

Bargaining Update: Where we are

January 22, 2025

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)
- This meeting will **not** be recorded
- 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 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



chat line open

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

AGENDA

- Bargaining Update
- Survey Results: Identifying Priorities
- Priorities
 - Wages and Compensation
 - Job Security and Rights & Protections
 - Equity
 - Workload
- Questions & Answers



chat line open

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

MEET

the support staff bargaining team



KELLY J. ORSER

*President, Co-Chief
Spokesperson,
Bargaining
Committee Chair*



SYED AKHTAR

*Co-Chief
Spokesperson
and USW Staff
Representative*



AHMER SHAHZAD

*Alternative Member
& Assistant to
Committee*



MICHAEL FARRELL

Member



ZACHERY GRIGNET

Member



SPENCER DOWNEY

Member



CASEY COLEMAN

Member



AMANDA GRAY

Member



WENDY MORRISON

Member



ANITA RAGUNATHAN

Alternate Member



TONI THORNTON

Alternate Member

Bargaining Update

- **Bargaining Team**

- Met 12 days to review the Collective Agreement; 50-page proposal for language only

- **Dates with Employer**

- December 13, 2024 – Exchanged proposal
- January 16, 2025 – Discussions regarding data with Employer
- February 5th and 6th – Bargaining with Employer
- February 7th – Bargaining with Employer; Ministry of Labour Conciliator to attend

