



The Conciliator

UNIFOR Local594 | Canada

204 Hodsman Road, Regina, SK.
www.unifor594.com

• **EXECUTIVE**

President:

Kevin Bittman

Recording Secretary:

Carla McCrie

Treasurer:

Kaleena Baulin

Negotiating Chairperson:

Dan Josephson

Maintenance V.P.:

Abe Mejia

Process V.P.:

George Brailean

Administration V.P.:

(vacant)

PDD V.P.:

(vacant)

Chief Shop Steward:

Richard Exner

Information Officer:

Abe Mejia

Guide:

Vivian Molnar

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Watch (15)

Daryl Schwartz (16)

Amy Wisniewski (17)

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Certified!

When the Company made the Union aware of their plans to open a satellite business office, we were on board, the lack of space at 9th Ave N was causing headaches for everyone. But when they informed the Executive that they believed the employees who would be moving would only be covered by the Collective Agreement “for now”, it signaled a new era in our labour relationship. This was not tactics you would expect from a co-operative. The exclusion of these valuable members of 594, and the negative impacts to their work life an act like this would cause, was not something the Executive, and the membership as a whole, would stand for. This was evident at our October 28th, 2014, meeting, when the membership turned out in droves, and made it clear that we needed to be proactive and make the necessary applications to the Labour Relations Board (LRB) to ensure our membership and their rights remained whole.

On the direction from the agitated membership, and through our lawyer, the appropriate applications to amend our current union certification was made to the LRB. On March 23rd, 2015, our lawyer, Crystal Norbeck, Dan Josephson and myself appeared in front of the LRB to present our case. Gary Mearns the VP of HR for FCL, Larissa Dagnone and the Company lawyer were in attendance on behalf of the Company. The Company’s argument revolved around the insignificance of the group effected by the change, and that they still had the ability to organize, just not as a part of 594. There was also some confusion on their side as they were concerned about the Union trying to absorb management positions in to our local. That was clearly not the case. The Union’s position was always to maintain what we have always had. These members were 594 members doing 594 work before the move, and a change in location was just that, a change in location. It should not effect their union status.

On May 8th, 2015, the LRB handed down their decision and agreed with the Union’s position. The LRB awarded our Local with the amendments to the certification that were sought, with one minor change. Originally the Union sought to have the geographical restriction dropped entirely and include all of Saskatchewan in the certification order. The LRB historically prefers to confine certification orders to municipalities. This was a fair compromise the Union is more than happy to settle on. Our newly revised certification order is inclusive of all of Regina. This includes Park St, McDonald St Terminal, the Warehouse on Kress St, and any other future location that CCRL/FCL may open where 594 members are doing work that is customarily performed by our members within Regina’s city limits.

This was a major victory for our local, and our membership. But if recent bargaining history, and this tactic to divide & conquer is any indication of what Saskatoon has in store for future negotiations, we need to remain diligent. Our work needs to stay our work. Every time a Contractor rolls through the gate, tries to work in our shops, or saddles up at the desk next to us, it is an attack on our job security. While individually they are probably good people, and maybe even family, but work quality, care factor, and safety awareness are no comparison. Our most valuable bargaining chip is the quality of our people, let’s keep it that way.

In Solidarity,
Richard Exner, Chief Shop Steward

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• **SHOP STEWARDS**

Section IA:

Nathan Kraemer

Section IB:

Charles Brittner

Section II:

Billy Hamilton

Section III:

Curtis Baht

Section IV:

Travis Parker

Section V:

Chad Thompson

Scott Girard

Building Maintenance:

Garth Wendel

MRP:

Rob Jenkins

Ryan Fox

Pipefitters:

Wayne Globisch

Mechanics:

Derek Kups

Stores:

Brenda Curtis

Electrical:

Les Bonkowski

Jason Kelly

Instrumentation:

Jaret McCloy

Inspection:

Keith Britton

Fire & Safety:

Daryl Watch

Administration:

Charlene Rae

Lab:

Mike Fink

Ray Strueby

Pumpers:

Ryan Dzioba

Decokers:

Jon Javorik

Welders:

Jim Milton

Scaffolders:

