



Inside This Issue

- 1 Working People Pull Together
- 2 Air Canada's Survival Requires New Direction
- 3 My Wonderful Experience As A Women's Advocate
- 3 Another Hazard of Job Loss
- 4 Heroes In Our Union
- 4 42,000 Lost Jobs in May
- 5 Update Report, University of Western Ontario
- 5 An Explanation of the Per Capita Payment
- 6 Every Canadian Deserves to Retire with Security & Dignity
- 6 Local Unit Report - Coutts Information Services Unit, Local 199
- 7 Union Friendly Crossword Solution
- 7 'Attacking' Auto Pensions Is Bad Government Policy
- 8 Pilot Study on a Musculoskeletal Symptom/Exposure Survey
- 10 A Selection of Photos
- 11 The Crisis And The Need For Restraint: Is It Real?
- 12 A Union Friendly Crossword
- 12 ETOP Executive Board

... it is vitally important that working people pull together and send a strong message to Government and to the Business Community that they have an obligation to fix this economy and that placing the burden of that fix on the backs of working women and men is not acceptable ...

*T. Farao,
President, ETOP*

Working People Pull Together

In times of great economic strife, it is not at all unusual for Government and the Business Community to turn on the workers who are generally the victims and not the cause of the economic problems of the day.

Two historical examples of this phenomenon are the 1919 general strike in Winnipeg and the 1935 Trek to Ottawa.

Following WWI, in the midst of rapid inflation, high unemployment and low wages there was a strike in Winnipeg which quickly spread to virtually every section of the economy. In a city of 175,000 people there were 30,000 Union and Non-Union workers on strike. With the assistance of the Federal and Provincial Governments the captains of capitalism in Winnipeg formed a Citizens Committee to oppose the strike. On June 17, 1919 mounted police rode into a crowd of strikers on horseback with clubs and firing weapons. Hundreds of workers were injured and one killed. It became known as "Bloody Saturday".

At the height of the depression in 1935, there were a number of relief camps spread out through remote areas of Western Canada. Unemployed single men were housed in these camps where they had to work for relief payments of 0.20¢ a day. On June 3, 1935 hundreds of workers from these camps boarded box cars in Vancouver and started on a trek to Ottawa in protest of conditions in the camps. They were stopped in Regina, where at a public meeting on July 1, Federal Mounted Police rode into a crowd with clubs in what was later described by the Premier of Saskatchewan as a police precipitated riot.

Here we are in 2009 in an economic crisis that is widely seen as having been brought on by greed and mismanagement in the banking industry and financial markets, and once again Governments and the captains of industry seem to be joining forces to punish working men and women for something that is clearly not their fault. A major difference, however is that in those earlier events the workers wound up having broad public support.

Today we have a strong element of worker against worker, with often times, low wage earners pointing fingers of blame at higher wage earners. But blaming one another and taking money out of workers' pockets won't get us out of this mess.

In fact, the ripple effect of that would likely make things worse. Lower wages equals less spending on goods and services, less support of local charities such as United Way, more unemployment, more hardship and demands for even more concessions.

At times like this, it is vitally important that working people pull together and send a strong message to Government and to the Business Community that they have an obligation to fix this economy and that placing the burden of that fix on the backs of working women, and men is not acceptable and it is not the answer.

In Solidarity,

Theresa Farao
President, CAW ETOP Council



Air Canada's Survival Requires New Direction



Photo credit:
Michael T Photography

As chief negotiator for the CAW in the recent round of talks with Air Canada, I have seen first hand the shortcomings of privatizing and deregulating key sectors of our economy. After round-the-clock bargaining all five Air Canada unions have now agreed to cost neutral collective agreements for a period of 21 months. We've joined the retirees in agreeing to allow Air Canada a funding moratorium on past contributions to the pension plan for the same period. This is a funding risk that will be borne by the employees and retirees in order to help Air Canada through bad times.

Air Canada is once again teetering on the brink of bankruptcy protection (CCAA), after just emerging from CCAA six years ago. At that time the courts approved a plan that saw Air Canada Enterprises (ACE) take on the role of major shareholder of Air Canada. ACE spun off key profitable segments of Air Canada such as the Aeroplan rewards program, the maintenance section, and its regional carrier Air Canada Jazz. These were sold for huge profits that benefited the investors, especially US hedge funds, and the key executives. ACE CEO Robert Milton alone pocketed more than \$60 million. This is the kind of irresponsible corporate behavior is driving Americans crazy but doesn't seem to attract much notice here in Canada.

