



USW Local 2010-02 | Residence Dons

Now that you're Certified... what's next?

July 2023

Zoom Meeting Details

- ❑ If you join the meeting via phone, long distance charges may apply
- ❑ Add your **full name** (first/last) in your video window in advance so we can identify you; a **USW Co-host** may reach out to you to identify you and change your name. If you require assistance, please use the chat line
- ❑ Use the **chat line** to submit your questions to the Moderator (privately or to everyone)
- ❑ We ask that Members use the video feature in Zoom



chat line open

send questions via the chat line
for the Q&A session at the end





Indigenous Acknowledgement

Aaniin, She:kon, Welcome,

We acknowledge that we gather today as unionized employees of Queen's University, 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 unionized colleagues are recognized and respected within our Collective Agreements. We finally acknowledge our Indigenous unionized colleagues and their community that still today live, travel and work alongside us.

Miigwech, Nyawen'ko: wa, Thank you

Agenda



Welcome

Who are we
Contact information
Media
Communications going forward



Our Team

Union Structure
Executive Board
Office personnel



Next Step - Elections

Bargaining Committee elections
Interim Unit elections
Bargaining preparations
5 Phases of bargaining
Next steps



Closing

Questions and Answers

Introductions:

- Kelly Orser, President
- Briana Broderick, Vice President
- Syed Akhtar, USW Staff Representative



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Who are we

United Steelworkers

- As a member of the **United Steelworkers**, you are part of a global union that takes its responsibilities seriously to working people everywhere; as seriously as your Local Union takes its responsibilities to its own Members here on campus.
- This solidarity makes *real change* possible.

About USW

- The USW is the largest private sector union in North America with more than 225,000 members in Canada and more than 850,000 members continent-wide.
- The USW is Canada's most diverse union, representing working people in every sector of the economy.

Unity and Strength for Workers

- Representing:
 - **Academic Assistants, Residence Dons, and Support Staff** at Queen's
- USW Local **2010** | **Support Staff**
~1400 Members
- USW Local **2010-01** | **Academic Assistants**
~150 Members
- USW Local **2010-02** | **Residence Dons**
~150 Members

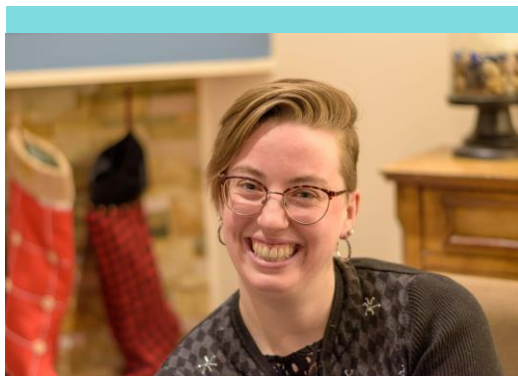
USW Office Team



Kelly Orser
President



Briana Broderick
Vice President & Senior
Grievance Officer



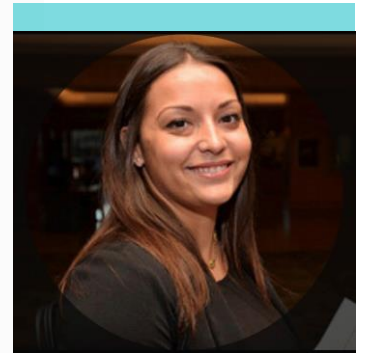
Sarah Bunting
Recording Secretary &
Grievance Officer



Anke Starratt
Financial Secretary &
Office Administrator



Tina McKenna
Return to Work
Specialist & Member
Services Coordinator



Samantha Samson
Member Services
Coordinator

Contact information

For any work issues, please contact **Union Office Personnel** by emailing contact@usw2010.ca, or by calling 613-533-2693 (leave message).

