



USW Local 2010

Is Queen's Withholding our Wages?

Deferred Wage System | Info Session

November 2018

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Agenda



- Bargaining Update
- Deferred Wage System - What is it?
- Reflections
- Next Steps
- Questions





Bargaining | Update

- Notice to Bargain sent to Employer October 5, 2018
- Request to Ministry of Labour to pre-book Conciliator
- Bargaining Committee has been trained
- Proposal writing for Committee almost complete
- Surveys sent to Steelworkers THIS WEEK
- Bargaining Begins Next week





Typical USW Bargaining Timeline

Notice to
Bargain
OCTOBER

Exchange
Proposals
Bargain
~**MARCH-
JUNE**

Conciliation
Bargaining
~**JULY**

Ratification
Vote
~**AUGUST**

~ 10 month timeline

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Concern with typical USW Bargaining Timeline
this round RE: timing of UPP Mandate Vote



Typical timeline *does not* allow USW to bargain
pension offsets with the Employer for Members



LOCALS 2010 & 2010-01



New Strategic USW Bargaining Timeline for this round to address timing of UPP Mandate Vote



UPP Mandate Vote and Collective Agreement Ratification Vote scheduled on the same day in the new year; *Date yet to be determined*

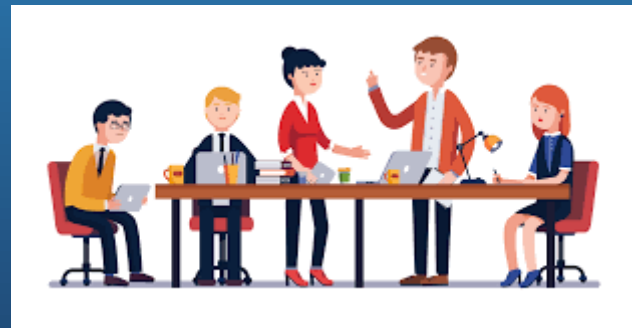
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Bargaining | Dates

- December 6 & 7
- December 10 & 12
- December 17 to 20
- January 8 & 9
- January 17 & 18



Bargaining Committee

Elected:

- Briana Broderick
- Elizabeth Agostino
- Liza Cote
- Cheryl Power
- Susanne Cliff-Jungling
- Cathy Nelson
- Sarah Bunting
- Jessica Hogan



Bargaining Committee Chair:
Kelly J. Orser, President

Chief Spokesperson:
John Goldthorp, USW Staff
Representative

One Bargaining Issue

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.



Pension | The new UPP

- Vote scheduled for early in the new year
- USW Town Halls scheduled for January 2019

UPP
UNIVERSITY
PENSION PLAN
ONTARIO



What is a Deferred Wage System (i.e. our current salary grid)?

UNITED STEELWORKERS LOCAL 2010 SALARY GRID - GRADES 2 TO 9 EFFECTIVE JULY 1, 2018

35 hours per week

GRADE	STEP 1	STEP 2	STEP 3	STEP 4	STEP 5	STEP 6	STEP 7	STEP 8	STEP 9	STEP 10	STEP 11	STEP 12	STEP 13
2	33,028	33,910	34,819	35,748	36,706								
3	36,797	37,779	38,787	39,824	40,889								
4	38,720	39,782	40,878	42,000	43,150	44,336	45,550						
5	40,587	41,605	42,650	43,720	44,817	45,942	47,093	48,276	49,488	50,734			
6	46,026	47,178	48,364	49,579	50,825	52,099	53,406	54,749	56,121	57,533			
7	52,189	53,501	54,845	56,223	57,634	59,078	60,563	62,079	63,646	65,237			
8	59,185	60,672	62,196	63,752	65,353	66,994	68,677	70,400	72,165	73,981			
9	62,922	64,448	66,011	67,611	69,252	70,932	72,654	74,415	76,220	78,073	79,966	81,905	83,894



USW Salary Grid Definitions:

What is a **GRADE?**:

A group of job classifications with similar task complexities

Annual **STEP** Adjustment:

This is NOT a RAISE

Withheld wages, deferred/owed/time-in-chair

Annual **SCALE** Increase:

This IS a RAISE

Negotiated Across-The-Board (ATB) Wage Increase (i.e. Cost of Living Adjustment (COLA))



USW Salary Grid Definitions:

<p>Red Circle Pay:</p>	<p>Employee receiving Pay above the maximum (outside) the salary grid <i>Wage remains frozen</i> until salary range moves and pay falls within range</p>
<p>Top of Grid:</p>	<p>Final Step in salary grid * also know as: Grade Rate</p>
<p>Grade Rate:</p>	<p>Salary/pay the job is evaluated/rated at * this is Top of Grid for USW positions</p>





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.



What is a Deferred Wage System?

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What type of long-term effects can Steelworkers expect from a Deferred Wage System?

- **Wages** - withheld by Employer over several years
- **Pension** - eligible contribution percentages
- **Benefits**
 - Maternity Leave (EI entitlements)
 - Long Term Disability (entitlement rates)
 - Life Insurance (claims)
- **Performance Appraisals (PDPs)** - expectations



Long-term effects of a Deferred Wage System?

- **PENSION:** *each year that you are making less money, you are subsequently contributing less to your pension plan*





Long-term effects of a Deferred Wage System?

➤ **BENEFITS:**

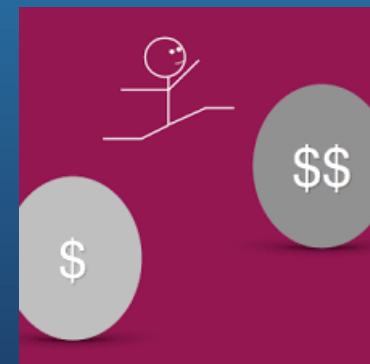
- Long Term Disability (LTD): *if you have to activate your LTD entitlement, you are only eligible for ~65% of the deferred wage being received at time of activation (i.e. grade x; step 2) and not the top wage*
- Maternity Leave: *If you activate a maternity leave, you are only eligible for ~55% of the deferred wage being received at the time you secure EI benefits.*
- Life Insurance: *in the event of death, your family will only receive insurance based on your wage at time of death which could be the deferred wage (i.e. grade x; step 2) and not the top wage*



Long-term effects of a Deferred Wage System?

➤ **PERFORMANCE APPRAISALS (PDPs):**

Annually management evaluates Steelworkers with the expectation that within 1 or 2 years we are performing at the highest level possible, yet the wage that is commensurate to the responsibilities/expectations of the position are withheld/deferred





Long-term effects of a Deferred Wage System?

- **CONCERN:** *It is your Union's position that it is unreasonable for the Employer to assert that Steelworkers need 5 - 13 YEARS to become proficient in their jobs*

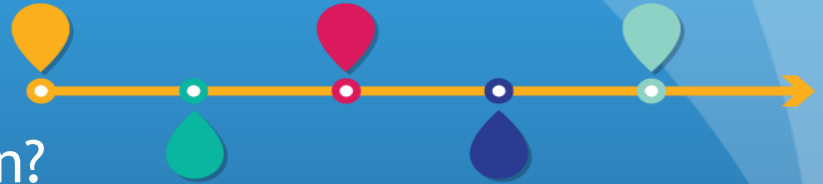
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Reflections



- Is this important to us as a Union?
- Are we concerned about this type of wage system?
- Do we want to wait 5 → 7 → 10 → 13 years to be paid at the Top Step?
- Do you want to see this changed?
- Do we feel that this should be negotiated in our upcoming round of bargaining?



Next Steps

- **DECIDE:** *do we feel that this should be negotiated in our upcoming round of bargaining?*
- Get Connected so you can participate
 - Emails | Text Blasts | Web site
 - Create your USW login Account TODAY!
- Survey - fill it out
- Talk to your colleagues!



Questions ?

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