Through out this process, Air Canada workers have borne the brunt of the restructuring. Under bankruptcy they gave up more than \$2 billion in cost savings to Air Canada only to see this money travel right in to the pockets of the investors. They are so short staffed that when bad weather hit last December during the holiday period, Canadian air travel ground to a halt and there were not enough staff to deal with the crisis. The traveling public took out their frustrations on the same staff that were trying to hold the operation together.

Opposition to so-called Big Government and the Nanny State fostered the climate that led to Air Canada's current precarious state. In Canada and around the world governments of all stripes fell into the trap of "the private sector does it better." Certainly this philosophy made some people very rich, but it also left some governments nearly bankrupt, eroded key services like health care and transportation, and exposed a philosophy of greed that works against the public interest. Ask anyone affected by the financial meltdown inflicted on the world by Wall Street how effective the unregulated private sector can be.

Airline deregulation has led to the bankruptcy and disappearance of dozens of companies with all the usual pain and heartache for the staff and traveling public. Since Air Canada was privatized it has been an overall disaster for investors losing a grand total of almost \$6 billion.

The latest downturn in the economy has created a crisis for many of the world's airlines, but for companies like Air Canada, which was already in a precarious state, the loss of revenue, the poor hedging of fuel prices, currency fluctuations, and the poor state of pension plan investments added to its economic difficulty.

Competing companies like West Jet and Porter, predictably react by add more airline capacity to the market, even when travel is declining, in the hope of further damaging Air Canada, so that they can then gain more marketshare. This illogical behaviour is encouraged under our current 'anything goes' air travel regime.

Unions have once again done the responsible thing by holding the line and by trying to keep the company out of bankruptcy, with retirees joining in the effort. But ultimately, we need some sanity and some regulation restored to our air travel. This doesn't mean returning to the old ways. A modern regulatory system would prevent the dramatic swings in the airline sector by imposing responsible limits on the overall capacity growth of carriers. It would stop the destructive attacks of one company on another through excess capacity.

It would also mean our federal government taking an equity stake in Air Canada – not buying the whole company or running the day to day operation, but helping with the long-term financial stability. If the alternative is a complete foreign takeover such as happened with our railway system, keeping our government involved in our national air carrier is definitely preferable.

The traveling public in Canada, and the workforce who serve them, have endured enough. Let's not let another travel business needlessly go under. It's time to put some sanity back into our national airline.

In Solidarity,

Peggy Nash
Assistant to CAW National President Ken Lewenza

... the courts approved a plan that saw Air Canada Enterprises (ACE) take on the role of major shareholder of Air Canada which spun off the key profitable segments and sold them for huge profits that benefited the investors and key executives. Throughout this process, Air Canada workers have borne the brunt of the restructuring. Under bankruptcy they gave up more than \$2 billion in cost savings only to see this money travel right in to the pockets of the investors. Unions have once again done the responsible thing by holding the line and by trying to keep the company out of bankruptcy, with retirees joining in the effort. Let's not let another travel business needlessly go under. It's time to put some sanity back into our national airline ...

My Wonderful Experience As A Women's Advocate

Greetings! My name is Jodi Nesbitt, and I am a proud member of CAW Local 240 and the Recording Secretary and an alternate ETOP delegate. I am also a committeeperson at Green Shield Canada.

In March 2008, our Bargaining Committee proposed the language of Women's Advocate and the many advantages of having one in our workplace to the company. We have over 270 members, with the majority of our workforce being women. The company agreed to our proposal with the condition that the advocate is someone who sat on our committee. With the endorsement from our Local President, Theresa Farao, my Chairperson, Debbie Brown, and our other committeeperson, Angela Divitaris, I enthusiastically undertook this new venture. I am extremely humbled by their endorsement and am committed to doing a great job. I have always felt passionate about women who were going through challenging times and making difficult choices in their lives, but I was never quite sure where I could begin to make a difference. It was quite an overwhelming thought, but one that I feel destined to. To make a significant contribution in assisting women who are in need of a confidant and to see them through a bumpy road was certainly my calling.

I attended training that was held through the CAW Women's Department at the London Regional office in April, and I was amazed at the amount of knowledge I gained through this experience. The training, which was led by Sister Julie White, along with Sister Sue Houston and Sister Ann Macmeeke made me realize that this education was not only going to assist me in my workplace, it was also giving me the tools to be an advocate in the community as well. I have certainly grown from this experience, and strongly urge you to bargain this exceptional language in your next contract, which will benefit your entire workplace.