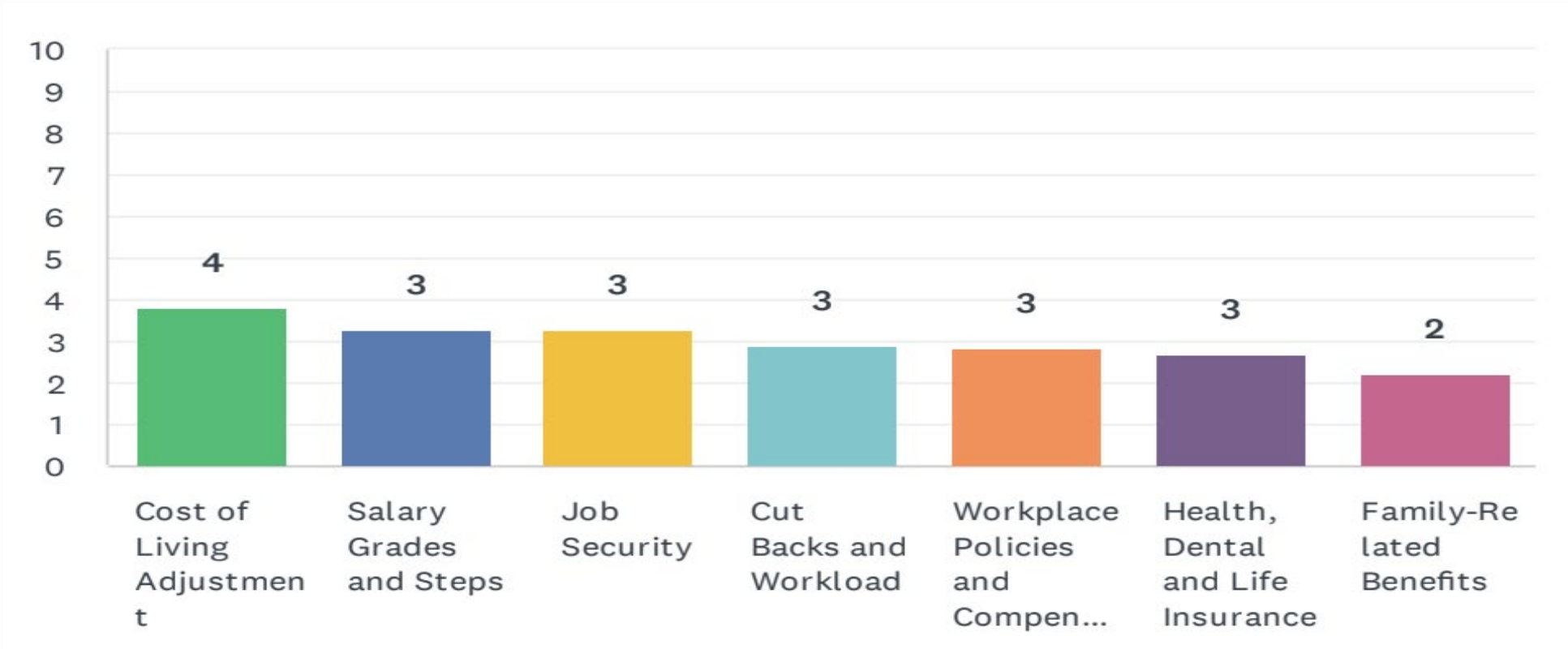
- **Wage Petition**

- 70% Participation
- **100% said YES to going on Strike**

Bargaining Update

- **Formal USW STRIKE MANDATE VOTE**
 - Scheduled for February
 - Dates to be provided soon by email, text, social media, web site
- **Survey Details**
 - *All responses remain confidential to USW 2010; percentages may be shared*
 - *All individual identifiers such as Employee Numbers remain confidential to USW 2010*
 - 1284 surveys sent
 - 631 responses to the survey
 - **49.1% Participation**

Survey Results: Ranking Issues



| | NOT IMPORTANT | SOMEWHAT IMPORTANT | IMPORTANT | VERY IMPORTANT | CRITICALLY IMPORTANT | DON'T KNOW |
|-------------------------------------|---------------|--------------------|-----------|----------------|----------------------|------------|
| Cost of Living Adjustment | 0.00% | 0.64% | 2.56% | 14.90% | 81.89% | 0.00% |
| Salary Grades and Steps | 0.96% | 4.33% | 12.52% | 26.16% | 55.06% | 0.96% |
| Job Security | 1.13% | 4.34% | 13.34% | 26.05% | 54.82% | 0.32% |
| Cut Backs and Workload | 1.77% | 8.04% | 23.95% | 28.62% | 37.14% | 0.48% |
| Workplace Policies and Compensation | 1.61% | 8.36% | 22.03% | 34.24% | 31.67% | 2.09% |
| Health, Dental and Life Insurance | 2.57% | 10.43% | 26.00% | 35.31% | 25.52% | 0.16% |
| Family-Related Benefits | 9.18% | 16.26% | 31.56% | 25.93% | 15.94% | 1.13% |

Survey Results: Wages & Retroactive Pay

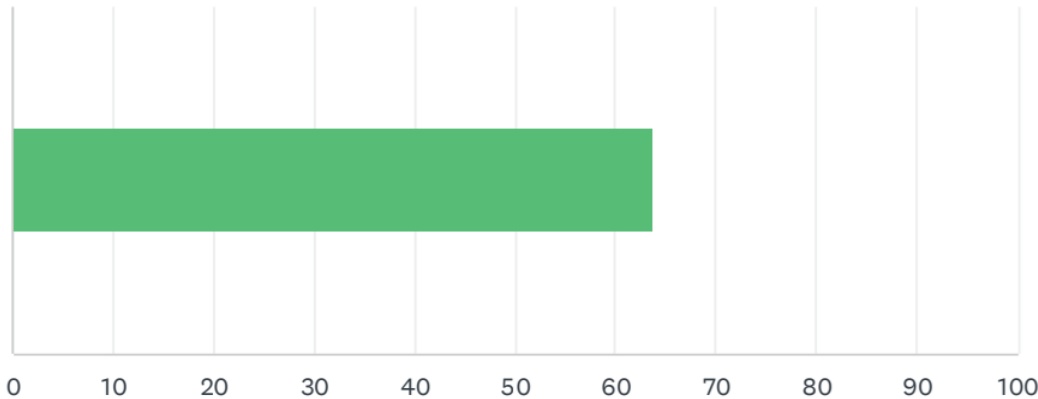
Q3 Importance of Salary and Wages: How important are each of these issues to you?