Nelson Wagman

Construction:

Mike Pelzer

Boilerhouse:

Ricky Nygaard

Insulators:

Kris Atkinson

PDD Office:

Donny Stillborn

Suzanna Carpenter

PDD Loading:

Dean Warnke

Pinching Pennies

Most people have a pretty good grasp on regularly occurring expenses like mortgage payments, utility bills, loan payments, and groceries. We are able to budget for these things relatively easily as they are ongoing and consistent. But what about unforeseen expenses that can and do arise from time to time? Maybe your vehicle needs some major repairs, the refrigerator dies, or you experience a reduction in income due to an illness or labour dispute. These kinds of things can come up at any time and put a real dent in a household budget which is why having additional savings built into a budget is so important.

There are many options for building up a rainy day fund, but the most important factor overall is time. We all receive a large influx of cash every January through our savings plan, if you are a participant. Simply being responsible with this windfall and setting it aside rather than running out to buy a new snowmobile, as an example, would go a long way towards financial security in tougher times. Alternatively, setting smaller amounts aside on a regular and recurring basis will also go a long way given enough time for the funds to accumulate. The following table shows how small amounts set aside will grow to a meaningful savings over time. It doesn't have to be one giant lump sum. Even at \$50 or \$100 a cheque, whatever you can comfortably set aside, when the need arises, you'll be glad you did.

	Amount Saved by Payday:		
Amount Per Pay Cheque	Feb 3/16	Apr 13/16	Oct 26/16
\$10	\$190	\$240	\$380
\$20	\$380	\$480	\$760
\$50	\$950	\$1,200	\$1,900
\$75	\$1,425	\$1,800	\$2,850
\$100	\$1,900	\$2,400	\$3,800
\$150	\$2,850	\$3,600	\$5,700

Ideally a person should have savings to cover a minimum of three months' worth of expenses, but that is sometimes easier said than done. There are some things you can do to make these savings go further in the event of a sustained financial hardship, such as a strike or lockout. Going with this example, you would still be receiving some income in the form of strike pay, which is not taxed, but is still only a fraction of what your regular income is (The amount you receive would depend on whether the job action is in relation to a national issue, or a local issue(s)). Obviously the first and easiest thing to do is cut back on unnecessary expenses such as going out for meals or a night at the bar. Some services or utilities could be cancelled or suspended such as cable or the expensive data plan on your cell phone. Most lenders are open to setting up different payment terms for loans and mortgages in times like this provided you bring the situation to their attention before you're behind. You can speak to your bank about deferring a couple of payments, or making payments on the interest portion of the debt only. Utility providers are usually willing to set up similar agreements when situations like this arise either in the form of a payment plan for existing debts owed, or different rate plans for current use.

In the end it all boils down to planning ahead and being financially responsible. Those 1000 hours of overtime you worked last year won't always be there, so don't get accustomed to that being your regular annual income. Set money aside when times are good so you aren't left high and dry when things are bad. Plan ahead. Prepare for the worst. Hope for the best.

Nathan Kraemer, Strike Committee Member

One Small Gift Touches The Lives of Thousands

Everyday something good happens in Regina

A young man gets the chance to restart his life and begin a future around plans of education and job training. Parents, who never knew themselves a stable or caring home, find the help they need to be able raise their child with love and confidence. A woman is helped through the challenges of mental illness and is given the support she needs to re-establish herself.

These are only a few of the good things that happen every day in Regina because of the work you make possible through your United Way gift. Because of you we support a network of funded partners that deliver essential human services in our community. As significant as the individual work and successes of our funded partners are - our investments with them generates a larger community impact across our priority areas. Labour in Saskatchewan has a long and proud tradition of working to improve and enrich the lives of people in their communities. The partnership between, United Way and the Labour movement is an example of collective work in the community. This is successful because the idea of community is deeply rooted in the common goal to help people in their daily lives that both groups share.

Your United Way Regina is this community's largest non-governmental funder of human services and programs in Regina. United Way Regina's three primary focus areas are:

Kids All that They Can Be

To be successful, independent adults, children need a good start in life. They need access to early literacy and development programs. Youth need positive school experiences during their middle years and quality mentoring relationships with adult role models – giving them opportunities to discover and develop their unique talents and interests. United Way Regina believes we all have a part to play in helping kids be all they can be. Together we can build a better equation for the future of our children and our community: kids + school x a caring community = cradle to career success!

