



# **USW Local 2010 – Queen's Staff Union**

Membership Information Session

November 10, 2011





# Today's session

1. Bargaining Committee
2. Contract Action Team (CAT)
3. Schedule of bargaining
4. Overview of preparation
5. Bargaining phases – overview
6. QUFA & CUPE – recent bargaining
7. USW Local 2010 communication plans
8. Q&A



# Bargaining Committee

Gillian Berry (*Office of the University Registrar*),  
Patrick Galloway (*Advancement*),  
Kathy Hoover (*Geography*),  
Carol Kavanaugh (*Faculty of Arts and Science*),  
Cheryl Power (*Rehab Therapy*),  
Kelly J. Smith (*Geology*),  
Deborah Stirton-Massey (*History*)  
Omero Landi, *USW Rep*  
Peggy McComb, *USW Rep*  
Charles Campbell, *USW Research Director*



# Contract Action Team (CAT)

## Coordinators:

- Mark Publicover (*Geography*),
- Paul Hiles (*Chemical Engineering*)

## Membership:

- 40 colleagues from across the university
- trained in summer
- more volunteers welcomed



# Bargaining Dates

Agreed upon: November 15, 17, 24, 30 and  
December 5, 7, 8, 9, 13, 15

USW has offered January 4, 5, 6, 9-20, 30, 31  
and all of February



# Preparation for bargaining

- √ Bargaining Committee election
- √ Membership survey
- √ Committee training
- √ Information requests to Queen's
- √ Proposal drafting
- √ Strong focus on contract language



# Widely and deeply felt issues for staff

- Inconsistency in policies and rules
- Employment security
- Fair pay for the work that we do (fair and consistent job evaluation)
- No effective process or support to resolve complaints
- Pension security
- Fair salary raises and career advancement with steps

# Bargaining phases – overview





# **QUFA & CUPE – recent bargaining**

- USW, QUFA, CUPE cooperation
- QUFA and CUPE achieved renewed collective agreements



# USW Local 2010 communication plans

- Press release
- Support from other campus unions and groups
- CAT outreach
- [www.qusw.ca](http://www.qusw.ca)
- Regular email updates
- “Bargaining Bulletins”
- Meetings as needed
- [bargaining@qusw.ca](mailto:bargaining@qusw.ca)

# Q & A

## Queen's works



*Representing support staff at Queen's University*

**Equity • Fairness • Respect**

[www.qusw.ca](http://www.qusw.ca)