| | NOT IMPORTANT | SOMEWHAT IMPORTANT | IMPORTANT | VERY IMPORTANT | CRITICALLY IMPORTANT | DON'T KNOW |
|--|---------------|--------------------|-----------|----------------|----------------------|------------|
| Wage and Step increases | 0.16% | 0.98% | 6.34% | 21.79% | 70.41% | 0.33% |
| Retroactive pay increase (back pay) to compensate for three years under Bill 124 | 1.77% | 4.83% | 9.66% | 17.39% | 66.02% | 0.32% |

Survey Results: Job Security

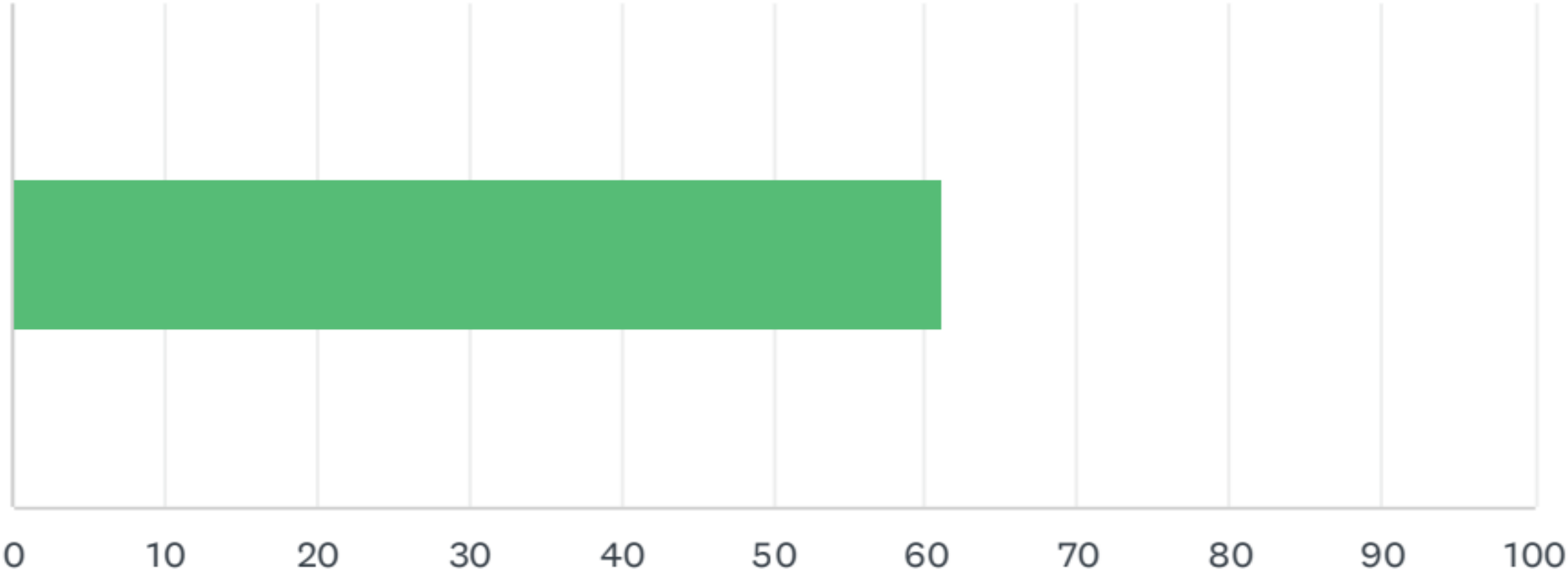
Q13 Concern for Job Security: How concerned are you about job security?



