

Newsletter

October 2019

New Members

Victoria Bello
OAC Dean's Office

Alexandra Yurichuk
OVC HSC COO Office

Lauren van Veen
Political Science

Farrak Trahan
VP Research Services

Robert Brandt
Ridgetown

Update from Joe Rooyakkers, TARA President

Message from the President

Another summer has come and gone. We hope that all of our members were able to take some much-needed vacation time, and that you've all returned to this new school year relaxed and rejuvenated. As you will see from the updates and information in this newsletter, there was no shortage of work for your Executive this Summer. Happy reading!

Retro Wage Arbitration

We have been working to ensure that those who were active UofG OSSTF/TARA members between January and October 2012 receive their retro payment, but we have yet to locate a few members who have since left the University. We hope to have reached all entitled recipients and put this to rest within the coming weeks.

University Pension Plan (UPP) Update

As you may be aware, the University announced that as of June 30, 2019, that the consent vote at all three Universities involved in the UPP (University of Toronto, Queen's University and the University of Guelph) had passed. This was achieved, in no small part, by the labour groups at each university, educating their members and fighting for the best plan design possible. A request by the UPP was filed with the Financial Services Regulatory Authority to seek approval for the next step of building the plan. We continue to work with our labour partners across the University sector, including USW, to ensure the build phase of the UPP results in a plan that will be seen as the best option for other Ontario Universities and their respective unionized employee groups.



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OSSTF, through its continued work with all other labour groups, would like to ensure that the final sponsorship structure provides a diverse representation of voices from labour and is a democratic body that takes the best features from other successful broader public sector jointly sponsored pension plans such as Teachers, OMERS, OPTrust, and HOOPP. These are plans where OSSTF, CUPE, and OPSEU have had representatives and a voice for decades, achieving internationally recognized expertise and financial success.

The growth of the UPP is contingent on other Universities to join it. As University Support Staff Unions,

OSSTF, CUPE, OPSEU, and Unifor have the majority of their membership at universities that are not Toronto, Queen's or Guelph unlike USW, which has more than 95 % of its University sector membership in Universities that have already consented to the UPP. The voice for Support Staff employees at other Universities shall not be from USW but rather from OSSTF and its coalition partners: CUPE, OPSEU, and Unifor. Without our voice being heard, growth in the UPP may be challenging.

We will continue to work through this process and fight for a true democratic pension plan that will ensure a diversity of voices in leadership roles within the UPP and to make the UPP the best option for all Universities.

Meeting with Members

As you know from our AGM, the Executive secured provincial funding, specifically dedicated to improving

member engagement. Over the course of this year, we have been coordinating site visits at our campuses and research stations.

So far in 2019, we have met with members at the Emo open house (July 24-26), we were at the Vineland Research Station (August 27), and at the Simcoe Research Station (September 19). We were present for the OMAFRA announcement about the new Beef Research Station and

we will attend its open house on September 27. Stayed tuned for info on site visits to New Liskeard and Ridgetown. We hope many of you will continue to take these opportunities to meet with us, ask questions, and share your workplace concerns.



Hazelnuts at the Simcoe Research Station

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TARA Executive

President—Joe Rooyackers

Vice President—Elizabeth Copland

Secretary—Laurie Winn

Provincial Executive Liaison
Dave Warda

Member Services Officer
Laleh Hatefi

Treasurer
Caitlin Brookbanks

Secretariate—Rob Shaheen

Vineland—Glen Alm

Simcoe—Rachel Riddle

Kemptville & Alfred—Tom McLean

Ridgetown—George Woudenberg

New Liskeard
Candy Keith

Communications
Catherine Badham



Join a Committee!

TARA is always looking for volunteers to sit on various committees on campus. If you are interested in any of the following positions, e-mail Joe Rooyackers at president@d35.tara.osstf.ca.

- Job Evaluation Committee Member
- Ed Services Officer
- Health & Safety Officer
- Benefits Officer
- CPAC Officer
- Equity Officer
- Human Rights Officer
- Status of Women Officer
- Labour Council Representative

OTIP Update:

Not sure what to do if you get into a car accident? Follow these 5 steps.

