



## President's Report

Hello Fellow UWOSA Members,

The impact of the provincial government and Doug Ford's interest in reducing the rights of unions is being

felt across Ontario for public sector workers. UWOSA participated in the government's public sector consultation sessions earlier this year. We listened and gained valuable information on how Ford's government policies will impact Unions in Ontario, specifically those in higher education. The Executive Committee continues to advocate and express our disappointment in Ford's ambitious proposals to decrease financial compensation, including health care benefits, and union rights.

The impact on budgetary constraints by Western's Administration is impacting UWOSA. We actively grieve positions eliminated due to retirements, improperly filled secondments, or unpaid leaves.

We know the work remains and we know that chairs and directors across campus understand the work we do. We know that each UWOSA position makes a difference on this campus, and when one UWOSA position becomes vacant in a department, we know the impact of that absence is significant for everyone.

Impacts felt by one union on campus, create a ripple effect for the rest of us. Unions support unions on this campus. Our brothers and sisters of UWOFA-LA are in collective bargaining with the Employer this summer as their agreement ended on June 30th. *Solidarity is key.*

We continue to track how Western administration responds to budgetary impacts and collect information that will be useful for our own collective bargaining in 2021.

Thank you for being a UWOSA member, and for your active engagement in our union, and for the willingness to protect our union jobs. Western would not work without UWOSA and UWOSA would not work without you.

On behalf of the Executive Officers, I wish each of you a safe, happy, and healthy summer.

In Solidarity,

*Meg Derinpanayagam, MPA*

UWOSA President



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## Vice-President Update



The Executive Committee has accepted the resignation of Natalie Samuel in her role as Vice President as per the UWOSA Constitution 7.13. Natalie's last day in the UWOSA office will be August 8, 2019 and then she will take some vacation prior to returning to her position in the Faculty of Law on August 19th.

Natalie began her role as Vice President in December 2017 after John Critchley stepped down and was acclaimed again as Vice President for the 2018 - 2020 term.

Her contributions to this office are numerous, but one that stands out most for the Executive Committee is that Natalie was instrumental in standardizing a process to assist and support our members whose positions were eliminated.

Natalie was often the primary executive officer to shepherd members from the initial lay off meeting to assessments, interview processes and the contact person to offer supports until our members were placed or recalled into another UWOSA position. Her monthly check-ins and referrals to external sources for work/life support has been complimented upon by many of our members who have gone through this life-altering process. Members have also appreciated Natalie's knowledge regarding the complexities of recall and which positions members can apply for and work during the recall period while waiting for a permanent placement by Western.

Natalie also served as chair of the Constitution & Bylaws Committee, served as Co-Chair for the Membership, Newsletter and Social Committee, and was an active member of the Finance Committee.

Her positive attitude and sunny disposition in the office and with our members and her direct communications with Employee Relations will be missed. Natalie has indicated to the Executive Committee her plan to continue to be actively involved in our Union by filling a current Steward position and as a committee member on several of our standing committees.

Thank you Natalie for all of your work, dedication, and commitment to UWOSA!

As per the Constitution, Article 7, a notice will go out soon announcing the Vice President vacancy for the end of the UWOSA term (2018 – 2020). Anyone interested in reviewing the Vice President position description questionnaire prior to applying may do so by contacting Meg Perinpanayagam at [info@uwosa.ca](mailto:info@uwosa.ca).

## Chief Steward's Report



Over the last two months the UWOSA office has filed 16 policy grievances regarding non-union contract positions that should have been posted either as a Term position to backfill a current member on a medical leave or secondment, or as a Continuing or Sessional position that was previously held by a Continuing or Sessional member. Article 12.01 b) states that the Employer has 90 working days to fill the vacancy.

This is truly a team effort. Our Executive Officers heavily rely on Stewards and members in areas to email or call us when it appears a temporary agency worker has been in a vacated position close to or longer than 90 days, and we thank everyone who has contacted us! Your information has enabled us to file many grievances and demonstrate to the Employer their frequent violations of our collective agreement.

On a daily basis, our Union's administrative assistant, Mia Valastro, looks for non-union job postings that are similar to UWOSA work, and Vice-President Natalie Samuel reviews them and when possible, matches them back to the UWOSA member who resigned, retired, went on secondment, or transferred out of the position.

*(continued on next page)*

# Chief Steward's Report

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If it appears the work is not specifically project-based, or if the position has been improperly backfilled, as in the case of a current UWOSA member on leave, then Chief Steward Nikki Grozelle and President Meg Perinpanayagam collect and compile the history for the grievance, complete a grievance statement, and send it to Jane O'Brien, AVP of Human Resources. A policy grievance meeting is then scheduled where UWOSA presents its facts and position that Article 12 and 42 have been violated.