| | NOT IMPORTANT | SOMEWHAT IMPORTANT | IMPORTANT | VERY IMPORTANT | CRITICALLY IMPORTANT | DON'T KNOW |
|--|---------------|--------------------|-----------|----------------|----------------------|------------|
| Ensure permanent positions are filled instead of being left vacant or converted to term roles. | 0.82% | 3.93% | 20.00% | 27.70% | 44.59% | 2.95% |
| Increase layoff protections. | 1.15% | 5.90% | 20.82% | 26.39% | 41.80% | 3.93% |
| Implement a moratorium on future layoffs. | 4.44% | 9.70% | 22.86% | 22.53% | 28.13% | 12.34% |
| Additional protections for term workers transitioning to permanent roles. | 5.57% | 16.23% | 30.49% | 20.66% | 16.89% | 10.16% |

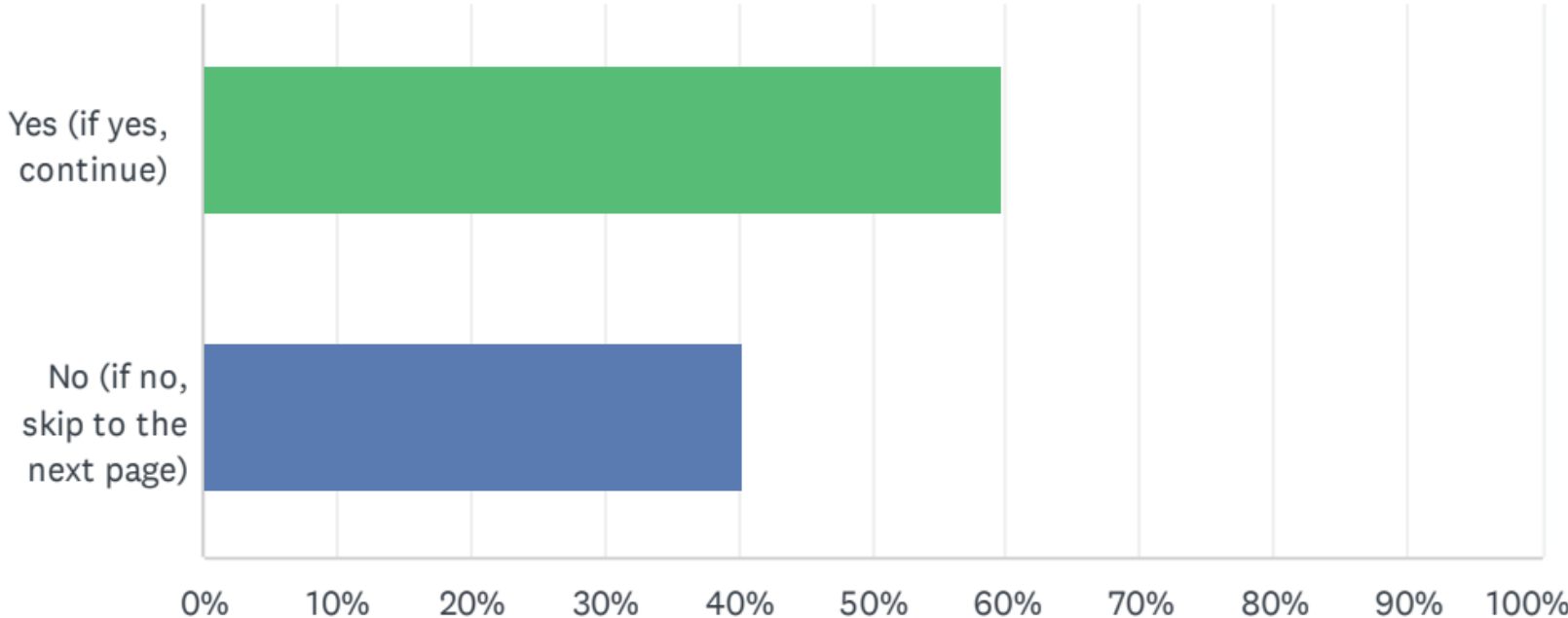
Survey Results: Workload

Q17 How concerned are you about workload?



