



## STEWARDS NEEDED!

Stewards play a critical role in the functioning of UWOSA. They are your co-workers who volunteer their time to help members with any number of issues that come up at work. A Steward helps bring our collective agreement to life and give it meaning by ensuring you receive all the protections and benefits you are entitled to.

UWOSA is currently in need to Stewards in the following areas:

- ACVS / RRI
- A&H / Music
- Education
- Facilities Management
- FIMS
- Ivey Business
- SSMD – Basic Science
- SSMD - Deans Office
- Retail Services
- Western Finance / HR /
- WTS / IPB

## CONTACT

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



“Union membership is like a gym membership. If you don’t show up and participate, you don’t get stronger.”

Fred Hahn  
President, CUPE Ontario

## Highlights from the new Collective Agreement

### Article 45.12: Wages and Benefits

Effective January 1, 2022, each member will be allocated \$690 per calendar year for family coverage or \$465 per calendar year for single coverage.

Effective January 1, 2023, each member will be allocated \$855 per calendar year for family coverage or \$630 per calendar year for single coverage.

Effective January 1, 2024, each member will be allocated \$1020 per calendar year for family coverage or \$795 per calendar year for single coverage.

### Article 50: Tuition Scholarship\*\*

Western’s tuition scholarship program for dependent children of employees will be \$2,500 per annum in accordance with the conditions and criteria, effective September 1, 2021.

### Article 32: Hours of Work & Overtime

New Language for 32.01:

The employer may, at their sole discretion, temporarily assign an employee to an alternate work location subject to meeting the operational unit requirements and work outcomes.

Please note, this is not a hybrid or work-from-home arrangement, but rather provides flexibility for short periods of time if an employee needs to take care of a sick dependent, has been in close contact with someone with an infectious virus, or needs to deal with a household emergency without having to use vacation.

### Article 22: Educational Assistance Plan

Our Educational Assistance Plan now includes Western’s affiliates (Brescia University College, King’s University College, Huron University College).

\*\* this change will not appear in the new Collective Agreement but it will be honoured retroactive to September 1, 2021.

## COMMITTEE MEMBERS NEEDED!

Committees give you the opportunity to share your voice and have a **DIRECT IMPACT** on decisions that affect all UWOSA members. Plus, they're a fun way to meet new people!

UWOSA is here to serve our members, so the more we hear from you...the better we can serve you!

UWOSA Committees you can join today:

Constitution & Bylaws  
Education & Training  
Elections  
Finance  
Membership, Newsletter & Social (MNS)

### CONTACT

[info@uwosa.ca](mailto:info@uwosa.ca) TODAY TO JOIN A COMMITTEE!

Thank You

## Negotiations Team & Strike Preparedness Committee

The latest round of collective bargaining was very successful, and each of us owe a big "thanks" to UWOSA's Negotiations Team for making it happen:

Nikki Grozelle (lead negotiator), Tiffany Trudgeon, Meg Perinpanayagam, Evan Wiley, Rob Harbottle, and Arzie Chant

UWOSA's Strike Preparedness Committee (SPC) also played a huge role in the process. The SPC worked dilligently to ensure that everything was in order and organized if Members voted to strike:

Jen Heidenheim (chair), Tom Johnson, Rodger Moran, Kendall Sturgeon, Emericks Rivas, James Taron, Shailesh Nene, and Aixia Wang.



**UWOSA GENERAL MEETING  
WEDNESDAY, DECEMBER 15, 2021  
12:00 P.M. – 2:00 P.M.  
ZOOM LINK TO BE DISTRIBUTED**