I was very naive in thinking that this new position would not be utilized to its capacity, and quite content that the concept of this language was "going along" with status quos and getting this language into our collective agreement was rewarding enough. I have never been so wrong. I have had so many rewarding experiences assisting, not only our sisters, but also our brothers, who have needed direction and information.

I have made community contacts and been on various tours of our local shelters and community programs, which have enabled me to confidently speak to women who are afraid to reach out and need to understand the processes when making these life changing decisions.

During such uncertain economic times, stress on the human race is increasing, and abuse is on the rise. None of us are exempt from abuse, addiction and doubt, thus making an advocate even more significant to our workplaces.

I've learned that as an advocate we don't have to open the doors for women, that we provide them with the different doors and they choose the door that best suits them and their circumstances. We offer them support in their decisions without ridicule or judgment.

In closing, I would like to thank our CAW Women's Department for the exceptional job they did in preparing me for this new endeavor. They have equipped me to be a better activist, listener and advocate. I would also like to thank Theresa Farao, Local 240 President, our entire Executive Board and the Committee from Green Shield Canada for having the confidence in me, and constantly allowing me to grow as an activist and an advocate for women.

In Solidarity,

Jodi Nesbitt, CAW Local 240



... During such uncertain economic times, stress on the human race is increasing, and abuse is on the rise. None of us are exempt from abuse, addiction and doubt, thus making an [women's] advocate even more significant to our workplaces ...

J. Nesbitt
Women's Advocate
CAW Local 240

Another Hazard of Job Loss

A new study has found that losing your job may make you sick. A researcher at the Harvard School of Public Health analyzed employment and health data from more than 8,000 persons surveyed over six years.

The researcher, Kat W. Strully, found that workers who lost a job through no fault of their own were twice as likely to report developing a new ailment like diabetes, heart disease or high blood pressure over the next 18 months, compared with people who suffered no job loss. Even if a terminated worker found a new job quickly, the study found, the health risks still remained.

Source: UCS/CALM

Heroes In Our Union

When our son, Joel Chevalier, a special needs student diagnosed with Tuberous Sclerosis, was languishing at home with few friends or outside interests, brought home an information leaflet from school about a new Special Needs Hockey Team in St. Catharines (not sledge hockey, but the traditional form) we hesitated, as Joel and skating were not happening ... but I made the call and as soon as I heard the enthusiasm in coach Rick Jones' voice (I later found out that Rick is a member of our CAW Local 199 GM Unit), I knew we had to be there on Saturday ... we have never looked back.

Through this team Joel has developed friendships, social skills, a sense of belonging, teamwork and a network of support second to none, besides the obvious learning to skate really well, coordination skills, physical skills, health benefits ... and the list goes on.

For the parents and/or caregivers, the rewards are almost too numerous to mention, along with the chance to share information, shoulder(s) to lean on and the knowledge that we are not alone in our children's struggles, is priceless.

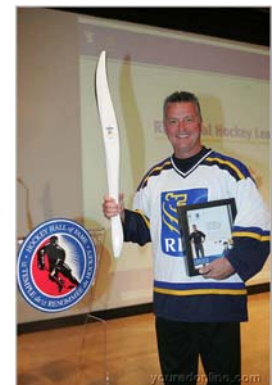
Every year, parents, coaches, volunteers and Local 199 CAW members (GM Unit) host a benefit Golf Tournament on Thanksgiving weekend at the Legends of Niagara to raise money for members of the team who may have difficulty with the funds to play hockey (as most rely only on Ontario Disability Supports) and also to help pay for out of town tournaments with other Special Needs Teams. This fund raising also serves to raise community awareness of the mentally challenged and CYO Heat team members who are capable, also help with the running of this golf tournament.

Rick Jones was one of only 13 chosen from a list of hundreds of volunteers across Canada recognized by the RBC as a Volunteer of the Year and in so doing was recognized with a permanent place in the Hockey Hall of Fame in Toronto. He will also be honored by being chosen to carry the Olympic Torch in December and was given \$10,000. which he donated to help all the members of the CYO Heat.

Rick Jones, CAW brother, volunteer extraordinaire!!

Submitted in Admiration and Solidarity,

Bette Anne Chevalier
Chairperson, Coultts Information Services Unit
CAW Local 199



**42,000
Lost
Jobs in
May**

Statistics Canada job-loss figures for May revealed Canada shed another 42,000 jobs. The national unemployment rate is now at an 11-year high, hitting an unemployment percentage of 8.4 per cent — one per cent behind the U.S. unemployment rate of 9.4 per cent. Total job losses since October 2009 have climbed to 363,000 positions, with Ontario bearing the brunt, losing 60,000 jobs. The majority came from the province's beleaguered manufacturing sector. Ontario accounts for 64 per cent of the total national employment losses since the beginning of the market downturn.