Survey Results: Workload

Q22 Have you been performing additional duties in the last three (3) years?



| ANSWER CHOICES | RESPONSES |
|---|-----------|
| My manager has reduced other responsibilities to balance my workload. | 13.97% |
| I regularly work paid overtime. | 12.33% |
| I regularly receive lieu time at premium rates. | 22.74% |
| I work unpaid overtime. | 26.58% |
| I attempt to complete all tasks within my standard workday. | 67.67% |

Survey Results: Morale

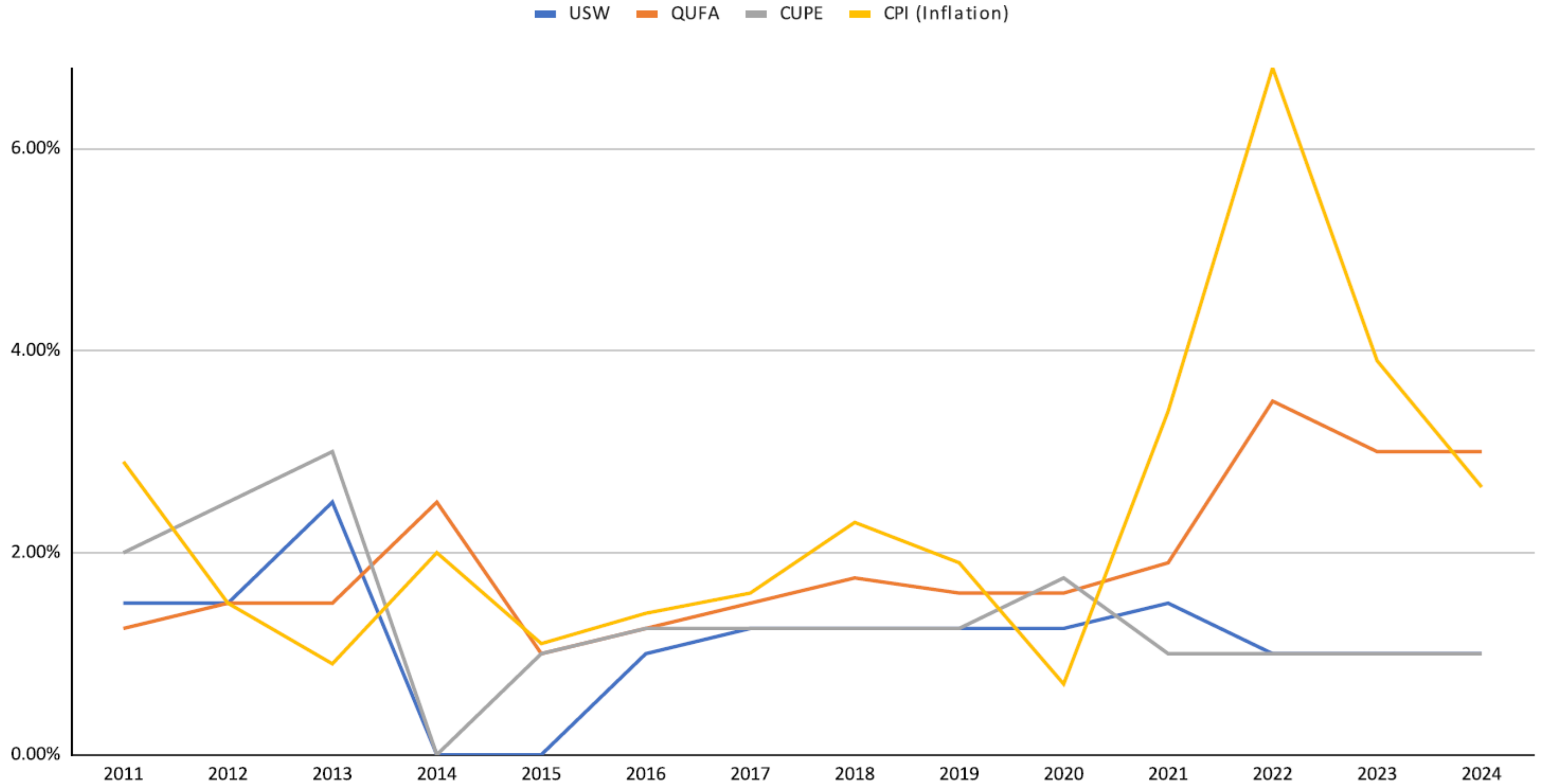
| ANSWER CHOICES | RESPONSES |
|--|-----------|
| I experience increased stress or anxiety. | 78.87% |
| I no longer feel that the university values my work and contribution to the academic mission. | 68.31% |
| Friends or coworkers have been laid off. | 56.34% |
| I have delayed or changed my life or career plans. | 41.02% |
| I have started seeking other employment opportunities. | 38.91% |
| I avoid expressing my views to minimize visibility. | 38.56% |
| I feel disengaged or socially withdrawn at work. | 32.04% |
| I work outside normal hours or make my contributions highly visible to management to protect my job. | 27.29% |
| I was or will be laid off / lose my job (e.g., redeployed, in a notice period, or on leave from a recently eliminated position). | 7.57% |