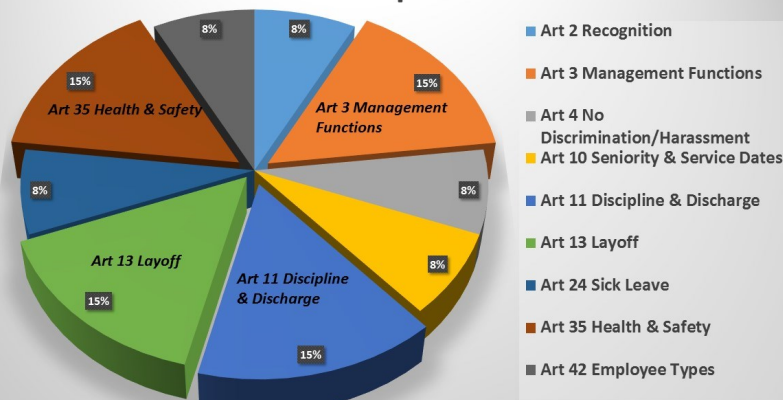
Human Resources then has ten working days to respond, and, based on the response, the Executive Committee meets and decides whether the policy grievance warrants obtaining a legal opinion and sending it on to Arbitration

If the work remains, even if a UWOSA member retires, we want to ensure that all departments across campus are following the collective agreement regarding Article 12: Vacancies, Article 42: Employee Types, and Appendix Q.

As stated previously, policy grievances are filed because we have heard from you, the member, so again, **thank you for your vigilance to protect our union positions.**

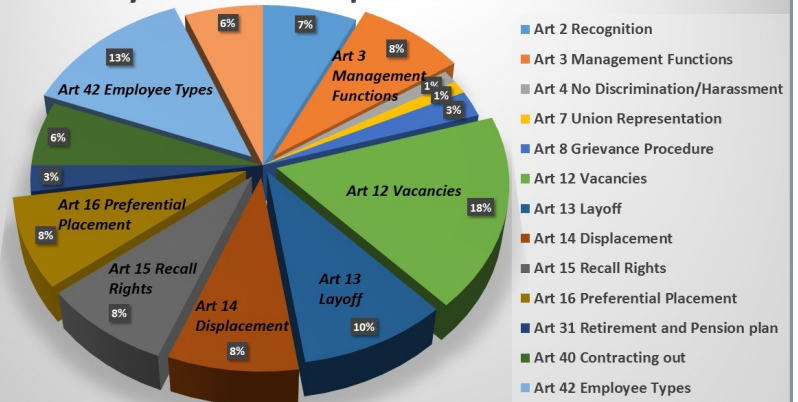
If you know of a UWOSA position that has not been properly filled or is being performed by a temporary agency employee working a non-union contract, please contact the UWOSA office at [info@uwosa.ca](mailto:info@uwosa.ca).

Individual Grievances April 2019 - Present



Total of four individual grievances covering several articles breached

Policy Grievances April 2019 - Present



Total of 16 policy grievances filed covering several articles breached.

In Solidarity,  
Nikki Grozelle  
Chief Steward

## Treasurer's Report

### Check Your Paystubs in July 2019 for salary increase

In accordance with Article 45.06(c), all eligible Continuing and Sessional employees shall receive a 1.5% salary increase. In addition, the current salary grid will be increased by 1.5% as reflected in Appendix Y (page 131 of green cover collective agreement book).

Members who are at a Long Service Maximum shall receive 50% of the annual basic increase provided for in Article 45.06 so long as the employee's salary continues to exceed the Long Service Maximum under Article 7 as per Article 45.05 (b).

UWOSA members on secondments, will be eligible for any applicable negotiated salary increase, per Article 45.06 upon return to the original UWOSA position as per Article 55.

If you have questions about the salary increase, please contact the UWOSA office at [info@uwosa.ca](mailto:info@uwosa.ca).

### 2017-2018 Audit

The UWOSA audit for the 2017-2018 fiscal year is beginning August 2019. Audits are done annually to ensure that dues income has been spent appropriately and in accordance with the annual fiscal budget that was approved at annual general membership meetings held in April. The auditor will provide a report to the membership at the December 2019 general meeting and answer any questions at that time.

In Solidarity,

*Karen McDonald*

Treasurer

## Member FAQs

### Q: Can you please explain the triennial review process?

Year One of the triennial review process as explained in Article 44.03: Job Evaluation needed to be submitted by June 30, 2019 for the following areas: *Faculty of Education, Faculty of Arts and Humanities, Faculty of Health Sciences, Faculty of Engineering, School of Graduate and Postdoctoral Studies, Student Experience, WTS, Advancement Services, Animal Care, Housing, Student Health Services, RDS & World Discoveries or Western International.*

If you work in one of these areas and have not signed off on your PDQ with your supervisor, please contact the UWOSA office immediately at [info@uwosa.ca](mailto:info@uwosa.ca).

Our office has heard from members who were discouraged from adding their comments on the PDQ regarding work performed, or were pressured to sign off on the PDQ. Please remember that Article 44.07, the appeal process of a PDQ is still your right to exercise, once you receive the PDQ evaluation.

**It is your right under Article 44.04, to have your PDQ reviewed and updated if there has been a significant and permanent change, since the new point band system was put in place (December 2017-March 2018).** We all

worked together to ensure the integrity of Article 44 remained during the move to the new system, and we must remain vigilant to ensure our UWOSA positions and the valuable work that we contribute to this University are accurately captured.