*Watch out for **phishing laws** – you can't unsubscribe and then re-subscribe using the same email.*



Address

11 Aberdeen Street
Kingston



Web site

<https://usw2010.ca/>



Phone

613.533.2693



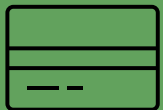
Email

contact@usw2010.ca

Media

UNION CARDS

It can take several months to receive your union card; email contact@usw2010.ca if you need to request a new card.



Facebook

[facebook.com/usw2010](https://www.facebook.com/usw2010)



Web site

<https://usw2010.ca/>



Instagram

[@uswlocal2010](https://www.instagram.com/uswlocal2010)



Email

contact@usw2010.ca

Communications going forward

Constant Contact Email

ListSERV Email

Text Messages

Web site

*Watch out for **phishing laws** – you can't unsubscribe and then re-subscribe using the same email.*

Constant Contact Email:

- Use both your Queen's & Personal email addresses

ListSERV Email (text only):

- Use your Queen's email addresses

Text Messages:

- Reminders will be sent to your cell phones regarding Elections, Bargaining, Town Halls, Membership Meetings, etc.

Web site:

- Visit www.usw2010.ca

Check your Junk/Spam folders routinely for messages from the Union.



USW LOCAL 2010
PRESIDENT

2010
SUPPORT STAFF
bargaining unit

2010-01
ACADEMIC ASSISTANTS (AAs)
bargaining unit

UNIT CHAIR
Matthew Lee

UNIT SECRETARY
Open Position

UNIT GRIEVOR
Open Position

2010-02
RESIDENCE DONS (RDs)
bargaining unit

UNIT CHAIR
Open Position

UNIT SECRETARY
Open Position

UNIT GRIEVOR
Open Position

EXECUTIVE BOARD

Kelly Orser, President
Briana Broderick, Vice President
Sarah Burning, Recording Secretary
Anke Starratt, Financial Secretary
Stacy Tibbutt, Treasurer

Christina Salavantis, Guide
Curtis Gonyou, Inside Guard
Zachery Grignet, Outside Guard

Elizabeth Agostino, Trustee
Cheryl Power, Trustee
Julia Savage, Trustee

AA UNIT CHAIR

RD UNIT CHAIR



Local 2010-02 Governance

Two processes to be finalized in the next few weeks to begin building your Union, are:

1. Bargaining Committee Elections
2. Interim Unit Elections

Bargaining Committee Composition:

There will be **2 positions** plus the Local 2010 President (Chair and Co-Chief Spokesperson), on the Bargaining Committee to represent members of the bargaining unit.

The election will establish the 2 committee positions held by bargaining unit members.

Election Dates:

Nominations OPEN July 31st at 9:00am
Nominations CLOSE August 3rd at 5:00pm

Election will START August 8th at 9:00 a.m.
Election will FINISH August 10th at 5:00 p.m.

Local 2010-02 Governance

Interim Unit Elections:

This election will be to secure your:

- Unit Chair
- Unit Secretary
- Unit Grievance Officer
- Union Representatives

Election Dates:

Nominations OPEN August 21st at 9:00am

Nominations CLOSE August 24th at 5:00pm

Election will START August 29th at 9:00 a.m.

Election will FINISH August 31st at 5:00 p.m.



Bargaining FIRST CONTRACT Residence Don Unit:

- ▶ Notice to Bargain was sent to Employer in early April
 - ▶ Serving our Notice to Bargain means that we intend to enter into negotiations with the Employer to finalized our *first* Collective Agreement (CA).
 - ▶ The Notice to Bargain mandates the Employer to schedule bargaining dates, and negotiate in good faith toward our next CA.
- ▶ Request to Ministry of Labour to *pre-book* Conciliator has been approved
- ▶ Bargaining Committee Elections & Survey
 - ▶ Timeline: July/August
 - ▶ Structure: 2 Committee Members + President + Advisors
- ▶ USW Local 2010-02 is also supported by the Canadian National Office Research Department and the District 6 Office.



