



Newsletter for members of United Steelworkers Local 5296

Spring 2019

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MONTHLY LOCAL MEETING

Local 5296 invites members to become active and learn about their Union through monthly Local meetings.

Third (3rd) Tuesday of every Month (excluding July)

10:30 am – USW Local 5296 Office 25 Cecil Street, Toronto

5:30 pm – USW Local 5296 Office 1158 Aerowood Drive, Mississauga

EVERYONE WELCOME

Please call or email a few days before to ensure there are no changes

To all our members

I am humbled, honoured and privileged to assume the role of President of our USW Local 5296 for Security Guards.



I am deeply grateful to my predecessor Syed Akhtar, for his leadership and outstanding contribution to our Local. As you may be aware, Syed has assumed a challenging role with United Steelworkers as a casual Staff Representative. He will continue to service Security Guards of USW Local 5296 in the capacity of Staff Representative. Hence, I look forward to leading the presidential work towards fulfilling the mission of our Local Union.

In this endeavour, I am joined by my colleagues on the executive committee, and with their continued support and dedication, I am confident that we will be steadfast in addressing the pressing challenges. Through integrity and professionalism, we will continue to make outstanding contributions to our Local Union.

Dear Members, let us reflect on our responsibilities at the grassroots level and together let us fulfill our goals. I look forward to the future and be assured that our Local will continue to strive towards excellence as it has been done by our previous Presidents.

Julia Rodriguez

President

USW Local 5296

USW Benefits, Claims and Support

For updates or changes to your benefit status go to <https://member.steelworkersbenefitplan.com>. If you have not registered for benefits, please call the **Benefit Plan Administrators (BPA) at (905) 275-6466** to get additional information, and your enrolment form. Also, contact BPA to change your contact information when required.

Tax Season is Here, Look Out for Your T4 and T4A!

Our employers contribute to a life insurance fund for all Local 5296 members, and since it is a taxable benefit, the Benefit Plan Administrators (BPA) issue our members a T4A slip that must be reported on your 2018 income tax return. If you do not receive the T4A by the end of March, please contact the BPA at (905) 275-6466.



Benefit Plan

Any inquiries about life insurance, Accident Death & Dismemberment, short term disability or critical illness, please contact BPA. Failure to update your contact information with Benefits Administrators may result in denial of benefit claims.



All claim information or reimbursements are processed through Claim Secure Services. Claim Secure, now offers members the ability to submit claims electronically. Please register at www.claimsecure.com using the ID and certificate number on your USW prescription card. For all claims, please contact **Claimsecure at 1-888-513-4466**.

Pension Information

All pension inquiries are addressed by **Gloria Zoratti** at BPA extension #1376. Please register to review your pension plan contributions and statements at the members' section <http://members.steelworkerspensionplan.ca>.



Local 5296 news and events

Text the name of your employer in the subject field to **32323** to get updates from Local 5296. Keep updated on a variety of events and information. Text the name of your employer to **32323** to subscribe.



Your Contact Information

Please ensure you include your contact information if you have moved or transferred to receive an electronic copy of the newsletter. Ensure you include your first/last name, your mailing address, and the company you work for when you contact us.

Contactupdate@uswlocal5296.ca

Note: The above email is strictly for contact information updates and signing up to receive electronic copy of the newsletters.

Dental Office Information

- Serving union members since 1998
- Exclusively for **members, retirees and their families**
- Health care professionals you can trust for you and your family
- Multi-lingual staff & Free parking at all locations



Toronto | Mississauga | Hamilton | Ottawa

New Dental Service Centre

USW Local 5296 and the BPA Board of Trustees are proud to introduce a pilot project that will offer new dental centre locations. The Board of Trustees have made this improvement to provide you with more accessible dental office locations. There will be **no changes** to your current dental coverage. Starting July 1st, 2018, you will have the choice to remain at the current Steelworkers Non-Profit Dental centres (Aerowood Drive and Cecil Street locations) or choose one of the three new locations below.

1. West Ajax Dental - 73 Old Kingston Road, Ajax Westney Rd./ 401, Contact (905) 683-3700

2. Dr. Meera Gopalakrishnan - 385 Silverstar Blvd. Scarborough Kennedy Rd./ Steeles Ave. E., Contact (416) 491-4533

3. Markham Health + Plex Dental Centre - 5995 - 14th Avenue, Markham Markham Rd./ 407, Contact (289) 859-9901

Please call **W.A. Health Maintenance** at **(905) 281-9948** to inform which office you would like to attend.