The statistics reinforce the need for employment insurance reform. Ontario, once categorized as a low-unemployment province, has outdated qualification requirements for EI. Currently, workers in Ontario must work 630 to 700 hours to qualify for EI (compared to other provinces where requirements are as low as 420 hours). We need a standard eligibility of 360 hours—no matter where a worker lives—benefits that are determined by a worker's best 12 weeks on the job, and coverage of at least 50 weeks.

Source: CUPE/CALM

Update Report, University of Western Ontario

As is the case at most Universities, financial pressures resulting from poor investment decisions have dominated labour relations for the past year. Western had heavily invested both endowed and non-endowed funds in the stock market; and, as a result of the market turmoil in the fall of 2008, there has been a significant shortfall in revenues. Western's budget depends on an annual draw for investment income to fund its core operations, and the absence of that draw has resulted in the layoff of 28 UWOSA members. Combined with 25 management positions eliminated, a retirement incentive, and unfilled vacancies, a total of 112 positions have been eliminated across the campus. This will have a dramatic impact on the level of services in many areas.

We had argued, unsuccessfully, that the 28 UWOSA layoffs were not necessary as the result of some \$10M in one-time funding for the 2009-10 budget year (some from the Provincial Government and the remainder from litigation won by the UWO). We believed that a modest portion of this funding - \$2M - could have fully funded (salary and benefits) the 28 positions eliminated so that we could allow attrition to reduce (or even eliminate) the impact of the Administration's questionable investment decisions.

On a positive note, UWOSA was very pleased to host CAW economist Jim Stanford who gave a public talk on May 12. He spoke about the cause of the financial meltdown, as well as the impact on workers and on universities. His talk was very well received by members of the campus community who attended.

Looking forward, we will continue to deal with the impact of the complement reduction as the bumping process completes. We have also begun to prepare for our next round of Collective Bargaining, which we expect will start in the late spring of 2010.

Submitted by,

David Empey, President,
University of Western Ontario Staff Association (UWOSA)

An Explanation of the Per Capita Payments

The per capita payment to affiliate to the ETOP Council is 20 cents per member per month. The minimum per capita tax paid by any local having council delegates shall be \$100 per year. Cheques should be forwarded monthly, be made payable to ETOP Council, and sent to the attention of:

Ian Craigmyle
ETOP Financial Secretary
c/o CAW Local 240
3400 Somme Avenue
Windsor, Ontario
N8W 1V4

If you have any questions and/or concerns relating to the above, please contact me directly at 519-253-8720 (office) or 519-996-3457 (cell) or iancraigmyle@cogeco.net (e-mail)

In Solidarity

Ian Craigmyle
Financial Secretary, ETOP Council and
Financial Secretary, Amalgamated CAW Local 240



As is the case at most Universities, financial pressures resulting from poor investment decisions have dominated labour relations for the past year.



The ETOP Board invites all CAW Local Unions and Units which represent education, technical, office and professional employees to affiliate with the Education, Technical, Office and Professional (ETOP) Sector Council.

For information about affiliation and the per capita payments, please contact Ian Craigmyle, Financial Secretary.

Every Canadian Deserves To Retire With Security & Dignity

The recent financial crisis has brought to light a huge problem facing many current retired workers and others facing retirement over the next several years.

We have known for sometime that the Canada Pension Plan and Old Age Security alone don't provide nearly enough income for retirees to live in dignity on. What we didn't know was that many of the Pension Plans people were counting on, whether they are Defined Benefit Plans, Defined Contribution Plans or RRSPs, were either underfunded or had lost much of their value and may not provide the income that was expected.

The fact of the matter is that only 38% of employed Canadians have some form of workplace pension plan. What that means is that the majority of working Canadians (over 60%) relies on Canada Pension Plan, Old Age Security and RRSPs for their retirement income and most RRSPs have lost 30% to 50% of their value in the last 8 months.

Our Union, along with the Canadian Labour Congress, Provincial Labour Federations and Retiree Groups, has launched a National Campaign calling on Provincial and Federal Governments of Canada to establish a Pension Plan system that guarantees every Canadian the ability to retire with decent income security and dignity.

There is a tonne of research and several studies supporting the notion that Canada needs a Universal Pension Plan.