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#BargainforBetter



Preparations for Bargaining include most of the following:

ELECTIONS

- **Nominations & Elections** to begin soon.
- Submit a nomination or self-nominate by email.
- Nominees will be vetted for eligibility. Biographies will be provided to the membership for voting purposes.
- Electronic format – watch your email for future details

COMMITTEE

- Role of **Bargaining Committee** is to negotiate the best possible Collective Agreement that reflects the priorities of the membership.
- Training is provided.
- Membership Survey development is performed by the Committee.
- Attend negotiations.
- Recommend acceptance or rejection of a tentative agreement to the membership.

OUTREACH

- **Membership Survey** distribution & analysis to be completed soon.
- Survey themes may include:
 - Demographics
 - Work Environment
 - Compensation and Benefits
 - Etc.
- Survey will help determine the priorities as a Local, and what the most important issues to the membership.

PROPOSALS

- **Proposal writing** training will be provided for each Committee Members.
- Development, review and revision of bargaining proposals will be ongoing for Committee throughout the process.
- Committee decides which proposals to withdraw, revise, and retain during negotiations.

Bargaining FIRST CONTRACT Residence Don Unit

ASSISTING the Bargaining Committee will be:

- **Samantha Samson**, Member Services Coordinator
- **Kelly J. Orser**, Co-Chief Spokesperson, President and Committee Chair
- **Briana Broderick**, Co-Chief Spokesperson, Vice-President and Senior Grievance Officer
- **Syed Akhtar**, USW Staff Representative
- ADVISORS: *yet to be determined*

Communications for BARGAINING:

- **Constant Contact Email:**
Use both your Queen's & Personal email addresses
- **ListSERV Email (text only):**
Use your Queen's email addresses
- **Text Messages:**
Reminders will be sent to your cell phones regarding Elections, Bargaining, Town Halls, Membership Meetings, etc.
- **Web site:** www.usw2010.ca



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Collective Bargaining Agreement Process

The chart shows the steps that can take place during the collective bargaining (i.e., negotiating) process with the Employer every 3 or 4 years.

Each round of bargaining can take anywhere from 4 – 6 months.

Negotiations

- ✓ ○ A formal intention to negotiate is delivered to the Employer.
- ✓ ○ Union requests collective bargaining information.
- ✓ ○ Union seeks membership input (surveys, etc).
- ✓ ○ Union develops bargaining proposals.
- ✓ ○ The parties meet to discuss and negotiate the new agreement.

What happens when agreement not reached?

Conciliation:

- Either the union or the employer may ask the Ministry of Labour to appoint a conciliation officer who will help them reach an agreement.
- Conciliation is mandatory under the Labour Relations Act before a “no board” report can be issued.

No Board Report

- Either side may call for a “no board” report at any time.
- A “no board” occurs when the conciliation officer informs the Ministry of Labour that the parties cannot reach agreement. The minister can then appoint a conciliation board, but this rarely occurs. Instead a notice is sent to both parties that a conciliation board will not be appointed (“no board” report).

Legal Job Action Position

- 17 days after the no board report is issued, the union is in a legal job action position and the employer in a lock-out position.
- This does not mean that either one of these will happen, but simply that it is legal for it to happen. Negotiations may also continue.
- Job action may include information pickets, study sessions, rotating walkouts or a complete walkout.

Ratification

- A tentative agreement is presented to the membership for a secret ballot vote
- A majority of members in the unit ratify the agreement.

**New
Collective Agreement**



Wrap Up

Building a strong Union
and
Bargaining a strong
Collective Agreement
involves many things



- Strong focus on contract language
- Various methods of communication
- Membership involvement
- Analysis of priorities as set by the Membership
- Resources from the USW Research and Legal departments
- **YOU!**

Next steps



WATCH FOR COMMUNICATIONS FOR
ELECTIONS & BARGAINING



IDEAS FOR BARGAINING?
LET US KNOW!



EMAIL US AT
CONTACT@USW2010.CA



Question & Answers

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