



Get Involved!

Become a Steward

Get to know your union and your co-workers by becoming a Steward.

Steward Vacancies:

- Arts & Humanities and Music
- Dentistry
- FIMS
- Law
- Libraries
- SSMD – Dean’s Office
- SSMD – Basic Clinical
- SSMD – Basic Science
- Retail Services
- Offices of the VP-External, VP-Research and VP-Advancement
- Support Services (Finances, HR, WTS, IPB)

Want to learn more about the role of Steward? Please contact our Chief Steward at info@uwosa.ca.



Meet Your UWOSA Negotiations Committee

- | | | |
|--------------------------|------------------|----------------------|
| ❖ Korina Baesso | ❖ Dallas Heywood | ❖ Meg Perinpanayagam |
| ❖ Amanda Burdick | ❖ Nikki Grozelle | ❖ Emericks Rivas |
| ❖ Arzie Chant | ❖ Tom Johnson | ❖ Marcus Stewart |
| ❖ Jen Heidenheim (Chair) | ❖ Shailesh Nene | |



What does the Negotiations Committee Do?

- ❖ Collect information at local, Provincial and Federal levels about university salaries and benefits
- ❖ Gather information from members regarding issues pertinent to contract negotiations
- ❖ Prepare a salary/benefit brief
- ❖ Develop policy positions on terms and conditions of employment which may serve as draft clauses for contract negotiations
- ❖ Form a team to negotiate changes to the collective agreement with Western

What Are We Negotiating?

- ❖ A Collective Agreement is a legally binding agreement between the employer and unionized employees that establishes wages, hours, benefits, and other working conditions as well as procedures for handling disputes arising under it
- ❖ Our current contract expires on **June 30, 2024**

What Can YOU Do?

- ❖ Provide your feedback by completing the Negotiations Committee Survey and requests for feedback (bulletin coming soon)
- ❖ If you are new to UWOSA or your contact info has recently changed please notify the UWOSA office by submitting [this form](#) to info@uwosa.ca
- ❖ Check the UWOSA Website for updates by first logging in and then look for the Members tab on the navigation menu and then click on 2023-2024 Negotiations Updates
- ❖ Make sure you have added info@uwosa.ca to your safe senders list

September 2023



UWOSA DISCOUNTS

Be sure to login to the [UWOSA Website](#) and click on the **Members tab** → **Member Activity & Discounts** → **Discounts & Special Offers** to view offers available to the membership. Current and upcoming offers: Stratford Festival Savings, Budweiser Gardens, Union Savings, and more!



Article 20.05: Vacation

As per Article 20.05 of the [UWOSA Collective Agreement](#), “It is expected that an employee will use earned vacation entitlement so that the **unused portion will not exceed twenty five (25) days at any time.**

However, in special circumstances and upon written application to the Dean, Budget Unit Head or designate, an employee may be permitted, subject to the discretion of the Dean, Budget Unit Head or designate to accumulate earned vacation entitlement to a maximum of forty (40) days. **If approved, such permission will be in writing.**

KEY POINT: Any member with **25 - 40 vacation days** must have written approval to carry that many vacation days. The absolute maximum number of vacation days a member can carry is **40**.



Article 32.05: Overtime

As per Article 32.05 of the [UWOSA Collective Agreement](#) **before the overtime is worked**, the supervisor and the employee will determine the method of compensation for authorized overtime worked, which will be either:

- a) payment on the basis of 1.5 x the regular rate of pay for each hour worked or
- b) time off on the basis of 1.5 x hours off for each hour worked.

In addition, **before the overtime is worked, the designated supervisor shall clearly distinguish regular time and overtime in writing to the employee.**

KEY POINT: Overtime must be approved in writing **prior** to working any overtime hours.

SAVE THE DATE

December General Meeting

12:00 – 2:00 pm on Wednesday, December 13, 2023 via Zoom

- Presentations from UWOSA Executives and Committees
- Review the audited financial statements
- Opportunity for Q&A

SUPPORTS AVAILABLE ON CAMPUS

- [Employee and Family Assistance Program \(EFAP\)](#)
- [Employee Wellbeing](#)
- [Human Rights Office](#)
- [Family Practice Clinic](#)
- [Community Legal Services](#)
- [Your friendly UWOSA office!](#)

In Memoriam

UWOSA is saddened by the loss of long-time member Dylan Foley, part of our Housing & Hospitality Services team. UWOSA has made a charitable donation on Dylan’s behalf to Habitat for Humanity.