CAW retirees conducted Pension Rallies in communities such as London, Windsor, St. Catharines and Oshawa and even occupied the office of a couple of MPPs including Finance Minister Dwight Duncan's constituency office in Windsor. 15,000 attended a Pension Rally at Queens Park on April 23rd. These actions have no doubt had a tremendous impact and politicians of every political stripe have acknowledged the need to protect workers' pensions and to address other pressing pension issues.

What we need now is ACTION, not another study, OUR RETIREES DESERVE NOTHING LESS.

Respectfully Submitted,

Debbie Brown
CAW Local 240
UPC Committee

There is a tonne of research and several studies supporting the notion that Canada needs a Universal Pension Plan.

D. Brown
CAW Local 240



Local Unit Report Coutts Information Services Unit, Local 199

I want to update the Council on our negotiations, as we are in the middle of a "battle": Our collective agreement expired May 14, 2009 and because Ingram Books owns us now, they seem to be dragging their feet on this and can only fly up from Lavergne, TN for a couple of days at a time and then with vacations, etc., ... I am sure you get the picture.

We are back at it again on July 7th and 8th with a conciliation officer, and 98% support for a strike mandate from the membership behind us. At the last meeting, Ingram told us what a "nice" company we work for, and "what planet were we from" with our demands ...?!?! Wish us luck!

We are fairly busy, with no layoffs. Most of the work sent to Lavergne, TN came back to us as they did not have the skills (they told us we have proven ourselves?? ... as the books came back to us the same way they left as far as incomplete cataloguing, etc.).

Seven supervisory positions have been replaced within the last year, from General Manager, HR, right on down to department managers. The security offered by the Union is not lost on our members.

In solidarity,

Bette Anne Chevalier
Chairperson, Coutts Information Services, (A division of Ingram Books)
CAW Local 199



Pilot Study on a Musculoskeletal Symptom/ Exposure Survey



Last year the CAW Compensation Committee looked at a survey for assessing musculoskeletal pain and the potential for that pain to cause a worker to seek medical attention. Over the past number of months, a number of CAW Locals have been participating in a Pilot Study on a Musculoskeletal Symptom/Exposure Survey. John Oudyk, Occupational Hygienist at the Occupational Health Clinic for Ontario Workers (OHCOW) has developed this survey tool to help workers identify injuries and/or pain related to potential musculoskeletal injuries (MSIs) that may lead to the worker seeking medical attention.

Briefly the survey is a two page questionnaire, the first page has the normal identification type questions (department, job, age and, sex, dominant hand) and the rest of the page is a body map. For each specific body position on the map, the worker is asked to rate the discomfort level and frequency of discomfort. On the second page the worker is asked to rate comfort levels of the workstation, bending, twisting and a number of other MSI hazards. This survey does not identify individuals but is meant to be used anonymously to identify work areas that may need improvement.

The data is entered into an Excel file and once complete, wonderful reports are generated. The Figures on the next page are examples of one of the reports that can be printed out. These reports are in colour and are printed on ledger paper (11 x 17 inches). Figures 1 and 2 below are much smaller versions of the reports and for this article are not meant to be studied in depth, just look at the relative heights of the colours on the graphs. The results are easily interpreted and the two examples I have reproduced show differences between work areas. Figure 1 is an amalgamation of administrative areas at Local 555 and figure 2 represents workers in a nursing home setting.

In comparing the two workplaces, as would be expected, workers in the administrative areas are more likely not to suffer no MSI symptoms (green bars) than nursing home workers. Also, in the nursing homes, they generally are more likely to seek treatment (red bars) in almost every area except neck, upper back, right shoulder and right wrist. Those body areas are ones where workers who sit at computer workstations would have higher incidents of injury, if the workstation is not set up properly. I think this clearly shows (even with the small sample sizes) that nursing home jobs, ergonomically, are overall more strenuous than the administrative jobs; however, there are areas that need attention for administrative workers to prevent injuries.

This survey is a wonderful way of tracking and assessing musculoskeletal symptoms in your membership. A joint health and safety committee (JHSC) can be proactive and recommend changes prior to workers actually seeking health care. With the other reports (not shown in this article), one body map can be given to the JHSC as it indicates the potential for injury and the other can be used for workers' compensation advocates as it indicates there is a good possibility workers will seek medical aid and thus have a compensation claim.

One of the Joint Health and Safety committees at McMaster has recommended this survey be repeated every two years, so they can assess their progress with ergonomic improvements to the workplace. The results can also be shared with workers, and they may be able to recommend improvements. Awareness creates opportunities for education, which is always a good thing.

If you are interested in using this tool, please contact Nick DeCarlo, National Representative in the Health and Safety Department.

