



## **ANNOUNCING: DAWIT AMARE SCHOLARSHIPS**

On June 24, 2022 Dawit Amare, Union Steward and Health & Safety Representative at the John Cyopek Centre (JCC) tragically lost his life in an industrial accident while working at that terminal.

In honour of Dawit's advocacy and life; the Executive Council of USW Local 1976 unanimously passed a motion to offer its Canpar members in Ontario two 6-month scholarships, which may be renewed by the Executive Council if local union funds permit.

The goal of these scholarships is to build solidarity within the USW Canpar membership by offering two candidates the opportunity to work full-time to service and represent Canpar members. Successful candidates will be required to work in collaboration and cooperation with the Unit Presidents, the Executive Council of Local 1976 and the assigned USW Staff Representative.

Those applying for the scholarships must provide a Resume/Curriculum Vitae (CV) and a 500 – 1000-word essay explaining why they should be considered and how they can build solidarity within USW Local 1976. Once applications are received, the Executive Council will review all applications and prepare a short list for interviews. Training requirements will be offered by the Local, which will be tailored to the candidates work and union experience.

Please send applications to: [info@1976usw.ca](mailto:info@1976usw.ca).

The deadline for applications is **September 15, 2022**.

The effective date of these scholarships will commence on or around October 1, 2022.

### Experience & Knowledge

- Have at least 10 years of union knowledge & Canpar experience
- Must work in cooperation and collaboration with the EC of Local 1976 and the assigned USW Staff representative
- Must be a USW advocate
- Must have a very good understanding of the Canpar Collective Agreement as well as its application and interpretation
- Must have a good understanding of the structure and Bylaws of Local 1976
- Must have an understanding of the USW structure, both in the US and Canada
- Must be able to effectively communicate in English (French would be an asset)
- Must be able to effectively compose letters and grievances in English (French would be an asset)
- Must be willing to work on weekends and holidays (when required)
- Must own an automobile
- Must be able to travel within Ontario (other locations when required)
- Must be adept at using a computer as well as related software (Word, Excel, PowerPoint, etc.)

## Duties

- Assist Unit Presidents with Step 1 & 2 grievances when needed
- Compose Step 2 & 3 grievances when needed
- Communicate with members who have active grievances
- Build grievance files (as per Local 1976 Grievance Handling booklet)
- Keep track of grievance timelines in collaboration with Local 1976 support staff
- Request/approve grievance timelines extension requests
- Visit members at all Ontario Canpar terminals quarterly
- Attend Unit meetings
- Attend quarterly Canpar membership meetings (held via videoconference)
- Assist, guide and participate in H&S meetings at various terminals
- Establish relationships with all Canpar unit presidents
- Communicate with all Canpar unit presidents on a regular basis and report issues and concerns to the Executive Council and the USW Staff Representative assigned to Canpar
- Establish relationships and open lines of communication with Canpar Terminal managers and senior management
- Be aware of Canpar issues being raised across the country
- Assist and guide all members and Unit Presidents with grievances and WSIB claims when needed
- Be available for all members and Unit presidents, that have questions, concerns, or issues. Assist them or direct them to the appropriate person or resource
- Support/assist USW Staff Representatives with preparing for Arbitration & negotiations
- Be a mentor and leader to all unit presidents and members
- Provide written reports of activities to the Executive Council (approx. 4 times a year)
- Provide training to unit presidents & members when needed
- When called upon to do so, participate on the Arbitration committee and decide if grievances have merit to proceed to arbitration
- Encourage, guide and support members who want to become active in USW and recommend members for training.
- Have USW cards signed by members when needed.
- Representing Local 1976 in various capacities including but not limited to: USW National or District campaigns, community-based initiatives, lobbying various levels of government to improve labour laws and legislation, etc...
- Participate/volunteer in building Solidarity
- Other related duties as assigned by the President of Local 1976

## Salary & Benefits

- Wage replacement of current wages (as per the Canpar Collective Agreement)
- Benefits & Pension as per the Canpar Collective Agreement
- Per diem & mileage as per the USW guidelines (expenses)
- Cell phone and laptop provided by Local 1976

## Additional info

- Given these scholarships are to service and visit Canpar terminals in Ontario, successful applicants will have access to the Local's office in Hamilton. Other options would include working from home or another USW Local office within your area. Details/options will be discussed with successful applicants.