



The Conciliator

UNIFOR Local594 | Canada

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

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2018 Executive Elections

At our May 22nd General Meeting, our local accepted nominations for the Group 1 positions on our Executive. While there was a large turnout for the meeting, all nominations for the seven positions went unopposed.

Your Group 1 Executive, serving two year terms, are:

Kevin Bittman, President
Jason Kelly, Maintenance VP
Lance Holowachuk, Administration VP
Richard Exner, Chief Shop Steward
Brandon Klatt, Sergeant-at-Arms
Ashlyn Heintz, Information Officer
Daryl Watch, Trustee (3 year term)



These seven volunteers will join our Group 2 Executive members: Nathan Kraemer (Negotiating Chair), Avery Riche (Process VP), Dave Limacher (PDD VP), Kaleena Baulin (Treasurer), Carla McCrie (Recording Secretary), Brandon Mang (Guide), and Amy Wisniewski & Daryl Nysten (Trustees) to form our Executive going forward.

Together working with the Shop Stewards in each shop, the Executive will steer our focus towards creating a more positive, efficient, and productive place to work.

Now that our Executive is in place, we can shift our preparations towards the next round of bargaining when our collective agreement expires February 1st, 2019. There will be more information rolled out to the membership in the coming months regarding Bargaining Surveys, Town Hall Engagement Sessions, and other Pre-Bargaining Information Bulletins.

As always, our local is member-driven and our Executive operates on their mandate. We know that last round of bargaining was quite contentious and that impacted our members, and their families, in a negative way. With CRC's strong economic performance in 2017 and 2018, it is more than reasonable to expect that our sustainability in the marketplace is secured. CRC should present a fair deal to our members that accurately reflects our enormous contributions to the CRS and mends the working relationship, as we turn the corner and learn to prosper together.

In Solidarity.
Unifor 594 Elections Committee

• EXECUTIVE

President:

Kevin Bittman

Recording Secretary:

Carla McCrie

Treasurer:

Kaleena Baulin

Negotiating Chairperson:

Nathan Kraemer

Maintenance V.P.:

Jason Kelly

Process V.P.:

Avery Riche

Administration V.P.:

Lance Holowachuk

PDD V.P.:

David Limacher

Chief Shop Steward:

Richard Exner

Information Officer:

Ashlyn Heintz

Guide:

Brandon Mang

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Nysten (19)

Amy Wisniewski (20)

Daryl Watch (21)

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• SHOP STEWARDS

Section IA:

Wade Schnell

Section IB:

Charles Britner

Section II:

Chad Gettle

Section III:

Curtis Baht & Kevin Geiger

Section IV:

Ryan Jelinski

Section V:

Chad Thompson & Andrew Murray

Building Maintenance:

Gary Gruell

MRP:

Derek Empringham

Pipefitters:

Shaun Jenkins & Karl Dahle

Mechanics:

Derek Kups & Pete Thorsen

Stores:

Dallas Allen & Nathan Fafard

Electrical:

Les Bonkowski

Instrumentation:

Jaret McCloy & Dave Mushynski

Inspection:

Keith Britton

Fire & Safety:

Daryl Watch

Lab:

Mike Fink

Pumpers:

Ryan Dzioba

Decokers:

Jon Javorik

Welders:

Scott Wickland

Scaffolders:

Nelson Wagman

Construction:

Mike Pelzer

Boilerhouse:

Matt Wason & Jason Molnar

Insulators:

Luke McGeough & Brandon Mang

PDD Office:

Andrew Fowlow

PDD Loading:

Dylan Bailey & Justin Farrant

Packing & Blending, Warehouse:

(vacant)

Administration:

Amy Wisniewski

The 'Good' Reflex

It happens dozens of times a day, regardless of where you work in the plant, or what you do. It's the standard. "Hey! How are you?" we say to everyone we cross paths with. It's basically one-step removed from a rhetorical question. We get asked this question with such regularity that most of us pick from a standard set of responses, with very little thought. It is always one of: Busy. Fine. Okay. Good.

The question itself is not meant to be meaningless, but rarely do we ever expect to garner an honest response. Most times the questioner is not even paying attention to the answer. Responses of "not good" are met with, "well, that's good" follow ups. The questions and answers have become formalities.

The only reason most of us ask this question is because it would appear impolite not to ask. We usually ask it as a greeting rather than with the intent of actually acquiring information about the other person.

No one actually wants to hear the answer. In fact, if you actually answer the question, it's viewed as a serious faux pas. The other party to the conversation either does not notice and breezes on through, or goggles at you, aghast. We have no idea how to respond to anything other than an expression of complete and utter satisfaction with life. If you say, "How are you?" and I respond, "Well, to be honest, I've been kind of depressed. I had real difficulty getting out of bed all week.

Everyone I love is getting old, and I'm just not sure of my place in the world, and sometimes I feel just really alone, you know? Thank you for asking," you would, of course, be sympathetic and step up, but secretly you would resent the pants off me for breaking the unwritten code of conversation, according to which you were supposed to say a thing and I was supposed to say another thing and then we were supposed to start the actual conversation. "I didn't want to know how you were!" you would think angrily. "I just wanted you to tell me you were fine!"

But we need to be those people. The people that open up and answer honestly. The people that ask the question honestly, and seek honest dialogue.