Submitted by,

Nancy Clark
Health & Safety Coordinator, CAW Local 555
ETOP Delegate

This survey is a wonderful way of tracking and assessing musculoskeletal symptoms in your membership. A joint health and safety committee (JHSC) can be proactive and recommend changes prior to workers actually seeking health care.

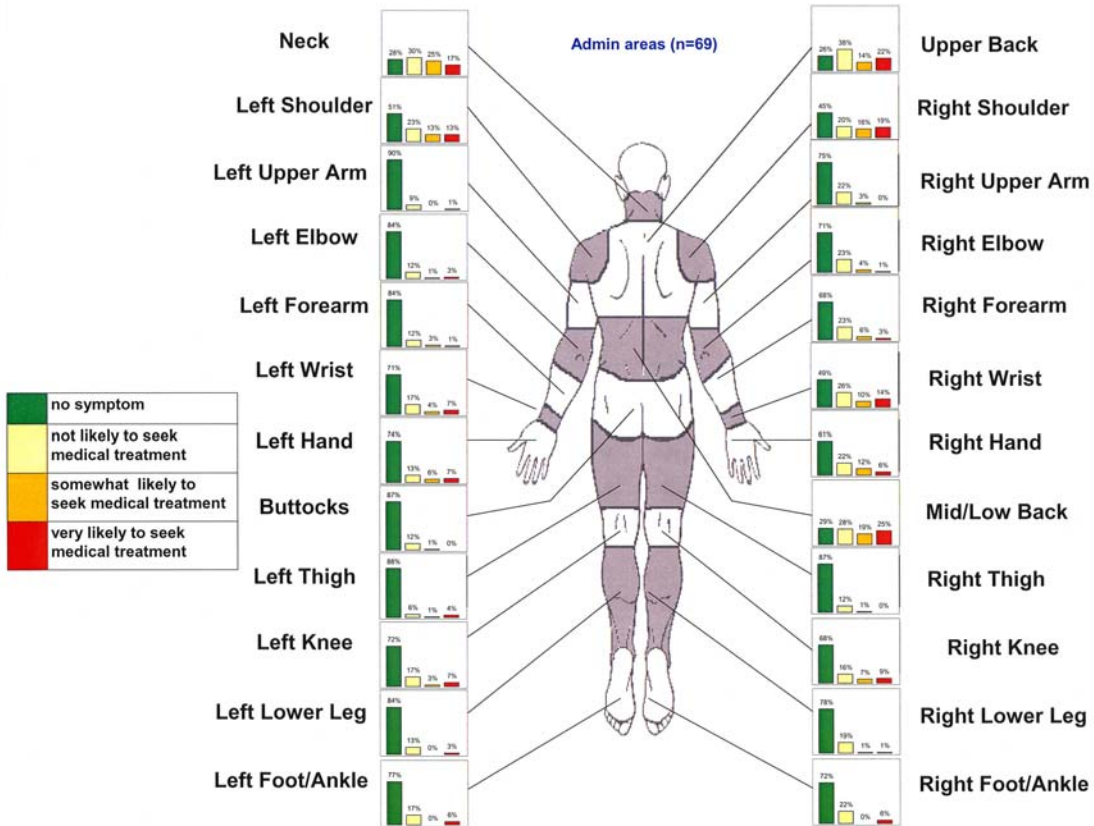


Figure 1: Admin Areas, number of participants = 69

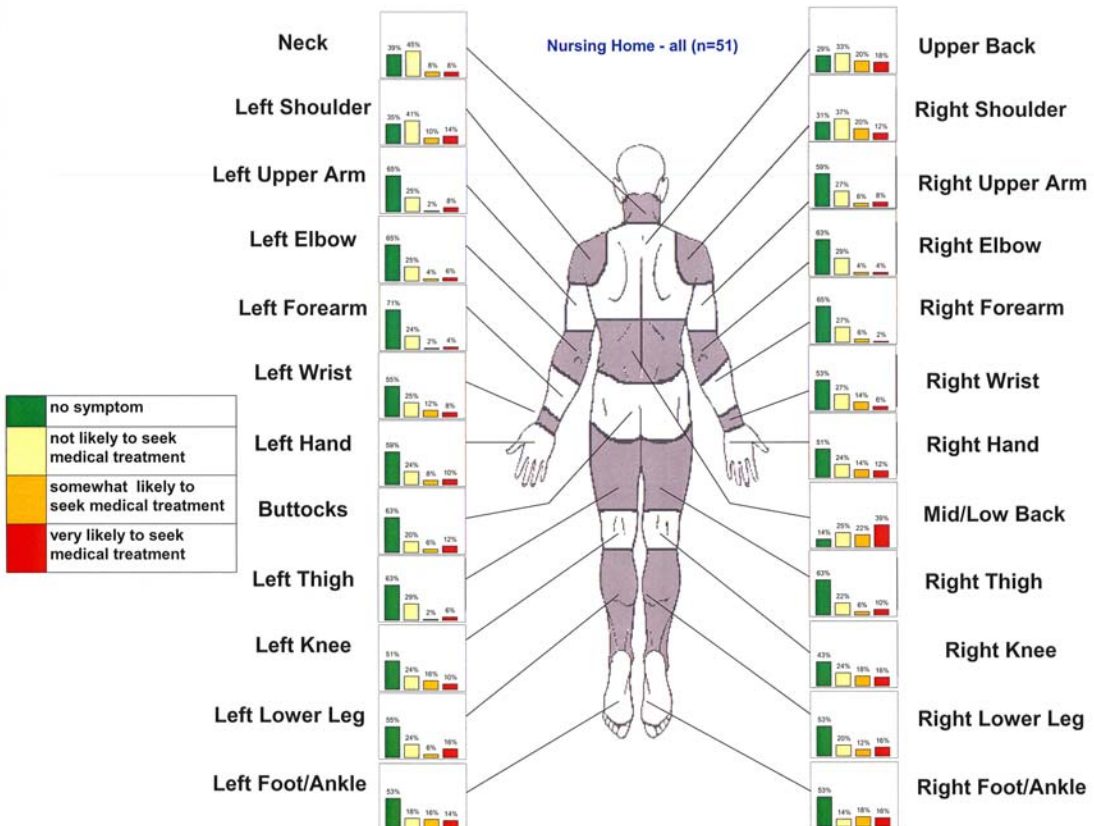


Figure 2: Nursing Homes, number of participants = 51



A Selection of Photos From the December 2008 ETOP Sector and CAW Council Meetings



The Crisis And The Need For Restraint: Is It Real?

We've heard a lot on the news lately about the manufacturing crisis and how it has affected the auto industry, the auto parts sector, steel and other manufacturing industries. We've heard about bankruptcies, bankruptcy protection, streamlining, the forging of new partnerships and alliances, and other strategies that corporations are undertaking in order to survive the current economic crisis. Amidst all this noise, one sector, the post secondary education sector, has been crying the same song without the same pain in an attempt to get concessions from its employees.

When the American government recently announced that executive pays will be capped at companies that accept bailout funds, it makes me wonder about whether the salaries of university presidents and senior executives are not equally excessive and should also be capped. While it is true that university presidents may not be as generously compensated as some of their corporate counterparts, their pays has been rising steeply over the past 10 years, especially compared with what university faculty, managers and staff earn.

Although university presidents and senior executives earn base salaries that fall well into the six figures, their compensation is further supplemented with plenty of perks, including deferred compensation, retention bonuses, retirement payouts, club memberships as well as car and other allowances. I'm sure that there