contact@usw2010.ca](mailto:contact@usw2010.ca) if you have questions or require assistance with any issues.

**It's time to negotiate a better Collective Agreement. There is no better place to make your voice heard than at the bargaining table!**

*Collective bargaining is one of the most important forms of democracy and employee power that exists in our country. By bargaining together rather than individually, employees can shape what happens in their workplace. As employees, we get a voice in how we exchange our skills and abilities for wages, benefits and equitable, safe, and healthy working conditions.*

Your current Collective Agreement expires December 31, 2018 and your Bargaining Committee is working diligently on the negotiation process.

The role of the Bargaining Committee is to negotiate the best possible Collective Agreement that reflects the priorities of the Membership. To achieve this goal, your Committee needs to identify and assess the bargaining issues that members are most concerned with. In other words, what are the issues and how will they translate into worthwhile proposals to be presented to the Employer at the bargaining table?

As Steelworkers, we are all aware of the significant issues that impact our working terms and conditions in the immediate future which are:

1. Pension & Benefits
2. USW Salary Grid (Deferred Wage System)
3. Job Evaluation Project & Pay Equity
4. Wage Increases

Beyond this, we need to know if members are troubled with working conditions such as workload or overtime/lieu time.

The best way to measure the urgency, complexity, and number of issues across the broader membership (~1,250 Steelworkers) that may need to be addressed, is to email [contact@usw2010.ca](mailto:contact@usw2010.ca) and let us know your thoughts, concerns, and/or issues.



## YOUR 2019 BARGAINING COMMITTEE

John Goldthorp, Chief Negotiator    Susanne Cliff-Jungling

Kelly Orser, Chair

Cathy Nelson

I SUPPORT MY BARGAINING COMMITTEE

Sarah Bunting

Liza Cote

Elizabeth Agostino

Cheryl Power

Jessica Hogan

Briana Broderick

## HELP US GET THE MESSAGE OUT!

**Please post the last page of this newsletter as a poster in your workplace.**

## CONCERNS AT WORK?

USW Local 2010 helps many staff with questions about the Collective Agreement and Queen's employment policies and practices. Examples include issues and concerns around discipline, redeployment, health & safety, harassment, and sick leave/return to work. If you have a concern on the job, advice and support is available to you through your Union.

**Email Your Steward:** <https://www.usw2010.ca/stewards>