# Member FAQs

## **Q: How can I find out my seniority and service date(s)?**

Employee Relations provides to UWOSA an annual list of seniority and service dates for all Continuing, Sessional, and Term members. This list is used for Articles 12-16 and 20. To protect the privacy of all of the members in our union, the “seniority list” was removed from the website in Fall of 2017.

If you want to know your seniority and service date, please contact [info@uwosa.ca](mailto:info@uwosa.ca), or call Mia Valastro at ext. 85089.

## **Q: When do I get my extra week of vacation?**

As per Article 20: Vacation, specifically, 20.01(c) “Upon completion of 19 years of Service, at the rate of 2.08 working days per month (up 25 days per year). In addition, employees will be provided with one week’s paid vacation upon the completion of 19 years of service”. If you want to know your seniority and service date, please contact [info@uwosa.ca](mailto:info@uwosa.ca), or call Mia Valastro at ext. 85089.

## **Q: Eligible UWOFA members were offered retirement packages, why not eligible UWOSA members?**

Our Executive Committee has met with Western’s Human Resources several times over the past several months and continues to meet requesting a retirement incentive package that is fair and equitable for any eligible member. To date, we have been notified that retirement incentive packages are not being offered to our membership at this time. However, if that changes, we will send out information to those members who satisfy the eligibility criteria as per Article 31: Retirement and Pension Plan.

**If you have any questions about any Article in the Collective Agreement, please contact your Area Steward, or the UWOSA office at**

**[info@uwosa.ca](mailto:info@uwosa.ca).**



# REPORTS FROM THE STANDING COMMITTEES

## Constitution & Bylaws

Natalie Samuel

As an independent union, we govern ourselves, with a Constitution and Bylaws document, which is reviewed and revised by the Constitution & Bylaws Committee, chaired by the VP. Our committee continues to accept members and meets monthly usually during a lunch hour for 45 minutes. If interested in joining please contact [info@uwosa.ca](mailto:info@uwosa.ca).

*Image credit: <https://sites.google.com/site/lffaboosterclub/home/constitution-bylaws>*

## Finance

Karen McDonald

The Finance Committee reviews the strike fund investments to make sure we're getting the best possible return and plans the next fiscal year's budget, which is presented at the AGM for the membership to approve. As Treasurer and Chair, many thanks to the committee for their dedication to the Union and service on this committee. If you are interested in joining the Finance Committee, please email Karen McDonald ([karenm@uwosa.ca](mailto:karenm@uwosa.ca)).

*Image credit: townofbwg.com*

## Health & Safety

Rob Harbottle

**As of July 1st Western University is now smoke-free.** Western will be offering workshops every month to help you quit smoking.

**Westerns Eye Protection Program.** It is imperative that if you work in a lab in any facility across campus and its affiliates that proper eye protection be in place before the work starts. Article 35.02 of our collective agreement states, "Employees are responsible for complying with safe working practices on all assignments and adhering to the requirements set out in personal protective equipment policies and Western shall provide appropriate training to the employees". I have worked in many labs across campus and it seems odd that this needs to be reiterated, but please save your sight, you may need it in the future!



*Image credit: 1260.cupe.ca*

# REPORTS FROM THE STANDING COMMITTEES

## Education & Training

Meg Perinpanayagam

Our committee has formed a Working Group to review the current New Member Welcome package for incoming UWOSA members. Most of the information comes in a condensed letter, which has been reported to be a bit overwhelming. To help our new members navigate, the group is exploring a brochure to highlight important information, website navigation, steward contacts, how to join a committee, and important offices around campus. We hope to share the results with you in the Fall. Thank you to our current Education and Training committee members - - Jen Heidenheim, Megan Baxter, Mary Van de Ven, John Critchley, Karen McDonald, and Rob Harbottle for their ideas and volunteer hours on this committee. If you would like to join the Education and Training committee, please email [info@uwosa.ca](mailto:info@uwosa.ca) for more information.

*Image credit: makingitmagazine.net*

## Membership, Newsletter & Social

Jen Heidenheim & Natalie Samuel

The vibrant and fun-loving MNS committee looks for ways to keep UWOSA members informed and engaged. We publish the UWOSA newsletter, plan social and volunteer activities, and bring you fantastic deals from Union Savings, the Stratford Festival, Columbia Sportswear, Hybrid Fitness, and, coming soon, from Costco!

Costco representatives will be here on Thursday, September 26, 2019 from 12:30 - 1:30 (location TBD) to bring us treats and tell us about a special offer for UWOSA members on new Costco memberships (offer does not apply to membership renewals, unfortunately).

Please join us for the next "Dinner at Our House" event for Ronald McDonald House on Thursday, September 19 ([link to Google Doc signup sheet](#))!

If you are looking for a way to contribute to UWOSA, we would love to have you on this committee. Time commitment is typically an hour a month. Please email me at [jenh@uwosa.ca](mailto:jenh@uwosa.ca) if you have an idea, or would like to be involved! . *Image credit: clipart-library.com*

## Ad Hoc Communications

Jen Heidenheim

The new and Improved UWOSA Website Launched in mid-June! Brydges Design has completed the re-design of the UWOSA website, the Stewards beta-tested, and after several false starts, it went live on Friday, July 26, 2019.