are also hidden bonuses that we are not even aware of. Although universities are not the recipients of so called bailout or assistance funds, universities are the recipients of millions of dollars in federal and provincial aid through monies allocated for student financial aid, university infrastructure upgrades, and research grants.

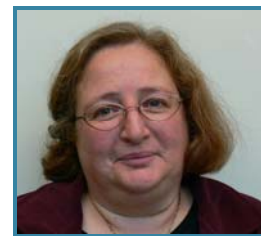
For years, the administration at McMaster University has argued that the university faces deficits and has refused to hire sufficient faculty to teach an expanding student body or to hire more staff always asking existing staff to do more with less. But they seem to find the funds to hire more administrators and to reward them generously. The number of associate vice-presidents at McMaster has increased from 2 in 2004 to 9 in 2009. And the number at the vice-presidential level has swelled to 17! Some university presidents in Ontario are paid more than Stephen Harper or George W. Bush get to run entire countries. At the top of the pay scale in Ontario, is McMaster president Peter George, who pulled in in excess \$500,000 in salary and taxable benefits last year. That's \$100,000 more than President George Bush's US\$400,000 and almost \$200,000 more than Prime Minister Stephen Harper who was paid \$312,922.

McMaster University is currently in negotiations with two unions: CAW Local 555 representing support staff and CUPE 3906 representing Teaching Assistants, Demonstrators, Tutors, Supertutors and Research Assistants. Senior administration figured that six-figure salaries and performance bonuses would not go over well this year given their claims of chronic government under funding and the challenging financial times the university is facing due to the downturn in the global economy and impact this has had on the university's endowed funds. So leading up to these negotiations, the university announced that they would freeze the salaries of top administrators. This behaviour strikes me as too little too late, given the significant concessions they are asking for.