USW Staff Representative Report

I am delighted to present my first report as a Casual Staff Representative of United Steelworker Local 5296. As most of you know, I previously represented USW Local 5296 as full-time President. I am excited to be considered for this position and eagerly looking forward to servicing USW Local 5296 in the new role.

I started working with Securitas Canada 13 years ago. In 2014, I began working full-time for USW Local 5296. Working in the capacity of Financial Secretary & President, has allowed me to acquire the skills, experience & knowledge that will help me service our members multidimensionally.

On behalf of USW Local 5296, we would like to extend our appreciation to Mary Lou Scott for her astounding contribution as Staff Representative. She serviced the members of USW Local 5296 for over 7 years. Her dedication, professionalism and self-motivation have been inspirational for the rest of the USW Local 5296 team. We wish her all the best in her new role at USW Local 1998 (University of Toronto).

Bargaining & Negotiations UPDATE

USW Local 5296 will soon be mailing out the new Collective Bargaining Agreement (CBA) to all the members working for GardaWorld, Securitas & Paladin. We are in the process of signing the final copy of the CBA with the employers and are anticipating the mail out in April 2019.

Bill 148 successorship rights provision allows us to continue representing members in the case of loss of contract/site to a successor employer. The Local is currently engaged with several successor employers to negotiate new CBAs to protect our members' rights. We are pleased to announce that we have ratified a three (3) year contract with Green Force Protection. It will be a busy spring as we will be in negotiations with several new employers.

Submitted by:

Syed Akhtar, USW Casual Staff Representative

Local 5296 Contacts

President:
Julia Rodriguez
Jrodriguez@uswlocal5296.ca

Financial Secretary:
Jana Papuckoski
Janap@uswlocal5296.ca

Recording Secretary:
Kim Milliard
Kmilliard@uswlocal5296.ca

Toronto Office
Bokhari@uswlocal5296.ca
Tel (416) 593-7587

Mississauga Office
Pkaur@uswlocal5296.ca
Tel (905) 629-3892

Mississauga Office
Kiri@uswlocal5296.ca
Tel (905) 629-3892

Office@uswlocal5296.ca
Fax (905) 629-4688

Website: USWLocal5296.ca

Walk-ins are welcome, however, we frequently attend meetings for our members. Please make an appointment to ensure someone will be available to meet you.

Benefit Plan
(905) 275-6466
Claim Secure
1-888-513-446

HEALTH AND SAFETY REPRESENTATIVE POSITION



As per the Occupational Health and Safety Act, GardaWorld and the United Steelworkers Local 5296 are working to establish a Multi-Workplace Joint Health and Safety Committee. Each workplace with twenty (20) or more employees is required to establish a Joint Health and Safety Committee.

Committee members will be required to do the following:

- Identify actual and potential hazards in the workplace;
- Obtain information from the employer relating to health and safety in the workplace;
- Inspect the workplace on a regular basis;
- Participate in any health and safety-related testing in the workplace;
- Recommend health and safety improvements in the workplace.

Designated Health and Safety Worker Representatives will be provided the necessary training to adequately perform the tasks delegated to them.

All time spent by Committee members in connection with attending Committee meetings or performing duties prescribed by the Occupational Health and Safety Act will be considered as time at work. Committee members will be paid at the appropriate rate of pay; not less than four (4) hours call-in pay, plus one (1) hour preparation time.

All Health and Safety Worker Representatives will be chosen by the Union. Any person(s) with prior health and safety experience are encouraged to apply.

If you are interested in participating the Health and Safety Committee at your site, please contact your Local Union Representative by emailing hscommitteegarda@uswlocal5296.ca

JOB POSTING



Position: Local Union Representative

Location: GTA

Duration: (6) month contract, may be extended

The United Steelworkers is the largest private sector union in North America with more than 225,000 members in Canada and more than 800,000 members continent-wide. The USW is Canada's most diverse union, representing men and women working in every sector of the economy. Our members work in nearly every industry in all regions of the country, including approximately 8,000 security guards in the GTA. The USW stands for unity and strength for workers.

Objective: To identify, recruit, develop and train a union member from the security sector to assist with the business of the Local Union.

