

Newsletter December 2019

New Members

Matthew Hasson

OMAF Research Stations

Isaiah Katerberg

OMAF Research Stations

Tracey Robinson

Ridgetown

Maria Souroukis

School of Engineering

Duncan Wey

OMAF Research Stations

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

 Facebook: OSSTF TARA

General Information

Message from the President

Another successful year is coming to an end. The Executive would like to thank you for your continued support. Wishing you all the best this Holiday Season!

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. The Executive is working very hard to connect with the members who have since left the University.

Meeting with Members

Members of your Executive will be doing site visits in January 2020 to hand out our new Collective Agreements and answer any questions you have about your rights and/or responsibilities. Once we have finalized dates we will notify management and on site reps. We are looking forward to seeing everyone in the New Year!

Lunch and Learn

We have some ideas for future Lunch and Learn opportunities, but we'd like to hear from YOU! If you have any suggestions, please email your idea(s) to me at president@d35.tara.osstf.ca



General Information Continued

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 by 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 that 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 to consider joining the UPP.

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 and have achieved internationally recognized expertise and financial success.

The growth of the UPP is contingent on other universities joining it. As university support staff unions, OSSTF, CUPE, OPSEU, and Unifor have the majority of their membership at universities other than Toronto, Queen's or Guelph. This is unlike USW, which has more than 95% of its membership in the university sector, already having 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 will 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.



General Information Continued

Collective Bargaining Committee—new Collective Agreement (2018-2021)

We have received printed copies of the Collective Agreement and will be doing site visits in January to deliver them!

BILL 124 “Protecting a Sustainable Public Sector for Future Generations Act”

This bill passed on November 7th. This bill will cap public sector wage increases at an average of one percent (1%) annually for the next three (3) years. This legislation takes away our rights at the bargaining table. It also means that compensation increases could continue to fall behind the rate of inflation. The AEFO, ETFO, OECTA and OSSTF/FEESO unions are working together to prepare a court challenge to the legislation as we believe that this bill violates the Canadian Charter of Rights and Freedoms.

Annual General Meeting 2020

The feedback we've received about the format of last years AGMs 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!

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/>.

Holiday Stress Management

The holidays can be a very stressful time and asking for help is not always easy. We encourage all of our members to please use the resources that are available to you. Whether that is the [Employee Assistance Program \(EAP\)](#) or locating and accessing local resources through [211 Ontario](#)

Tara Executive

Sharon Lee from the Department of Economics, is the new Communications Officer on the TARA Executive. Sharon has been working with Catherine over the last couple months transitioning into the new role. –Welcome Sharon!



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
Sharon Lee

OTIP Update

12 tips for safer holiday home decorating

For many, the holidays are a joyous and busy time of year. Between entertaining guests, decorating your home and shopping for gifts, it's easy to get wrapped up (no pun intended) in the holiday cheer – leaving safety as one of the last things on your mind. However, certain holiday decorations can introduce new risks into your home that you need to be aware of and plan for. Before you start 'decking the halls' this holiday season, here are twelve practical safety tips you should follow to keep you, your home, and your loved ones safe.

For more information, visit
www.otipinsurance.com/article55



Quick Thanks

Thank you Deb Kemp for volunteering to join the central Joint Health and Safety Committee at Main Campus



Holiday Awareness

A message from the Status of Women at OSSTF

Holiday times are often abusive times due to increase in drinking alcohol, financial and family stressor

WHERE CAN YOU GO FOR HELP IF YOU ARE OR KNOW SOMEONE WHO IS BEING ABUSED?

If you need help, please call 911

For ShelterSafe.ca to help women leave abusive households, those women need to know the website exists. We need your help to spread the word. No matter the size of the network, please take a moment to share our short awareness boosting video

www.sheltersafe.ca/share-our-video/

Recognizing abusive behaviour can be the first step to building a safer life. It is important that you develop a safety plan regardless of whether or not you are planning to leave the relationship. Shelters are equipped to help you develop your personalized safety plan. You do not need to be staying at a shelter to access these services.

For more information, please click <https://www.sheltersafe.ca/ontario/>

Further places for help:

Guelph-Wellington Women in Crisis' services, call 519-836-5710 or 1-800-265-7233.

<https://gwwomenincrisis.org/get-help/crisis-line/>

www.cleo.on.ca/en/publications/handbook

www.ementalhealth.ca/Ontario/Abuse-and-Domestic-



Holiday Word Search

D S N N T V R G T Y G G N P N J
A N P Q D T L M F M N B W B X R
E O S L N N J R W I Q L T J W B
R W T E L A I Q D J T G S Y L L
B S T P K E M D N R Y N G R D D
R H N Y N A E W C O O K I E S Z
E O P D L L L T O W B A K I N G
G E S G S I R F B N Z K Q K N Y
N I G L N T M O W S S K P R Q P
I N B G L I A A R O K K R M G J
G G Y X N R D P F X N A I J N Y
P L G N D O R A Y X Y S T I Q D
R D M I G T G J E Z B T L I N J
M D N N B T R X Q R P P W X N G
B G W B K R J R B J L N R K Q G

Word bank

Skating
Gingerbread
Skiing
Snowboarding
Snowman
Baking
Sledding
Friends
Family
Eggnog
Snowshoeing
Cookies
Snowflakes
Reading



Complete the Word Search by January 6th 2020 and send your answers to president@d35.tara.osstf.ca.

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!

