



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.:

Jamie Wilhelms

PDD V.P.:

Donny Stilborn

Chief Shop Steward:

Richard Exner

Information Officer:

Abe Mejia

Guide:

Vivian Molnar

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Schwartz (16)

Amy Wisniewski (17)

Daryl Watch (18)

Volume 16, Issue 2

March 2016

Bargaining Update

The bargaining of our next Collective Agreement is well under way, and progressing at an expected pace. We have met with representatives of the Company a total of eight times in the past three months.

While we are still negotiating non-monetary proposals, the conversations at the table have been productive and it is clear both sides are committed to working towards a fair deal. Non-monetary discussions include proposals on language issues, safety issues and clarification on interpretation discrepancies.

There are several noticeable differences between this bargain year and our past bargaining history. All negotiations are taking place off-site for the first time, which is a less distracting alternative to meeting at the work site. Also, every attempt has been made to schedule meetings in consecutive blocks of three days to make best use of everyone's time and availability. Other changes consist of all the new faces to the table, including the use of a contractor to present the Company's proposals.

While we meet with CCRL to discuss issues concerning our local, the National Energy Bargaining Team is meeting with Suncor as they work to set the National Pattern for the Unifor National Energy Sector Bargaining group.

Collectively there are dozens of locals, representing other refineries or energy producers, from all across Canada that unite to bargain wages, term, and some benefits as a single voice. This solidarity greatly enhances bargaining power in the form of resources and financial support in case things go sideways.

The National Energy Bargaining Team has met with Suncor on two different occasions in February, once each in Calgary and Toronto. They are currently scheduling more talks and progressing to resolution.

Back at home we have one day scheduled for April, three days in May, and another three days lined up to meet in June.

We will provide more updates through the Conciliator, and the Union Email Distribution List (contact info@unifor594.com to subscribe) as they become available.

In Solidarity,
Dan Josephson, Negotiating Chairperson

“To fulfill the promise of economic opportunity, we must remain true to the principle that collective bargaining is a cornerstone of a free society and indispensable to a strong middle class.”
-Thomas Perez

Inside this issue:

| | |
|---------------------|---|
| Bargaining Update | 1 |
| United Way | 2 |
| Mentorship | 2 |
| Provincial Election | 3 |
| Turnaround Message | 4 |
| Stay Connected | 4 |
| Last Laugh | 4 |

• 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

Building Maintenance:

Gary Gruell

MRP:

Rob Jenkins & James Cheeseman

Pipefitters:

Wayne Globisch & Shaun Jenkins

Mechanics:

Derek Kups

Stores:

Brenda Curtis

Electrical:

Les Bonkowski & Jason Kelly

Instrumentation:

Jaret McCloy & Dave Mushynsky

Inspection:

Keith Britton

Fire & Safety:

Daryl Watch

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 & Luke McGeough

PDD Office:

Susanne Carpenter

PDD Loading:

Dean Warnke

United Way Spirit Awards

In January, the United Way held their annual Spirit Awards Luncheon at the Queensbury; Unifor 594 was once again nominated for the Labour Spirit Award. After a wonderful lunch, there was a presentation on just some of the ways the United Way helps to make our community a better place.

United Way Regina supports a host of programs and initiatives helping to improve the quality of life for all of us, their work spans from supporting new immigrants; aiding those suffering from mental illness; to supporting community wide initiatives that reduce homelessness and poverty.

United Way's Vision

To improve the social and economic conditions of all Regina citizens.

United Way's Mission

To improve lives and build community by engaging individuals and mobilizing collective action.

Once the Awards portion started, it was exciting to hear who the winners were and more importantly their accomplishments as individuals and organizations.

As the nominees were read out for the Labour Award, I wondered if we would win the award again, as Unifor 594 was announced as the winner, I was a little surprised as this is the third year in a row and the fourth time in the last five years that we've won this award.

On behalf of the canvassers and the Executive of Unifor 594, we would like to thank and congratulate everyone for your support of the United Way and bringing your Union to the forefront of this campaign and helping in making our community a better place to live.



**United Way
Regina**

Change starts here.

In Solidarity, Daryl Schwartz

Mentorship Opportunities

The demographics of our membership have shifted quite dramatically in the last 3-5 years due to retirements and the creation of close to a hundred new Out-of-Scope positions. Our local has a wealth of young, motivated workers. The Executive is looking to tap in to that resource by offering mentorship and educational opportunities to those interested in becoming more involved with the Union Executive and steer the local in a positive direction.

There are no restrictions on who can get involved and hold an Executive position within our local. We offer training for those interested in becoming a Shop Steward. There are also workshop and travel opportunities for serious individuals. Becoming more active is a great way to develop your political interests and explore a different side of the workplace.

For the majority, the ability to commit to an Executive Position is limited due to family or extra-curricular responsibilities outside of work. The Union also boasts several committees that are always looking for fresh perspectives and are generally less of a time commitment.

For more information on how you can get involved, talk to your Shop Steward/VP or send an email to recordingsecretary@unifor594.com

2016 Provincial Election

On April 4th, 2016, residents of Saskatchewan will head to the voting booth to decide the fate of our province for the next four years by electing the next Premier of the 'land of living skies'. Many constituencies will have candidates running from every party, but the 2016 Election is shaping up to be a two-horse race between the NDP, and the incumbent Sask Party. Unfortunately for the Green Party, PC's, and the Liberals they will be on the outside looking in as votes are tallied on election day.

