



UNITED STEELWORKERS LOCAL 2010
REPRESENTING QUEEN'S UNIVERSITY STAFF
& ACADEMIC ASSISTANTS



USW LOCALS 2010 & 2010-01 | 11 Aberdeen Street | Kingston | ON
MINUTES – Membership Meeting | Wednesday, April 28, 2021

Chair: Kelly J. Orser, President
Location: via ZOOM

Member Attendance: 45

The notes which follow are presented here as an edited summary of the meeting minutes, with information confidential to Local 2010 omitted. Official minutes are available in their entirety for review by all Members of Locals 2010 & Local 2010-01 who are in good standing, and upon request to the Recording Secretary or President.

1. **Call Meeting to Order | USW Indigenous Acknowledgement: 12:05pm**
2. **Roll Call of Officers:**
 - Executive Members Attending: Kelly Orser, Briana Broderick, Sarah Bunting, Anne Tobin, Wendy Phillips, Christina Salavantis, Curtis Gonyou, Elizabeth Agostino, Julia Savage, Cheryl Power, and Jill Hodgson
 - Incoming Officers: Matthew Lee, Megan Lenz
 - 2010 Office Staff Attending: Gary Larsen, Cathy Lemmon
 - Regrets: John Goldthorp, USW Staff Representative
3. **Reading of the Minutes of the previous Meeting** – Cathy Lemmon moved to adopt the March 24, 2021 minutes as read. (S). Cheryl Power. CARRIED.
4. **Report of Officers:**
 - a) President:
 - i. Incoming Executive Board and Grievance Committee Officers/Members reflect the following:

Executive Board Officers:

Kelly J. Orser, President
Briana Broderick, Vice-President
Sarah Bunting, Recording Secretary
Wendy Phillips, Financial Secretary
Jill Hodgson, Treasurer
Christina Salavantis, Guide
Curtis Gonyou, Inside Guard
Megan Lenz, Outside Guard
Elizabeth Agostino, Trustee
Julia Savage, Trustee
Cheryl Power, Trustee
Matthew Lee, Unit Chairperson – *Local 2010-01 Academic Assistants*

Grievance Committee Members:

Briana Broderick, Grievance Officer, Chair
Adam Boisvert, Grievance Member
Sarah Bunting, Grievance Member
Cheryl Power, Grievance Member
Kelly J. Orser, President, Ex-Officio

Outgoing Officer:

A *special thank you* to Executive Board Officer, Anne Tobin who is finishing up her term on April 30, 2021. *On behalf of the current Executive Board, we thank you Anne for all you have contributed over the years to Local 2010 and its Members.*

The installation of all Officers, new and returning, will occur at our Membership Meeting on May 27, 2021.

ii. **Additional Staff Summer Holidays from the Principal:**

- Friday, May 21st
- Friday, July 2nd
- Monday, July 5th

These additional staff summer holidays are for all staff and faculty. If you have any questions regarding scheduling for these additional days off, please review the email from the Principal, or contact the Union Office for assistance.

iii. **New Employee and Family Assistance Program (EFAP) Provider:**

The University is transitioning to *Lifeworks by Morneau Shepell* as the new EFAP provider effective May 1, 2021. Take a moment to look at all the services they have to offer for you and your family. Details for the new provider are as follows:

- Download LifeWorks App
- For 24-hour confidential EFAP services call:
 - Prior to May 1, 2021: 1.800.663.1142 or 1.866.398.9505
 - Effective May 1, 2021: 1-877-789-7572

iv. **Bargaining – Local 2010 Support Staff:**

Our contract expires December 31, 2021. Bargaining Committee elections are scheduled for later this summer – June/July. The committee structure includes 6 elected committee members and the President. Alternates to be elected as well. Please consider running for a position on the bargaining committee.

v. **Job Evaluation Project:**

Tentative dates scheduled in June with the Employer to begin negotiating the ***draft*** Joint Pay Equity Plan with HR. Tentative dates scheduled in July with the Employer and respective Counsels to mediation/arbitration the ***final*** Joint Pay Equity Plan, if June negotiations do not go well. Updates regarding these proceeding to follow by email in July. Please note: Members should request a re-evaluation under the old/current system now if they have new duties that are permanent. If the duties are not permanent, there is acting pay that the Union could assist Members with. Contact the Union Office if you have question about your situation (contact@usw2010.ca).

- vi. **University Pension Plan (UPP):**
 Email from the Employer went out this morning regarding the All-Member Information Session; please review the email to register for the session. The UPP Team must meet all *Pension Act* requirements to secure a final deadline to convert. These deadlines are allowable in 6-month increments, so if the Team misses the July 1, 2021 deadline, the next conversion date would be tentatively scheduled for January 1, 2022. To date, all communications have indicated that the UPP Team is on track to satisfy all requirements to convert on the July 1, 2021 deadline. Continue to watch your email for updates for the UPP Team, and visit <https://www.universitypension.ca/> for more information as well.

- vii. **Deferred Wage Grid:**
 Local 2010 bargained changes to our current deferred wage grid that will take effect on July 1, 2021, as long as the University Pension Plan (UPP) is not delayed. The new Salary Grid will compress our current steps within each grade as follows:
 - Grades 2 & 3 = 4 steps (*previously 5 steps*)
 - Grade 4 = 6 steps (*previously 5 steps*)
 - Grades 5 to 8 = 8 steps (*previously 10 steps*)
 - Grade 9 = 9 steps (*previously 13 steps*)
 HR is scheduled to post new Salary Grid in June 2021.

- viii. **DATE REMINDER** | New Member Orientation – April 29, 2021 via Zoom. Watch your email for details.

- ix. **DATE REMINDER** | USW Scholarships for Local 2010 Families – Deadline: June 30, 2021
 - Indigenous Scholarships
 - Post-Secondary Scholarships
 - Lifelong Learning Scholarships
 The application process for Steelworkers and their families is outlined on the USW web site; visit <https://www.usw.ca/members/scholarships> for more information.

- b) **Financial Secretary and Treasurer:**
 Wendy Philips presented the financial statements for March 2021.
 Jill Hodgson presented the treasurer statements for March 2021. All figures/reports matched.
 Jill Hodgson moved to adopt the financial reports for March 2021 as read. Martha Santos (S). CARRIED.
Contact the Union Office for the specific details regarding these financial reports.

- c) **Academic Assistant Unit Chair:**
 Report by Matthew Lee, *new incoming Academic Assistant Unit Chair*. Bargaining began 2 weeks ago; the Parties exchanged proposals. Counteroffers were given and the Team is meeting tomorrow to finalize the response for bargaining May 3rd and 5th. We have an additional two days scheduled for May 13th and 14th. We can move to conciliation quickly if needed.

- 5. **Report of Staff Representative and/or Organizer – No Report**

- 6. **Report of Special Committees – None**

- 7. **Reports of Standing (Permanent) Committees and/or Conferences – None**

- 8. **Unfinished Business – None**

9. New Business:

a) **Motions** for Expenses:

Contact the Union Office for the specific details regarding these motions.

10. Good and Welfare

Acknowledgment: April 28th (today) is the *Annual Day of Mourning* for workers who have died on the job.

11. Adjournment – 12.36pm: Cathy Lemmon moved to adjourn. Matthew Lee (S). CARRIED.

12. Question & Answer Period (*if time permits*).

Discussions regarding the Deferred Wage Grid for Members were discussed.