It's just another day and you're driving to work, picking up your kids, buying groceries, or visiting family when it happens—a car accident. After screeching to a halt, your adrenaline is pumping, your heart is racing, and your palms are sweating. When you're in a panic it can be tricky to know what to do. By reviewing these steps now, you'll be ready to jump into action if the time comes.



To learn more, click here:
www.otipinsurance.com/article48



Collective Bargaining Committee

- new Collective Agreement (2018-2021)

We have completed a final review of the new Agreement and we expect it to hit the printers soon. We will distribute them to members as soon as we have them!

Annual General Meeting 2020

The feedback we've received about the format of the last AGM has been very positive. So, to keep the momentum of engagement with our members across all campuses/research stations, 2020 AGMs will be 12-1p.m. on Wednesday, June 10 (Guelph campus) and Thursday, June 11 (Ridgetown).

Please mark your calendars now and plan to attend!

Wellness@Work

The Coalition Community Share Garden is winding down for the year here on main campus. The veg trugs had another successful year and we are planning on working over the winter to expand on this place and add some new features for next spring! We are also looking for volunteers. If you would like to help with watering, harvesting, filling bird feeders, etc, please contact us at president@d35.tara.osstf.ca.

Enrichment Fund

A call for applications will go out to members during Winter 2020. This fund is available to assist members in covering costs associated with their pursuit of learning and professional development opportunities (ie conferences, training/development opportunities, membership fees, etc.). Criteria and the application

form are available on our website

- <http://www.d35-guelph-tara.osstf.ca/>.

Goodbyes...

Central Health and Safety Committee (Main Campus) - Trish Dean has served as our Member on the Central Health and Safety Committee for several years. While I am sorry to report that Trish will be stepping down, I would personally like to thank her for her service and dedication to Health and Safety over the years. She has made significant contributions to the Committee and I am sure she will be missed.

Having said that, we are in need of a new TARA Rep to the University's H&S Committee on the main campus. If you are interested, or if you have any questions, please contact me at president@d35.tara.osstf.ca.

TARA Executive - If you attended the AGM, you know that Rose Diamante has stepped down as our Treasurer. Rose was a member of our Executive for approximately 6 years. In that time, she was referenced throughout our District as the "Financial Guru." Rose is always on the ball and her record keeping is flawless. Although Rose preferred to remain in the background, she has been a vital part of our team and she will be missed. Thank you Rose.

Provincial Office - This summer, we said goodbye to Joe Hirscheegger who retired from OSSTF Provincial. Joe was with us from the beginning. In 2012, when we joined OSSTF, Joe

played a critical role in negotiating our first collective agreement and also negotiated our two subsequent agreements. He has played an important role in several grievances and was the point person for the successful retro arbitration. I wish you all the best in your retirement Joe and, on behalf of OSSTF/TARA, I thank you for your service, your mentorship, and most importantly your friendship.

New Executive Members

Welcome to Caitlin Brookbanks, our new Treasurer. Caitlin was nominated into the role at the June 2019 AGM and we are very pleased to have her on our team. Caitlin brings a wealth of experience and a positive energy. I look forward to working with you Caitlin!

The Executive Team also welcomes Dave Warda (Executive Member) and Rob Shaheen (Secretariat) from Provincial Office. Both come with a great deal of experience and I look forward

to working with them.

Social Media

If you're not already, follow us on social media. Here's where you'll get the latest information and updates: Twitter: @OSSTFTARA, <https://twitter.com/OSSTFTARA>

Facebook: OSSTF TARA, <https://www.facebook.com/OSSTF-TARA-2281536162079048/>

Guelph District Labour Council - Elizabeth Copland

I am your OSSTF rep on Guelph District Labour Council, which is always hard at work locally in your community as well as being politically active.

The Labour Day picnic, on September 3, was well attended; this is always a happy event and a chance for the community to mix with Labour.

Educators Financial Group

Are you feeling the 'after summer' cash flow pinch? Not to worry. We've got 3 tips to help you get 'back to basics' where your spending and saving is concerned.

Tip #1: Maximize your cash flow by trimming excess spending.

One of the best ways to do this is to track where your money is going beyond regular monthly expenses (such as rent/mortgage and car payments). Are you constantly eating out? Do have a propensity for online shopping? And how much money are you wasting on unused memberships, subscriptions, and services?