Special thanks to Aron Downes at WTS for working with Brydges Design to correct all the glitches!

*(continued on next page)*

# REPORTS FROM THE AD HOC AND JOINT COMMITTEES

## *Ad Hoc Communications*

Jen Heidenheim

What has improved? Each page a more modern look, the pages work better with mobile devices, there is a search function, and we will be able to take event registrations online.

There is also a separate section for our Stewards and Executive Officers, which will come in handy for collective bargaining and training purposes.

Whatever email address you used for the old UWOSA website was migrated to the new site; however, *you will need to reset a new password, as the old one was too short.*

If you have transferred on campus and have a different email address, please contact Mia Valastro at the UWOSA office ([info@uwosa.ca](mailto:info@uwosa.ca)), so that she can update your username. Once that has been completed you will need to create a new password for your new email address.

Please note: if you are going on (or know someone currently on) secondment outside of UWOSA, the username/email will be migrated across; however, since you'll temporarily be outside of our union you will be blocked from using the Member Area site until you return from secondment.

With the website transition, you may notice a slight delay in the update to the Successful Candidates list. If you are waiting to see who was the successful candidate for a specific job posting, please contact the office at [info@uwosa.ca](mailto:info@uwosa.ca).

Please direct questions about the website to Mia Valastro at [info@uwosa.ca](mailto:info@uwosa.ca).

*Image credit: kinexmedia.com*

## Joint Occupational Health & Safety Committee

Rob Harbottle and Cleusa De Oliveira

We have been very busy serving as UWOSA representatives on the Joint Occupational Health and Safety Committee (JOHSC). The committee meets monthly to discuss topics ranging from non-service animals on campus, the campus going smoke-free, assisting with health and safety inspections and reviewing inspection reports and injury trends.

Western has invested several resources for staff and faculty for mental health and mental health resources. On the next page is a handy guide to keep at your desk.

*Image credit: www2.acadiau.ca*

## Laboratory Safety Committee

Linda Jackson-Boeters

The Laboratory Safety Committee met at the beginning of June. The HECHMET chemical inventory system is well underway. The Faculty of Science and Engineering are now completed. Occupational Health and safety has now started in the Schulich School of Medicine and Dentistry with the department of Biochemistry. It is the plan to have this completed by September. If you have any concerns regarding laboratory safety anywhere on campus, please contact the UWOSA office at [info@uwosa.ca](mailto:info@uwosa.ca) for appropriate resources or referral to our Laboratory Safety Committee representative, [Linda Jackson-Boeters](#).

*Image credit: <https://safety.umbc.edu/occupational-safety/laboratory-safety/>*



## REPORTS FROM THE JOINT COMMITTEES

### Mental Health Resources for Western Staff & Faculty:

PREVENTION: Practice wellness daily	CONCERN: When you notice a change	CRISIS: When you feel out of options
<i>Personal wellness practices:</i> <a href="#">Eat. Sleep. Exercise. Connect</a>	Visit your family doctor	ASIST-trained Keep Safe Connection
<a href="#">LivingWell@Western</a>	Seek the advice of a friend or family member	Call 911 if needed
<a href="#">Employee Assistance Program</a>	<a href="#">Stress Management</a> Techniques	Walk in to the <a href="#">Mental Health and Addictions Crisis Centre</a> at 648 Huron Street or call <a href="#">Reach Out</a> at (519) 433-2023
<a href="#">safeTALK</a> , <a href="#">ASIST</a> , or <a href="#">Mental Health First Aid</a> training	<a href="#">Workplace Health Rehab Services</a>	<a href="#">Anova</a> 24-Hour Helpline: (519) 642-3000
<a href="#">Campus Recreation</a> • Physical activity has a huge impact on mental health	<a href="#">Big White Wall</a> Anonymous 24/7 online peer support and education with moderation by clinically trained 'Wall Guides'	<a href="#">First Nations and Inuit Hope for Wellness Help Line</a> : 1(855) 242-3310
<a href="#">Workplace Health</a>	<a href="#">The Support Line</a> (519) 601-8055	<a href="#">Crisis Services Canada</a> suicide prevention and support: 1(833) 456-4566
<a href="#">Rehab Services</a>	<a href="#">FSTV Quick Access Mental Health Walk-In Clinic</a> Tuesday 1-6pm at 125 Woodward Ave	<a href="#">Trans Lifeline</a> (10am to 4am): 1(877) 330-6366

### Parking Appeals Committee

Duncan Archibald

Please remember that if you are dropped off or picked up by someone on main campus, please ask them to refrain from parking in loading zones, fire routes, landscaped areas, handicapped spots (unless are a permit holder), or roadways. Improperly parked or unattended vehicles will be ticketed and/or towed at the owner's expense. Attended vehicles will be asked to move. There is one "kiss and drop" location between Weldon Library and the Law Building. A reminder that while summer has arrived, parking enforcement continues. Please note that complimentary parking is available in the evenings from 4:00 pm - 7:00 am in the Elborn Lot and from 7:00 pm - 7:00 am in the Siebens, Upper Heating and Visual Arts lots (please do not park in metered or reserved spaces). Parking is available in most gated, unattended lots between 6:00 pm - 7:00 am at a rate of \$1.50 per hour to a maximum of \$7.00 - payment by credit card on exit. Western University is home to several summer camps with young campers that may not be familiar with the rules of the road. Please drive slowly, watch for pedestrians, stop at all stop signs, wear your seatbelt, and do not text and drive. This is to ensure that all of us are safe on campus!

