



LOCALS 2010 & 2010-01



USW Local 2010

Tentative Agreement on Collective Agreement and Pension

February 7, 2019 | Department of Family Medicine
WELCOME!



facebook.com/usw2010



[@uswlocal2010](https://twitter.com/uswlocal2010)



www.usw2010.ca



contact@usw2010.ca



Indigenous Acknowledgement



Aaniin, She:kon, Welcome,

We acknowledge that we gather today as members of United Steelworkers Local 2010, on territory, traditionally shared between the Anishinaabe and Haudenosonee peoples. We acknowledge and respect all treaties and agreements and through actions of reconciliation will ensure our Indigenous Members are recognized and respected within our Collective Agreements. We finally acknowledge the Indigenous Members of USW Local 2010 and their community that still today live, travel and work alongside us.

Miigwech, Nyawen'ko: wa, Thank you



Presenting Today:

- Kelly Orser, President & Bargaining Committee Chair
- Alex McKinnon, Research Director, USW Canadian National Office, and Co-Chair of the University Pension Plan Project
- John Goldthorp, Chief Negotiator and USW Staff Representative

Bargaining Committee Members (elected):

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





- Opening Remarks
- Electronic/Telephone Vote Details
- Review - tentative Collective Agreement
- Review - Compensation Details (*including Deferred Wage System*)
- University Pension Plan (UPP) Presentation
- Closing Remarks
- Questions





Announcements



- **USW Meeting Rules of Order**
- **Microphones for Q&A** (*if applicable*)
- **Paid Release Time for Steelworkers to attend** (*2 hours of paid work time with additional hour [over lunch] for Q&A*)
- **All documentation will be uploaded to our web site** (*Member login section*) **early Friday, February 8, 2019**
- **Printed Packages:**
 1. Contract Highlights - Language details
 2. Monetary Matters - Compensation details
 - *Both packages will be referenced during this presentation*



USW Leadership Teams:

1. Executive Board | Statement

- *The USW Local 2010 Executive Board unanimously supports our tentative renewal Collective Agreement and the conversion to the UPP, and recommends that Local 2010 Members vote Yes in the February ratification vote*

2. Bargaining Committee | Statement

- *The USW Local 2010 Bargaining Committee unanimously recommends the ratification of the tentative renewal Collective Agreement, which includes the conversion from the QPP to the UPP*



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Opening Remarks



Pension and Collective Agreement
One Ratification Vote scheduled for
February 11, 12, & 13, 2019

Served
Notice to
Bargain

OCTOBER

Tentative
Agreement
Signed

**DECEMBER 21,
2018**

Town Hall
Meetings

**JAN/FEB
2019**

One Ratification Vote for
Collective Agreement and
Pension

**FEBRUARY 11, 12, 13
2019**

(2 mandates; 1 vote)



Intelivote Systems Inc.

- Electronic/Telephone vote - *Members can select method*
- **Scheduled for:** February 11, 12, & 13, 2019

- **OPENS:** February 11, 2019 at 9:00am
- **CLOSES:** February 13, 2019 at 4:00pm



- Unique PIN and Queen's Staff Number Required to vote
- Vote details to be sent to your Queen's email:
 1. **Pre-email** (February 5, 2019)
 2. **PIN email** (February 11, 2019)
 3. **Reminder email** to vote (early February 13, 2019)
- Vote Results to be announced February 14, 2019



Sample of Ballot Wording:

Do you support the December 21, 2018 *tentative agreement* between USW Local 2010 and Queen's University in respect of a renewed Collective Agreement and the conversion of the Queen's Pension Plan (QPP) into a new jointly sponsored, defined benefit pension plan for the Ontario university sector, to be called the University Pension Plan (UPP)?