Making a few spending cuts here and there can add up to serious savings.

Tip #2: Minimize the interest you pay by asking for a rate reduction.

If the balance(s) and interest on your outstanding debt is high, consider asking your creditor for a lower

rate. If your credit is in good standing (I.e. always paying your bills on time), they may be willing to negotiate. If that doesn't work, consider comparing rates elsewhere; then transferring your balance to another creditor (if it makes financial sense and the option is available to you).

Tip #3: Optimize your future financial goals by opening/topping up investments.

Whether it's RRSPs to maximize your future retirement income, RESPs to save for your children's post-secondary education, or TFSA's to put money away for vacations, home renovations, or emergency situations—investing can exponentially grow your money (thanks to compound interest). Plus with pre-authorized contributions, you can easily invest as much or as little as you want.

Click here for 3 more quick tips (including details about pension buybacks and educator-specific perks).



Below are some of the community based projects we have coming up:

November 17 - some will participate in the Santa Clause parade

Dec 7 - Soup, Socks – 11 am for soup, 2 pm meal at the Drop-In Centre. I would ask any member who would like to donate socks, toques, mitts, scarfs etc., to help out the homeless this winter. You can drop off items in my office (SSC 2516 inside 2512—Chair's office), Chemistry Department or contact me at ecoplant@uoguelph.ca, ext 56709 and I will be happy to collect. I will be collecting up until December 5.

Dec 25 at noon GDLC members will provide and serve Christmas Dinner at the Drop-In Centre.

October is Healthy Workplace Month

Check out wellness-related events happening this month at <https://www.uoguelph.ca/wellnessatwork/healthy-workplace-month>

October is also Cyber Security Awareness Month

Cyber Security Awareness training is available in CourseLink. On October 29, CCS will be hosting their annual Cyber Security Roadshow in the UC courtyard between 11am - 2pm, where there will be free pizza, swag, and great raffle prizes including a brand new iPad!

On **October 22nd**, members of the Tara Executive will be making visits to members on Guelph campus. We will be handing out swag and answering any questions you may have! See you soon!

UofG Women, Work and Wellness

What are your challenges to living and working well? Mark your calendars for the 2019/20 sessions!

- **November 27, Noon - 1:30 am / UC 442**
- **January 23, 4:30 pm – 6:00 pm / location tbc**
- **February 27, 7:30 am - 9:00 am / Brass Taps**
- **March 26, 11:30 am – 1:00 pm/ UC 442**
- **May 6, 4:30 pm – 6:00 pm / location tbc**

E-mail Catherine Badham (cbadham@uoguelph.ca) if you are interested in joining the UofG Women, Work and Wellness group in Microsoft Teams.

Get out and Vote!

You can vote on election day, Monday, October 21, 2019. For more information, visit

<https://www.elections.ca/content2.aspx?section=vote&document=index&lang=e>

Compare political party opinions on pressing issues on the CBC website at

<https://newsinteractives.cbc.ca/elections/federal/2019/party-platforms/>

Stay Connected

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- Website: www.d35-guelph Tara.osstf.ca
- Facebook: OSSTF TARA, <https://www.facebook.com/OSSTF-TARA-2281536162079048/>



Theme: Honey Bee Research Centre

Complete the crossword phrase puzzle by October 25, 2019, and send your answers to president@d35.tara.osstf.ca.

To find answers, visit <http://www.uoquelfh.ca/honeybee/>

If your answers are all correct, your name will be entered into a draw for a chance to win a \$100 Gift Certificate at the 2020 AGM!

Across

1. What training did the Ontario Agriculture College initiate in 1894?
4. What breed of honeybee does the Honey Bee Research Centre breed?
7. What body feature distinguishes the queen bee from the worker bees?
8. What does the parasite, *Acarapis woodi*, block in the spiracles of the bees that can cause colony loss?
9. What is the name of the lake that has University of Guelph honey bee breeding stations on two islands?

Down

2. What is the first name of the Research and Apiary Manager at the Honey Bee Research Station?
3. What bee friendly plant is in bloom in August to September?
5. A location where beehives of honey bees are kept.
6. In what House is the Introductory Beekeeping Course hosted in?