For more information visit [www.parking.uwo](http://www.parking.uwo). Image credit: innovarytech.com

# Board of Governors

Wade Boye

Dear UWOSA Colleagues, I would like to take this opportunity to thank you for your encouragement and support in re-electing me to retain the Administrative Staff seat on Western's Board of Governors. The duration of my next term is from July 1, 2019 to June 30, 2023.

There are five full Board meetings in a year, which are composed of an open session and a closed session. Within the Board, there are a number of standing committees/sub-committees, which bring issues and recommendations to the full Board for information, discussion and approval.

The following is a brief summary of some of the key items discussed, received, approved and/or appointed by Western's Board of Governors between November 2018 to June 2019.

- Appointment of Dr. Alan Shepard as Western's 11th President and Vice-Chancellor, effective July 1, 2019.
- Linda Hasenfratz was appointed by the Joint Senate / Board Electoral Board as Western's 23rd Chancellor effective July 1, 2019.
- The Operating and Capital Budget for 2019/2020 was presented and approved, noting a 2 year budget cycle rather than the standard 4 year budget cycle.
- Smoking, Vaping and Tobacco use policy (MAPP1.16) was approved. This policy is in alignment with Western becoming a smoke free campus effective July 1, 2019.
- The use of Cannabis, Alcohol and other substances policy was approved (MAPP 3.11). This policy is in alignment with the legalization of cannabis.
- Revisions to the Student Code of Conduct were approved. Noting the jurisdiction article of the code to extend to some off-campus conduct at un-sanctioned events.
- Farewell remarks to President Amit Chakma at the end of his 10 year term, were made at the June 27, 2019 Board meeting - Dr. Chakma's final meeting with Western's Board of Governors.

Full details in support of the noted summary can be found by visiting [the BoG Agendas and Minutes page of the University Secretariat website](#).

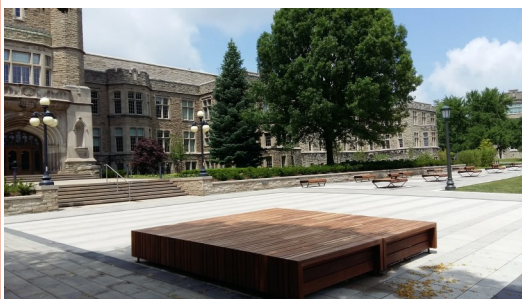
Wade Boye  
Board of Governors  
Administrative Staff Representative

*Image credit: [www.uwo.ca/univsec/board/](http://www.uwo.ca/univsec/board/)*

## REPORTS FROM AREA STEWARDS

### Chris Bell *A&H, Music*

The front of University College has been the hot spot this summer for both convocation photos and for staff enjoying their lunch breaks, as the stylish new benches and tables are getting plenty of use.



For summer events in Arts & Humanities, Western Summer Shakespeare is presenting Twelfth Night in the Beryl Ivey garden (located between University College and Lawson Hall), which runs from August 7-10. Please visit the [English studies web-site for more information](#). Also, if art is your thing, the summer schedule for the Artlab can be found on the [Visual Arts site](#) – but please note, the Artlab Gallery will be closed for the month of August.



### Kaitlyn Pettigrew *Facilities Management*

On behalf of the Executive Committee, we thank Kaitlyn Pettigrew for her service as a Steward, Facilities Management. Kaitlyn was successful to a position, unfortunately outside of UWOSA. We wish her all the best. With Kaitlyn vacating this position, Facilities Management Steward position is now open. Anyone wishing to be a Steward in this area, please contact Nikki Grozelle, Chief Steward at [info@uwosa.ca](mailto:info@uwosa.ca).

### What is a Steward?

Our Stewards play an important role in UWOSA because they represent all the members in their assigned area. Stewards are a resource for explaining Articles in our collective agreement, establishing an awareness within a unit of the importance of our collective agreement, and for bringing member concerns within a unit to the Executive Committee's attention.

### OPEN AREAS

The following areas do not currently have a Steward:

Student Services, VP External/VP Research, Ivey, Facilities Management, and Schulich Medicine - Basic Clinical (Anesthesia & Operative Medicine, Clinical Neurological Sciences, Family Medicine, Medicine, OBGYN, Oncology, Ophthalmology, Otolaryngology, Path & Lab Med, Physical Med & Rehab, Psychiatry, and Surgery).

Contact Nikki Grozelle at [info@uwosa.ca](mailto:info@uwosa.ca) if interested in becoming a Steward.



### Arzie Chant *Engineering*

Dr. Ken Coley has been appointed the new Dean of the Faculty of Engineering. He began his term on July 1st. Dr. Coley comes to Western from McMaster University where he was a materials science and engineering professor.