From Poverty to Possibility

Poverty is a far-reaching, complex issue. It's also a lasting one. Once in the cycle of poverty, people find it extremely difficult to overcome and its hold can continue for generations. United Way Regina invests in numerous programs across our city to give individuals and families the ability to stabilize, and avoid or move out of the cycle of poverty. From improving access to quality food, to helping lift people out of poverty, to building independence, United Way Regina is turning possibilities of a better life into every day realities for thousands of Regina citizens.

Strong Communities

United Way Regina's focus on *Strong Communities* is about connecting people to the services they need. Members of our community need to feel safe, need to know where to turn when crisis strikes, or a family member faces an issue and they don't know where to turn for support. In our increasingly complex society, the path to services is not always clear-cut, and we invest in the kind of support that helps people connect with the services they need when they need them.

United Way Regina supports a host of programs and initiatives helping to improve the quality of life for all of us. Our work spans from supporting new immigrants; aiding those suffering from mental illness; to supporting community wide initiatives that reduce homelessness and poverty. United Way Regina is committed to connecting people to services. **With United Way Regina your support goes farther and wider than any other charitable investment a community member can make.**

For more information about United Way Regina and how you can make a difference in our community please contact Kirk Brown, Labour Staff Representative at 306-757-5671 ext 761 or email at kbrown@unitedwayregina.ca.

Kirk Brown, Labour Staff Rep United Way Regina

“Your United Way Regina is this community's largest non-governmental funder of human services and programs in Regina.”



United Way

Spirit Award & RDLC Update

United Way Spirit Awards Luncheon

On January 28, 2015, four Unifor 594 Members attended the United Way Spirit Awards luncheon at the Queensbury Convention Centre. After a very tasty lunch, the award presentations began in which Unifor 594 was nominated for the Spirit Award for Labour. In a testament to the generosity of our members, we were honoured with the award, which is the third time we have won in the last few years. Kirk Brown who is the Labour Staff Representative for United Way is very proud of the achievements that our Unifor 594 Labour group has accomplished for the United Way organization. A big thank you to all those who were able to donate to a worthy organization!

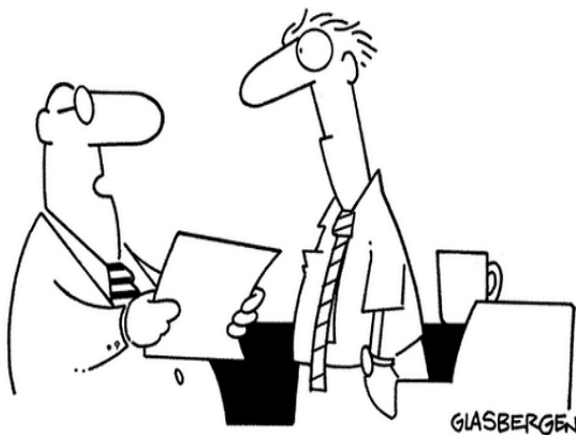
Regina & District Labour Council (RDLC)

Four Members went to the RDLC Awards Banquet on February 27, 2015, to represent Unifor 594, where our local was mentioned for winning the United Way Spirit Award. On Feb 28 five Members attended the RDLC Annual General Meeting. One of the highlights of the day was three of our local members stepping up to positions on the RDLC Board. Vivian Molnar was elected to represent Unifor as a VP on the RDLC Board, Abe Mejia was elected for another term on the Union Center Board, as well as myself being elected for the first time on Union Center Board.

In Solidarity,
Daryl Schwartz.



Last Laugh



“I want you to find a bold and innovative way to do everything exactly the same way it’s been done for 25 years.”

Staying Connected

Website. www.unifor594.com

Email. info@unifor594.com

Twitter. [@Unifor594](https://twitter.com/Unifor594)

Facebook. Unifor Fiveninefour

General Meetings. Fourth Tuesday of every month at the Union Hall.