We work in a tremendously dangerous industry. Safety is of the utmost importance, and that requires intense focus on our daily tasks. An individual who is preoccupied with stress or worry will not be fully invested in their safety sensitive job. This is how accidents happen. We are all human, and it is bound to happen. But prevention starts with conversation.

We have become such a private culture that even our family and friends are often unwilling to ask us too many personal questions, or to answer them when we ask. So many of us feel reluctant to disclose too much about ourselves, particularly if it involves troubling issues.

5 Fast Facts about Mental Illness



By the time Canadians reach age 40, **1 in 2** have, or have had, a mental illness.



In any given year, **1 in 5** Canadians experiences a mental health or addiction problem.



Mental illness is a leading cause of disability in Canada.



In Canada, **11 suicides** are committed every day.



With appropriate treatment and support, most people with mental illness will recover.

The 'Good' Reflex ...continued

It's a sad state of affairs when we live among others who could benefit from our care and concern, who are suffering in silence, and to whom we do not respond. Helping isn't limited to solving another person's problems. We can help by demonstrating compassion and offering support and hope to others in need.

Granted not everyone wants to share personal details of their life with a coworker, especially when they are not necessarily positive. But why shouldn't we be building meaningful relationships with our coworkers? Our workplace was a family-oriented atmosphere only a decade ago. Everyone knew everyone by name, and their spouses, and children. We knew where they were from. Their previous jobs. We built connections and life-long friends. Having those connections enables an outlet for frustration, stress, and anxiety.

We should consider ourselves grateful that our local bargained language more than twenty years ago to give our members an option to receive outside professional help when required.

Our Collective Agreement provides the benefit of the Employee Family Assistance Program (EFAP). This is a fully confidential program that is jointly overseen by the Company and Union. The details of the program can be found in Letter of Understanding #27.

The most significant aspect of the program is that the Company will pay for five assessments or counselling sessions, per year, for eligible employees and the dependents within the current program. To access the program, which is voluntary and confidential, can be done in one of the following ways:

- By contacting the Program Co-ordinator ,
- By contacting one of the EFAP Advisory Committee members (contact info listed at www.unifor594.com)
- By contacting the counselling service directly. (some restrictions)

On most bulletin boards throughout the plant, and on the portal, there is information about the EFAP Committee and program for you to reference as well.

Mental Health issues are not something that can be fixed overnight, but there are plenty of little things we can do right now to make our workplace a more inviting and positive place to work.

Take a minute to have real conversations with your friends and coworkers. Build those relationships. Don't be afraid to seek help. A focused and stress-free workplace is a safer workplace.

And remember, everyone you meet is fighting a battle you know nothing about. Be kind. Always.

In Solidarity,

Unifor 594 EFAP Committee

Last Laugh



“From now on, my bad decisions will be called leadership experiments.”

Once Again, 594 Saves Turnaround

This year we went through one of the biggest shutdowns in recent history. It wasn't without some issues; we had some incidents and injuries but we made it through relatively unscathed. The sheer magnitude of the project, we are told, was the largest we have ever seen. We understand that we cannot take on the entire scope of the shutdown with our permanent and temporary staff but it was difficult to witness the large amount of wasted contract worker hours that occurred. There was a lot of work that needed to be done, however, from what we all witnessed the contractors did not work very hard. We are constantly told to look for ways to save money and help "fill the barrel", or whatever term they are using now, but when we point out the needless waste on too many slow moving contractors it goes unnoticed. The members of 594 are the real reason shutdown was successful. Without the large sacrifice of time at home with our families and the dedication to our jobs, turnaround would not have succeeded. The contractor can do what we do, but not as quickly or effectively. The value and knowledge that our permanent employees bring to the company is unparalleled.

Without a knowledgeable process department preparing the equipment for maintenance and holding the contractor's hands every step of the way, the turnaround units that were exclusively contractor ran would have been huge failures. Good work process department! It also goes without saying that our maintenance department is far superior to contractor workers. Our years of experience and knowledge about how to maintain the plant have proven invaluable to the Co-op countless times. The maintenance department has made shutdown a huge success. Every year the membership in maintenance sacrifices a great deal of personal time for shutdown to be successful, with little consideration of that from management. They think they are doing us a favour by allowing us to work many long overtime hours, when in reality it is our experienced labour that is doing them a favour by getting the plant turned around in a timely manner.

Some of the best shutdowns I have witnessed happened before the letter 61 grievances began. People from every department in the plant came into maintenance and helped with the turnaround. There were Process operators in the Pipe Shop and Lab and PDD people working in Stores or the Insulator Shop and in other shops as well. The years of knowledge and experience that are now lost because the company refuses to honour the collective agreement and the principle of past practice is astonishing. Not to mention the cost of re-training temporary construction staff and contractors every year. Instead of saving money and getting shutdown done in an efficient and cooperative way, they are choosing to disrespect our union members and cost the cooperative system money.

The Co-op does not deserve our hard work and dedication after the way we were treated during the last round of bargaining, but they got it anyway. That shows how important morality and ethics are to the membership of 594. Our input and value to the cooperative system is unmatched. If the management of the co-op will not commend all of you who have sacrificed so much for the cooperative system, then I will. Excellent job everyone.

In Solidarity,
Jason Kelly, Maintenance VP

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Check out our website
www.unifor594.com



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