"How does a university president who's making in excess of half of a million dollars sit in front of a government minister and plead about chronic under funding and the hardship faced by post secondary education where access and quality are threatened?" Staff, professors, parents, and students may all ask the same question. Politicians should also ask this question and make senior administrator's salaries an issue tied to the level of government funding.

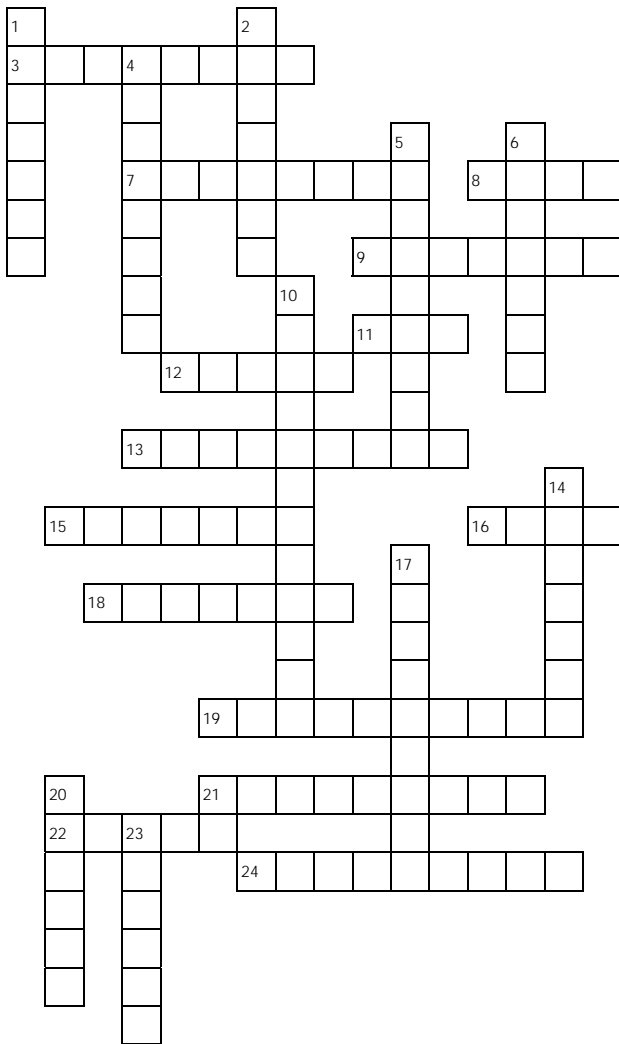
Never mind picking on the little guy. Asking me to freeze my salary and not giving me a 2% across the board increase wouldn't even save the university \$1,000. And they are asking for concessions on top of that. Let's make McMaster's senior executive compensation more moderate, more transparent and the senior executive themselves more accountable. Take a significant wage cut and then freeze that reduced salary for a couple of years and then maybe we can start a discussion.

Rosemary Viola
Vice President, CAW Local 555



"How does a university president who's making in excess of half of a million dollars sit in front of a government minister and plead about chronic under funding and the hardship faced by post secondary education where access and quality are threatened?"

A Union Friendly Crossword



Across

3. The state or quality of being equal; correspondence in quantity, degree, value, rank, or ability
7. How to grow a union
8. Our National's past president
9. ETOP newsletter
11. Best union in the world
12. Workers jointed together for a common goal or purpose
13. Canadian pensions must be _____
15. Made in Canada _____
16. _____ trade not free trade
18. A fixed amount paid at regular intervals to a person in consideration for past services and age
19. Community or fellowship of common interests and responsibilities
21. To deal or bargain with others in the preparation of a contract or to arrange for or bring about by discussion and settlement of terms
22. ETOP president
24. T in ETOP

Down

1. Our National president
2. Union representative on the floor
4. A person who speaks or writes in support or defense of another person or a cause
5. Save our _____
6. A moral principle determining just conduct
10. P in ETOP
14. A sign or token of respect; bearing, conduct, or speech indicative of respect
17. E in ETOP
20. O in ETOP
21. _____ concessions
23. To confirm by expressing consent, approval, or formal sanction

ETOP Executive Board

President

Theresa Farao

Vice-President

Matt Root

Financial Secretary

Ian Craigmyle

Acting Recording Secretary

Rosemary Viola

Trustees

Betty Ann Chevalier, Gary Taylor, Frank Wright

Sergeant-at-Arms

Maria Pinto