Wages and Compensation

- Based on the bargaining survey results, members are seeking a total wage increase of ~15% over the next three years
- Our wage proposal includes the following categories:
 - **Retroactive pay** (*to compensate for Bill 124*) for 2022, 2023, 2024
 - **Across-The-Board (ATB; scale)** increases for 2025, 2026, 2027

Wages and Compensation

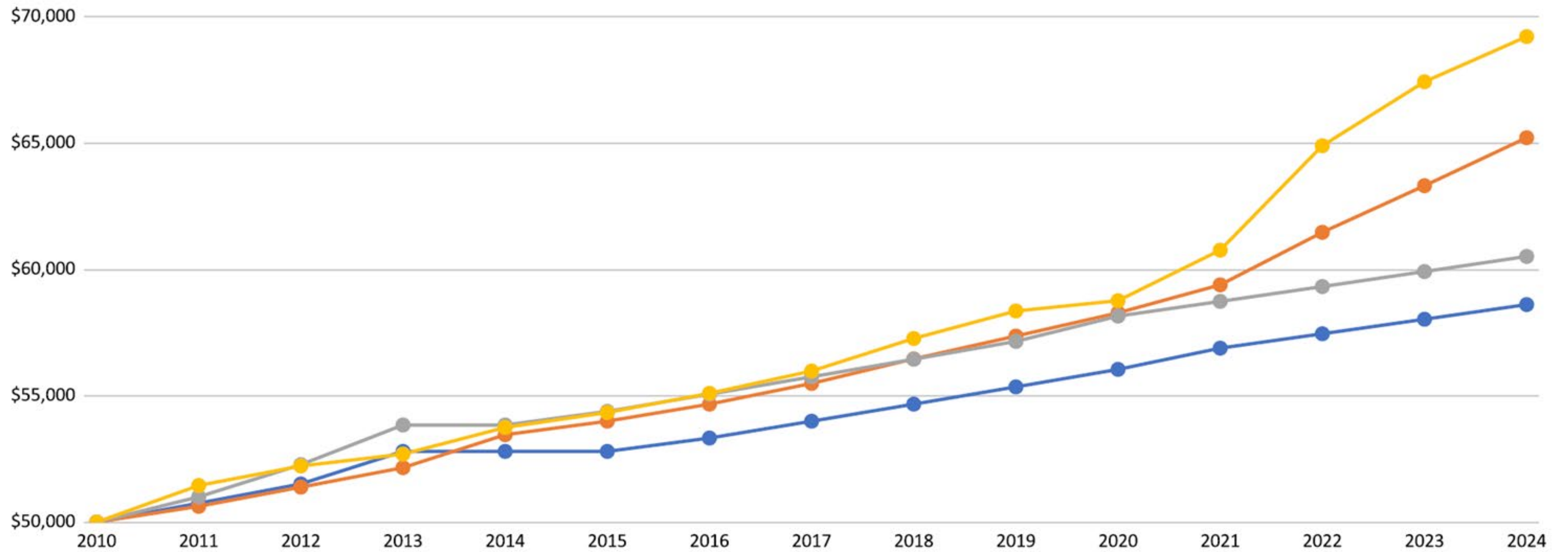
Queen's U - Across the board (Scale) salary increases