Job Description:

- Attend meetings, as required
- Assist in the handling of complaints and grievances
- Conduct an appeal step in the grievance procedure to assist the Staff Representative and other representatives of the International Union in handling of grievances
- Assist in the preparation of arbitration cases
- Assist in the negotiation of collective bargaining agreements
- Engage in organizing activity
- Perform such other duties or special projects as the District Director or Local Union may assign

Requirements:

- Must be employed with a USW represented Employer
- Must be a member in good standing of USW Local 5296. This will be a full time union release position (Leave of Absence) from your current Employer.
- Valid driver's license, access to a car and can travel as needed
- Commitment to justice for working people
- Willingness to learn

JOB POSTING

**Qualifications:**

- Excellent communication skills
- Organizational and administrative skills
- Intermediate computer skills, including Microsoft Office, email and internet research
- Able to work independently in a competent and professional manner
- Ability to establish and cultivate respectful relationships with people from diverse backgrounds/cultures
- Willingness to work long and irregular hours, including nights and weekends

Experience:

- Experience preferred, but will train suitable candidate

Salary and Compensation:

Successful candidates will be compensated for lost time, expenses and travel, as per USW Local 5296 Bylaws

To apply:

Please send resume and cover letter to: resume@uswlocal5296.ca

Deadline for applications: Until filled by qualified candidate

****No phone calls please!**

We thank all applicants for their interest, however, only people selected for interview will be contacted. USW is an equal opportunity employer.