### Susanna Green *Education*

The Faculty of Education library (aka the "flying saucer") will be renovated to meet the specific needs associated with Indigenous learning and gathering, and the project planning process is expected to begin in late June. Our hope is to have formal construction begin in December 2019 or January 2020 – with the objective of completion in summer 2020. The Education Library will be relocated to a smaller space within the Faculty of Education building.



### In Memoriam

UWOSA is saddened by the loss of member Julia Valencia, who passed away on March 13, 2019. She was currently on leave from SSMD, Phys & Pharm.





# UPDATE ON EMPLOYEE BENEFITS

Western's Human Resources has recently informed UWOSA of the following changes in benefit program administration, specifically:

- Administrative changes to manage opioid drugs, specialty drugs and glucose testing supplies by Manulife effective July 1, 2019;
- Temporary suspension in Guaranteed Housing Loan due to revised federal mortgage and lending rules effective immediately;
- Insurance rates effective May 1, 2019

For more information, please contact Human Resources at [hrhelp@uwo.ca](mailto:hrhelp@uwo.ca) or ext. 82194



## *Congratulations Retirees!*

<b>Sharon Blane, Dentistry</b>	<b>Cindy Capizzano, Student Health</b>
<b>Sandra Davis, Health Sciences</b>	<b>William Day, Bookstore</b>
<b>Catherine Ferrie, Dentistry</b>	<b>Marylou Hart, Chemistry</b>
<b>Louise Jackman, FIMS</b>	<b>Marlene Jones, Visual Arts</b>
<b>Stan McFadden, MAC</b>	<b>Dorothy McKeown, Dentistry</b>
<b>Penni Pring, Psychology</b>	<b>Marc Stewart, FM Service Center</b>
<b>Laura Stiles, Social Science</b>	<b>Linda Wyburd, Libraries</b>

# UWOSA SUCCESSFUL CANDIDATE LIST

(also available on the UWOSA website)

Human Resources is currently updating their website and, as a result, some things will be moving. One of those is the location of the monthly UWOSA Successful Candidate List. Right now, it is along the side bar on the Employee Groups & Collective Agreements page:

Home > Working at Western > Employee Groups & Collective Agreements

## Working at Western

- Employment Opportunities
- Full-time Faculty Positions
- New Employee Orientation
- Leading at Western
- Employee Groups & Collective Agreements
- Policies & Procedures
- Documents**
  - > [Successful UWOSA Candidates](#)
- Login Tools

## Employee Groups & Collective Agreements

Western has a diverse workforce. The following is a list of employee groups at Western. Some are unions, and some are associations. Choose a group to see more details and find links to further information.

- CUPE Facilities Management
- CUPE Hospitality Services
- Clinical Teachers Association
- Faculty Association
- Graduate Teaching Assistants
- Librarians & Archivists
- Operating Engineers
- Campus Police OPSEU
- Postdoctoral Associates
- Professional Managerial Association
- SAGE
- UWOSA

### CUPE Facilities Management (Canadian Union of Public Employees Local 2361)

CUPE represents employees in Facilities Management who are engaged in the maintenance and service of buildings and grounds at the University.

- Approximate number: 335
- [CUPE 2361 website](#)
- See the [current collective agreement](#) - July 1, 2017 to June 30, 2021

It will be moved it to the UWOSA section on that page to make it more readily available:

### UWOSA - Staff Association

UWOSA represents employees engaged in administrative and research support roles employed on a continuing or sessional (e.g. academic year) basis. Employees hired temporarily in these roles for eight months or more and working regularly more than 24 hours per week are also represented by UWOSA.

- Approximate number: 885
- [UWOSA website](#)
- See the [current collective agreement](#) - July 1, 2017 to June 30, 2021
- View current classifications and more information on the [Job Evaluation System \(JES\) transition](#)
- View [UWOSA Successful Candidate list](#)

You will notice that it is currently in both spots until the move takes place, allowing us to get used to the change.



# UWOSA Cooks!

Thanks to everyone who has submitted a recipe (or two, or three...) and thanks to **Connie Sutherland** for collecting them! Here are a few more selections to share with you. If you would like to submit a recipe for the collection please email it to [info@uwosa.ca](mailto:info@uwosa.ca)



## Doggie Shortbread

Contributed by Ann Seabrook, Social Science

### Ingredients

- 1 1/2 cups Whole wheat flour
- 12 cup all purpose flour
- 1 Tbsp. baking powder
- 1 cup peanut butter (smooth or chunky)
- 3/4 cup of milk



*Image credit: www.rover.com*

### Directions

In a large bowl, combine flour and baking powder. In a small bowl, whisk peanut butter and milk until smooth. Make a well in the flour mixture and gradually stir in peanut butter mixture until well blended. Use hands to work the dough into 2 pliable balls. The warmth from your hands will make the dough more workable. knead each ball on a floured surface for about 2 minutes. With a rolling pin, roll dough between 1/4" and 1/2" thickness. Cut with bone shaped cookie cutter and place on a baking sheet lined with foil. Bake 15 minutes at 400°F. Cool on a rack and store in sealed container in the fridge. I hope your pooch enjoys them!

Note: This recipe is for cookie cutters about 2 1/2". For tiny cookie cutters bake 8-10 minutes. They cook quickly and must be watched closely!