The NDP are lead by Mr. Cam Broten, while the Sask Party are fronted by Mr. Brad Wall. The campaign, and especially the leaders debate, has been tainted by slander and cheap shots fired by both sides. It is almost to be expected during any election cycle, but it is disappointing to see our representatives incorporate tactics that mirror those of the circus currently being used by our neighbors to the south. We deserve better than that.

Putting all the mud-slinging aside, we as voters need to be informed come election day. We need to vote in such a way that will benefit us as individuals and for our families, but also as workers in an unionized environment. Sometimes the platform of a campaigning party can cause conflicts between the two competing interests; family vs worker.

Our National Union has made it a goal to be involved on the political landscape, and challenged us as locals to do the same. It is important that as unions and members of the labour movement we align ourselves with political parties that share common ideologies, and are committed to legislation and policy that have our best interests in mind during their time in power.

The past eight years the Sask Party has been in power under the thumb of Brad Wall. He is a very charismatic and endearing leader known for his twitter quips and proficiency at public speaking. Those are great qualities to have as leader of a political party that is bound and determined to erode the rights of the worker and shift the balance of power to the corporations he lobbies in favor of.

During his government's reign we as workers have seen several new pieces of legislation that have hindered the operation and growth of the labour movement here in Saskatchewan. Bills 5 & 6, and the creation of the Saskatchewan Employment Act (SEA) are prime examples of the disconnect between Mr. Wall and the struggling middle-class. The Sask Party was actually defeated in the Supreme Court of Canada over a union's right to strike. It was deemed unconstitutional for Mr. Wall to inhibit a union from taking strike action during a labour dispute with their employer.

A sitting political party can also indirectly effect the decisions of arbitrators and the Labour Relations Board as we have seen far more 'Employer Friendly' decisions in the last several years as the Sask party flexes their muscles. Sure, we recently won a case in front of the LRB, but our case was so strong that even a group of kindergarteners would have ruled in our favor. With six arbitrations scheduled for later this year, this is of great concern to me, as it should be to you.

On April 4th I ask that you head to the polls educated and having given lots of thought to balancing the priorities of your home life and your work life. Choosing a candidate and political platform that will best serve your overall needs.

In Solidarity,

Richard Exner, Chief Shop Steward



Turnaround Reminders

It is that time of the year again; Shutdown. While most people are enjoying time off for the Easter break we are heading into our busiest time of year.

Our workplace has undergone significant changes in the last 5 years. The Company has made great strides to listen to everyone, but the people that work at the Co-op, in the ultimate goal to “align with industry standard”. We could debate if that goal is moving forward or going backwards, but that is best left for a different article.

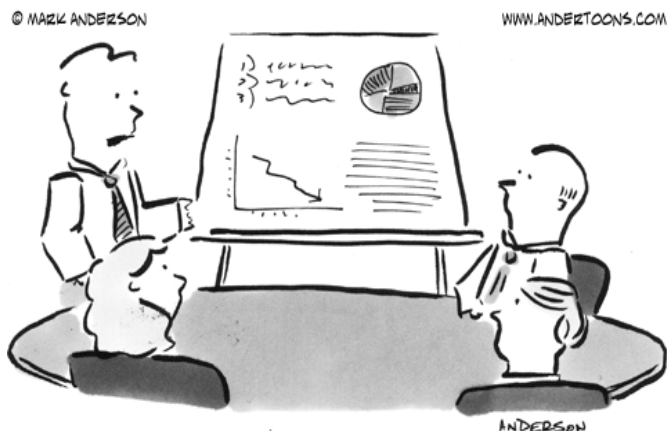
The message I have for you is that in the past year and a half management has made it pretty clear that violations of Company Policies by the Union workforce will be punished severely. The practice of following the Doctrine of Progressive Discipline, and giving you verbal or written warnings are over. We are no longer learning from incidents, instead making examples out of individuals and trying to drive down the safety infraction statistics with major discipline.

The Union has and will continue to represent and grieve situations where we feel the Company has over-stepped or was excessive when handling discipline, but that is a lengthy process. An easier solution is to do your best to follow the rules set forth by the Company. We are all aware that the Company knows that if we follow every rule and procedure to the letter, work will slow right down. They are banking on your natural instincts to work your butt off and possibly cut corners to get the work done as quickly as possible. We also know they will turn around and discipline you if something happens while you are bending the rules. So follow their rules. Follow their procedures. Nobody has been disciplined (yet) because there is less work getting done because you are following the rules, so follow the rules ,all of them. If the Company is uncomfortable with the level of work getting accomplished in a day due to safety procedures, they will just change them, like they did with the Permit System.

Remember, it is sometimes difficult to always be focused on the task at hand when your family is all at home enjoying the holidays, but it is important that at the end of the day you can go home to them safe and sound. I hope everyone has a safe and productive 2016 Turnaround.

In Solidarity, Kevin Bittman, President

Last Laugh



“Our years of research, countless consulting firms and numerous efficiency experts agree. We need to cut costs.”

Staying Connected

Website. www.unifor594.com

Email. info@unifor594.com

Twitter. @Unifor594

Facebook. Unifor Fiveninefour

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