Wages and Compensation

\$50k Salary Comparison - ATB versus CPI

● USW ● QUFA ● CUPE ● CPI



Wages and Compensation: Retroactive Pay

- **Bill 124** (*deemed unconstitutional*) capped ATB increase to 1% annually for three years
- QUFA renewed agreement saw ATB of 3.5%, 3%, and 3%
- We are asking for the same ATB that QUFA received in 2022, 2023, 2024, through a lump sum payment

Wages and Compensation: ATB

UNITED STEELWORKERS LOCAL 2010 SALARY GRID - GRADES 002 TO 009 EFFECTIVE JULY 1, 2023

35 hours per week

| GRADE | STEP 1 | STEP 2 | STEP 3 | STEP 4 | STEP 5 | STEP 6 | STEP 7 | STEP 8 | STEP 9 |
|-------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| 002 | 35,993 | 36,958 | 37,945 | 38,962 | | | | | |
| 003 | 40,100 | 41,171 | 42,271 | 43,402 | | | | | |
| 004 | 42,226 | 43,390 | 44,581 | 45,801 | 47,060 | 48,348 | | | |
| 005 | 44,162 | 45,431 | 46,737 | 48,080 | 49,463 | 50,885 | 52,347 | 53,851 | |
| 006 | 50,077 | 51,517 | 52,999 | 54,522 | 56,090 | 57,703 | 59,362 | 61,069 | |
| 007 | 56,789 | 58,421 | 60,100 | 61,827 | 63,605 | 65,432 | 67,312 | 69,246 | |
| 008 | 64,400 | 66,250 | 68,154 | 70,112 | 72,127 | 74,200 | 76,332 | 78,528 | |
| 009 | 71,767 | 73,728 | 75,744 | 77,814 | 79,943 | 82,128 | 84,373 | 86,680 | 89,050 |

Job Security and Rights & Protections

- **Strengthening Layoff and Redeployment Language**
 - Protections for members on leave
 - Better access to career resources and job postings
- **Protecting Bargaining Unit Work**
 - Restrict Management Rights to limit circumventing CA
 - Reduce time for transition from term to continuing
 - Better define casual and further clarify time/hour restrictions

Job Security and Rights & Protections

- **Increased protection for bargaining unit members**
 - Managers required to provide training
 - Recognizing and formalizing progressive discipline
- **Support other members of the Queen's community**
- **Data, Data, Data**
 - Require Employer to provide data for Union to track new and eliminated positions for erosion to bargaining unit
 - Add email to safe list to ensure they get to you

Workload

- **Excessive** workloads are of concern to employees, the Union and the Employer
- **Regular** workload discussions are important to maintaining a healthy work/life balance
- **A timeline for the resolution of workload issues** within five (5) business days and if not resolved, may lead to a Grievance commencing at Step 2

Equity

- **Including** sexual harassment and sexual violence in the definition of harassment and including a link to the Prevention and Response Policy
- Employees can attend **Truth and Reconciliation Day** ceremonies/programming without loss of pay
- Employees can request **religious and cultural days** off under compassionate leave
- Adding **Gender Affirming Medical Leave**

Going Forward

- Read upcoming communications
- Participate in the formal **USW Strike Mandate Vote**
 - E.g., If only 100 Steelworkers participate, and 95 vote YES to strike, all 1,400 Steelworkers are on strike
 - Your voice matters!
- Ways to **support CUPE**, if they go on Strike:
 - Do not complete their work; Article 6 protects Steelworkers; **you can say “no”**
 - Join the picket line on “unpaid lunch”
 - Be patient, getting on campus may take longer

Where can I find more info?



Instagram



Facebook



USW Website

Question & Answers

chat line open