- Makes about 75 medium or 100 tiny cookies (6 100g bags)

# Momma C's Rib Sauce

Contributed by Connie Sutherland, Libraries

*Great for basting on BBQ'd meats, especially ribs and chicken*

Combine all ingredients and adjust to taste.

- 1 cup ketchup
- 2 Tbsp soy sauce
- 2 Tbsp brown sugar
- 2 tsp minced ginger root or 1 tsp ground ginger
- 1 tsp sesame oil
- 1 clove garlic, minced



*Image credit: www.chowhound.com*

Allow to sit overnight before use, if possible.

# Allison's Amazing Rolo Cookies

Contributed by Audrey Yardley-Jones, Faculty of Music

This is my sister's recipe and these cookies have been a hit at bake sales and many staff meetings. They taste like chocolate brownies with the added surprise of a melted, chewy Rolo caramel in the center.



## Ingredients

- 1 cup butter (room temperature)
- 1 cup granulated sugar
- 1 cup brown sugar
- 2 eggs
- 1 tsp. vanilla extract
- 2 ½ cups flour
- ¾ cup cocoa
- 1 tsp. baking soda
- 5-6 rolls of Rolo candies (10 candies in a roll?)
- Granulated sugar for rolling

## Directions

1. In a large bowl, cream butter and sugars until smooth. Add eggs and vanilla and mix well.
2. In a separate bowl, combine dry ingredients.
3. Add dry ingredients to creamed mixture until blended. Chill dough in fridge for at least 10 minutes so that dough is slightly firmer and easier to shape.
4. Form cookies by taking a tablespoon of dough and pressing a rolo candy in the center and rolling into a ball in your hands so that the dough covers the candy (your hands will be covered in chocolate).
5. Roll balls in a small bowl of granulated sugar.
6. Bake for 7 minutes on a parchment-lined baking sheet in middle of oven.
7. Leave to cool on pan for 2 minutes and then remove to cooling rack. Don't eat them too soon because the hot caramel can burn your tongue.

# Member Spotlight

## University Machine Services

By Jen Heidenheim, Membership Services Officer

One of Western's hidden gems is the University Machine Services (UMS) shop in the Thompson Engineering Building. This fantastic team of UWOSA members design and creates custom-built tools and equipment for faculty and students across campus, local businesses, and government operations. I sat down Steve Hewlette, one of the members from UMS, for a chat and a tour of the facility.



UMS UWOSA Employees

(L to R: Cheri Jenkins, Steve Hewlette, Josh Taylor, Steve Arnold, Jeremy Thuss and Gary Snyders; not pictured Matt Eaton, Keenan Dafoe)

### How long has UMS been at Western and how long have you worked here?

The UMS has been in the Thompson Engineering Building since it opened in 2003, and was in the Spencer Engineering building for a long time before that - it's a long running operation at the Faculty of Engineering and at Western. I've been here for 17 years.

### What's your background? What kind of training and experience would someone need to work at UMS?

I'm a machinist by trade. To work at UMS, one needs to acquire a Certificate of Qualification which requires four years of formal education and an apprenticeship of 2000 hours of applied training.

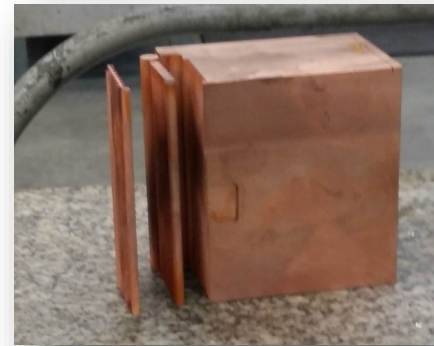
### What sorts of projects are you working on now?

UMS has a large, comprehensive shop where we can fabricate just about anything out of metal, plastic, wood, glass, fabrics, and other materials. We have a welding shop, a wood shop, 3-D printers, and several machines that use computer technology to make shapes out of metal for a wide variety of applications.

We support Engineering's solar and race cars, do custom work for students and faculty across campus such as building a giant sandbox so physical geographers can study changes in topography caused by water flow, we build models to be tested in the wind tunnel, we build reactors for oil companies and ICFAR, we fabricate equipment for the City of London's Greenway Waste Treatment facility, we make bed clamps and other custom parts for our LHSC hospitals. The list is endless.



Electronic Discharge Machine (EDM) cuts solid metal into precise shapes.



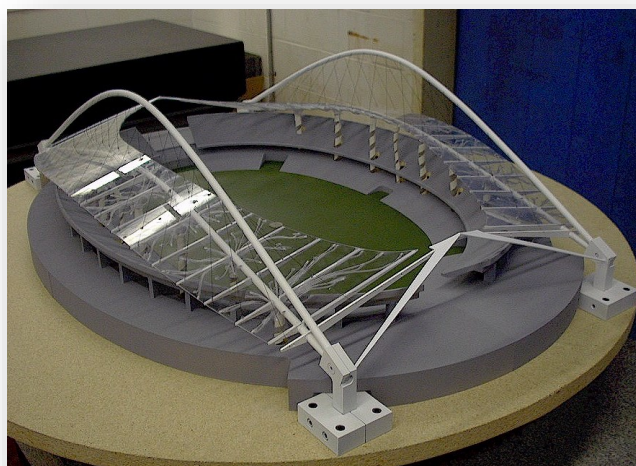
Metal block shaped by EDM machine

## **What was your favourite project to work on?**

A three-stage needle to deliver targeted doses of radiation to cancer patients. In this new type of needle, small irradiated particles could be injected right into the tumor site, which greatly reduced the patient's exposure to harmful radiation.