Yes

No

What happens next *(after vote)*:

- *Accept the Tentative Agreement - business as usual at Queen's*
- *Reject the Tentative Agreement - back to conciliation bargaining with Queen's*



Final Information Package to arrive by Campus Mail

- Will Contain detailed information regarding the QPP/UPP
- **Should arrive no later than Feb 8th**
- Package will also be posted to our USW web site (Member login section)



Please refer to page 1 of Package

Tentative agreement is comprised of the following contractual documents:

- 1) Memorandum of Agreement with Respect to all matters relating to the negotiation of a Renewed Collective Agreement (“**RENEWAL AGREEMENT MOA**”)
 - ATTACHMENT A - Proposed Changes of the Collective Agreement

- 2) Memorandum of Agreement with Respect to Pensions (“**PENSION MOA**”)
 - SCHEDULES A & B



Please refer to page 2 of Package

- RENEWAL AGREEMENT MOA - Recitals
- Housekeeping Changes
- Article 8 - Union Representation
- Article 11 - Grievance Process
- Article 12 - Discipline and Discharge
- Article 16 - No Harassment or Discrimination
- Article 18.11 (c) - Posting not Required
- Article 18.27 (a) - Notice Period
- Article 19 - Workload
- Article 22 - Vacations



Please refer to page 8 of Package

- Article 23 - Leaves of Absence
 - **New Domestic or Sexual Violence Leave**
- Article 24 - Sick Leave
- Article 30 - Compensation
- Article 33 - Term of Agreement
- APPENDIX A - Tuition Support Plan
- APPENDIX D - Child Care Benefit Plan
- APPENDIX E - Child Care Benefit Plan: Before and/or after School Programs, School Professional Activity Days, or Summer Camps



Please refer to page 12 of Package

- Letters of Understanding - Agreed to Re-Sign by the Parties
- New Letters of Understanding
 - *Employee Group Benefit Plan*
 - *Job Evaluation Project Activities dates June 1, 2018*
- New Memorandum of Agreement
 - *Recognition of Aboriginal Peoples*
- Notice Letter from Employer
 - *Career Development Opportunities*



Please refer to page 18 of Package

- Proposed Wages - *more to follow*
- PENSION MOA - Recitals
 - *Schedule A | Salary Grids*
 - *Schedule B | Collective Agreement References to the “Revised Pension Plan of Queen’s University (QPP)”*

*Hand out Package 2 -
Monetary Matters*



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REVIEW Deferred Wage System



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.



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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



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.



USW Salary Grid Definitions:

What is a GRADE? :	A group of job classifications with similar task complexities
Annual STEP <u>Adjustment</u> :	This is NOT a RAISE Withheld wages, deferred/owed/time-in-chair
Annual SCALE <u>Increase</u> :	This IS a RAISE <i>Negotiated</i> Across-The-Board (ATB) Wage Increase (i.e. Cost of Living Adjustment (COLA))



What is a Deferred Wage System?

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Please refer to page 1 of Monetary Matters Package

➤ *Can add notes to back page of this package*

- Article 30 - Compensation (*language*)
- Employee Pension Contribution Increases (QPP to UPP)
- Unreduced Early Retirement in Queen's Pension Plan (QPP)



Please refer to page 4 of Monetary Matters Package

Proposed Wages & Salary Grids - Scenarios:

<i>Scenario #1</i>	<i>Scenario #2</i>	<i>Scenario #3</i>	<i>Scenario #4</i>
<i>Unsuccessful vote, <u>no</u> conversion to the UPP</i>			



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- Examples - Moving from Grid-to-Grid



Next Steps



- Drop-In (Q&A) Sessions:
 - February 11, 2019 at 12noon, Jeffrey Hall, Room 118
 - February 12, 2019 at 12noon, Jeffrey Hall, Room 118
 - February 13, 2019 at 12noon, Jeffrey Hall, Room 118
- Review material on USW web site on February 8, 2019
- Visit UPP web site at: <http://www.universitypension.ca/>
- PENSION Question: email info@universitypension.ca
- AGREEMENT Question: email contact@usw2010.ca



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UPP Presentation



Presented by:
Alex McKinnon, Research Director
USW Canadian National Office



UPP
UNIVERSITY
PENSION PLAN
ONTARIO



Questions ?



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