Stewards & Officers Dinner—February 2019



Christmas & Holiday Celebration Lunch—December 2018



BASKETBALL GAME



SATURDAY
MARCH 23, 2019

3545 Morning Star Dr.
Mississauga (Finch/427)
10 am to 1 pm



VS



Local 75th

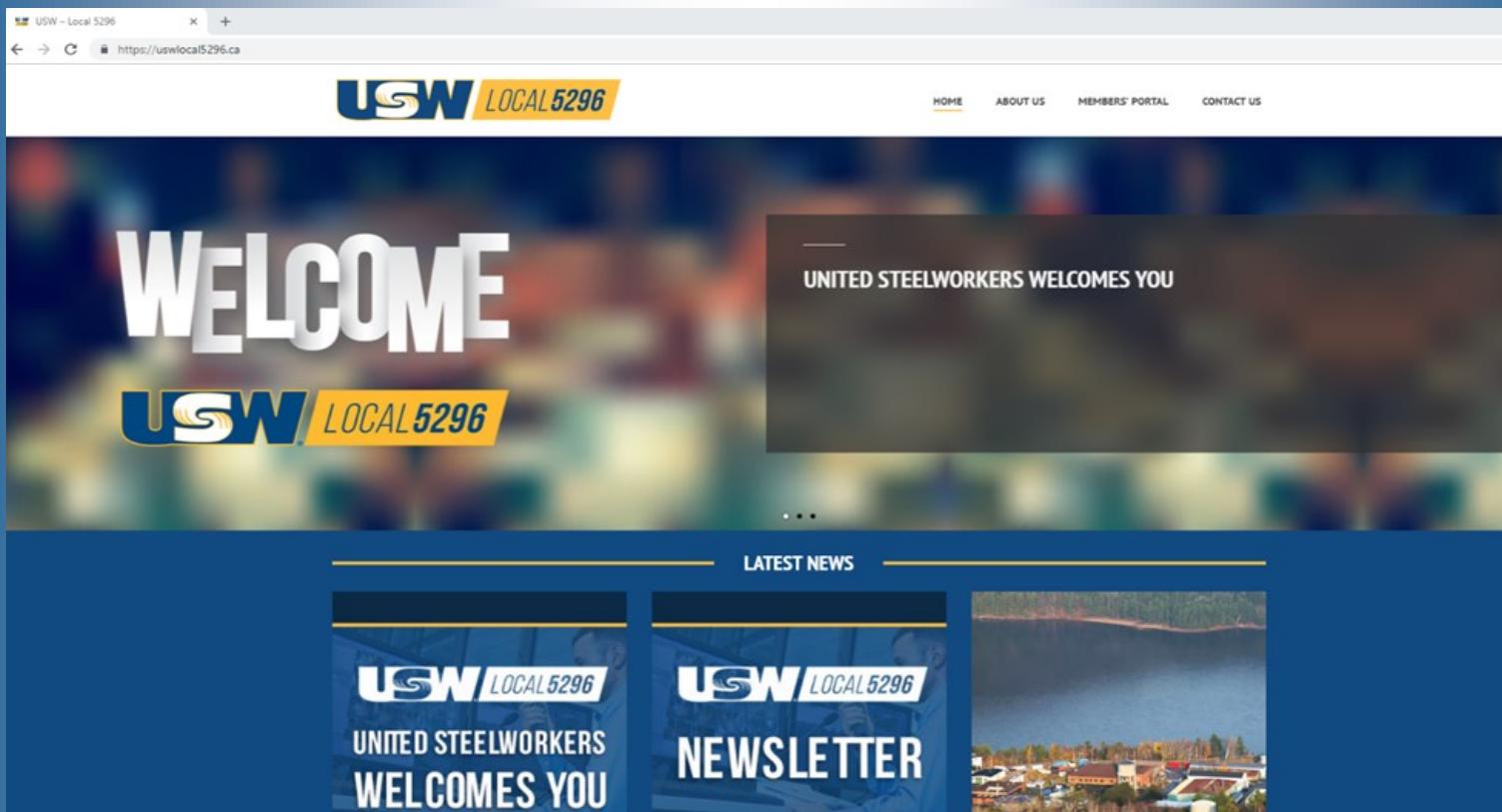
Local 52nd

All members are welcome to join the free event as well as family members. White top and running shoes are mandatory to play. Please attend, participate and support the USW.

RSVP, Contact the Toronto or Mississauga office for more information

USW LOCAL 5296 WEBSITE & MEMBERS' PORTAL

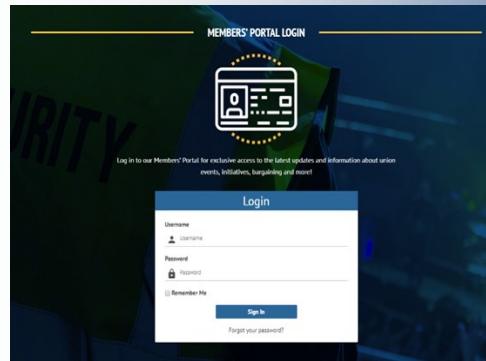
The URL is **HTTPS://USWLOCAL5296.CA**



We are pleased to inform you that our local website is near completion. We look forward to launching our website soon; where our members will be able to create account to access personalized information. All latest news and events will be readily available online.

MEMBERS' LOGIN

Login credentials will be required to access Collective Bargaining Agreements (CBA), USW Membership Benefit information and entitlements. The Members' Portal is where you would be creating an account to access all such information.



PLEASE NOTE THAT OUR WEBSITE IS CURRENTLY UNDER DEVELOPMENT. YOU WILL BE ABLE TO CREATE AN ACCOUNT AS SOON AS THE SITE IS READY FOR OPERATIONS

Frequently Asked Questions

My employer is refusing to reimburse me for my safety boots. Why?

Your site must require safety boots in order to be entitled for reimbursement. Please contact your manager for clarification.

I have several complaints about my site. Can the Union do anything for me?

Yes, but members must provide the employer an opportunity to address the problem before contacting the Union.

How can I find out how much I pay in Union dues?

Union dues deductions appear on your paystub from the employer. All Union dues are tax deductible.

How can I find out about what is happening with my union?

United Steelworkers Local 5296 holds monthly meetings on every third Tuesday of the month. All members are welcome to attend, participate and ask questions.

I think I did not get paid for some of the hours I worked. What do I do?

Please review your paystub in detail and then contact your employer. If the pay complaint is not resolved by your manager, contact the Union.

How can I improve my workplace?

Be an informed employee at your workplace. Understand your job and the roles as per your site post orders. Report your concerns to the employer through appropriate channel.

I am just one person; how can I make difference?

*Visit your local website for updates, sign up for the newsletter, attend Local meetings and vote in the USW Local election. **YOU ARE THE VOICE OF THE UNION.***

My friends, love is better than anger. Hope is better than fear. Optimism is better than despair. So let us be loving, hopeful and optimistic. And we'll change the world. —Jack Layton





Please connect with us online

The new Local 5296 website is now online. Please visit us @
www.uswlocal5296.ca.

Soon you will be receiving credentials to have access to the members portal. Stay Tuned!

USW Local 5296

Toronto Office:
25 Cecil Street
Toronto, Ontario
M5T 1N1
Phone: (416) 593-7587

Mississauga Office:
1158 Aerowood Drive
Mississauga, Ontario
L4W 1Y5
Phone: (905)-629-3892

E-mail: office@uswlocal5296.ca

PLEASE
PLACE
STAMP
HERE

Mailing Address Line 1
Mailing Address Line 2
Mailing Address Line 3
Mailing Address Line 4
Mailing Address Line 5