## **Our collective agreement has an Appendix H - Apprenticeship Program - General Machinist. Is that one way that the UMS support students? Are there other ways?**

UMS hosts apprentices and we have two in training at UMS this year. They get an opportunity to shadow everyone from the shop floor to the project managers, giving them a chance to see all sides of the operation. UMS also has a dedicated workshop for students to work on their own projects as well as the Faculty of Engineering's solar and race cars. UMS also has a booth at the annual robotics competition where competitors can get their components fixed.



UMS-built model of the Athens Olympic Stadium to be tested in the wind tunnel



## **What should all UWOSA members know about the UMS?**

If they can think of it, we will try to make it! We are a hidden jewel on campus. We are proud of our work.

## **What should the Western community know about the UMS?**

We wish the Western community celebrated our achievements. No one knows about UMS and we've been here for a long time. We know we are valued; however, we hope the Western community appreciates the value we contribute to the University.



Custom-built reactor for oil company



If you have visited the UWOSA office lately, you may have noticed several boxes and an increase in items being auctioned. The UWOSA Executive Officers met with Facilities Management planners to review proposed layouts for the UWOSA office, and we are being scheduled for renovations to begin this fall. New layouts include easier access to the boardroom, a separate receptionist area, separate workspace (for our copier), a smaller meeting room, new flooring, and a fresh coat (or two) of paint. As our members are our first priority, we may stop packing to take a phone call or attend a meeting, so please excuse our mess. You may also notice small furniture items being auctioned off to the membership. More information will be coming on our progress, as well as our temporary UWOSA office space once the renovation begins. Stay tuned!

*Image credit: [www.shutterstock.com](http://www.shutterstock.com)*



# silent AUCTION



## *Filing Cabinet ~ Office Chair ~ Desk ~ Bookcase*

Bidding closes on **August 30, 2019**

[Bid sheets](#) are available in the Member Area Section of the website

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

If you are interested in any of these items, please fill out a [Silent Auction form](#) and send it to the UWOSA office, attention: Mia Valastro by August 30, 2019. The highest bidder will be notified. Payment must be made at the time of pick up. Auction winner must make arrangements to pick up item(s). Unfortunately, UWOSA is unable to assist with moving any furniture, and it is done at the auction winner's own risk.

Image credits: <https://www.vlsa.ca/>, <https://www.ccn.com/>



HON, lateral three-drawer file cabinet - black, lockable, comes with two keys and 50+ gently used hanging files



Gray student desk with pull out keyboard drawer. As-is condition. Comes with plastic floor mat.



Gray high back chair with removable neck/back pad. As-is condition.

8' wooden bookcase with three shelves (not pictured)

# ANNOUNCEMENTS

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## **NEW COSTCO promotion**

Costco representatives will be on campus from 12:30—1:30 pm on Thursday, September 26, 2019 (location TBD) to share some bakery treats and offer a promotional discount for new COSTCO members: sign up for a Gold Star membership and get a \$10 COSTCO gift card; sign up for a Gold Star Executive membership and get a \$20 COSTCO gift card (current members not eligible, sorry)

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## **Stratford Festival and Budweiser Gardens**

**Stratford Festival: \$40 plays and \$45 musicals!** Special offer expires August 31, 2019

**Budweiser Gardens:** Michael Buble Dinner and Show on Monday, July 29, 2019

An Interactive Evening with Michael Moore on Sunday, September 29, 2019

Rock the Rink on Wednesday, October 30, 2019

Dr. Phil Dinner Package on Thursday, November 14, 2019

[Visit the Members Only area of the UWOSA website for more info!](#)

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## **Volunteer Opportunities**

### **Ronald McDonald House**

UWOSA continues to support Ronald McDonald House through their “[Meals from the Heart](#)” program. The next time UWOSA will be making dinner for the Ronald McDonald House families is Thursday, September 19, 2019. Please contact Jen Heidenheim (Membership Services Officer) at [jenh@uwosa.ca](mailto:jenh@uwosa.ca) before September 1, 2019 if you would like to sign up! Volunteers are requested to donate \$20 each to the cost of the meal. Friends and family members (16+ years old) welcome !

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### ***Applying to a Posting?***

***Request the full PDQ***

***Going on an interview?***

***Request “Prove It”***

***Tutorials from Human***

***Resources at [hrhelp@uwo.ca](mailto:hrhelp@uwo.ca)***



Western uploads new postings throughout each day.

To ensure you don't miss out on new postings we encourage you to regularly check for new opportunities.

As per Article 12.03 – The position will be posted for a minimum period of seven (7) days on the World Wide Web linked to the Human Resources home page.