



# The Conciliator

**UNIFOR** Local594 | Canada

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• EXECUTIVE

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## The BCP and You

What is the BCP? CRC calls it the *Business Continuity Plan*. What does that mean? If you ask a senior management person, they say it's in case of a flu pandemic or natural disaster or some situation that occurs where most of the workers can't make it into work. Seems reasonable until we dig a little bit deeper. It's no secret that the BCP was created to replace the almost 750 unionized workers in the plant. They intend to run the plant in the event of a lockout or strike, without the unionized members. FCL used the same strategy with the Moose Jaw Co-op and is now using it with the Saskatoon Co-op as well.

As we dive deeper, we see what is needed to replace highly educated, skilled and trained workers. There are almost 300 full-time Process employees running the approximately 30 different processing units. Our plant rates high on the complexity scale, when compared to other refineries. This comes from the coveted Solomon Standard that we have all heard so much about. They will need competent replacement workers (scabs), to continue to run the refinery and continue to make money to keep the Federated System profitable. Currently, the goal is to train out-of-scope employees in units and on boards as well as have them doing their regular jobs. There are electrical engineers, drafts people, purchasers and other types of out-of-scope workers who, although are smart, have little to no background or training in process operations and are currently being trained. Is this safe? The short answer to this is no, it is not safe. The regular unionized process worker, even when starting off the street, must have a 4th class Power Engineering Certificate to even get hired. That means they have one year of school and several internships learning how to be a Process Operator. They understand how pumps and instrumentation works. They have firefighting knowledge and ability. Not to mention the on the job training that happens every day in this plant that allows them to become skilled and proficient in their trade. This is also their full-time job that they want to do, not that they are being forced to do.

Most operators have spent tens of thousands of hours working and continually training on the units that they work in. They cannot simply be replaced by training someone with no background on how to operate. It is not safe. It puts the plant at risk, it puts the public at risk, and it puts themselves and their families in a terrible, dangerous position. This Refinery is old and has many volatile hydrocarbons at dangerous high pressures, as high as 2500 psi, that need to be handled correctly. It takes a strong process shift with years, not hours, of experience, to mitigate when a major process incident occurs. Process incidents, such as a fire or hydrocarbon leak, can happen very quickly. These dangerous jobs are not meant to be worked part-time, along with their regular out-of-scope job. It is a full-time job for the professionals in the Power Engineering world to accomplish. The fact that the company thinks they can replace you is a lie and it is an insult to the knowledge and experience we have, whether we are in process, load tank cars, work in accounting or maintenance. We all have value and we will fight for our benefits that we deserve and have been hard won over the last 75 years. Don't let their BCP fool you. The people the company are relying on to run the plant without us are not prepared, and the public is not prepared to let this company run the Refinery with scabs.

In Solidarity, Unifor 594 Bargaining Committee

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## A Story of Solidarity

Solidarity matters. It may seem tough to stick together with people we don't know, we don't work with and whose value to our organization we are not sure about. Even so, we need to find a common ground to appreciate each other. That common ground is our value, as a whole, to provide great service to CRC. Each department and shop along the way adds value to our service, as does each member's dedicated effort to doing diligent work for our refinery. We have a workplace and a contract that's been built from the ground up because of our ability to stand as one. We have a great wage, good benefits and work in a place where we should not have to feel pressured to perform unsafe work. These are all a result of our solidarity.

Solidarity Matters. When our company asks for cutbacks, we have the option to say NO and offer an alternative position. We've all seen what happens to workers when they don't stand together.

From where I see it, CRC deals us the cards; we decide how they are played. We have the power to stand together and make a deal that is worth going forward for. Isn't that the whole idea: "going forward"?

Solidarity isn't easy. It takes a lot to stand together in the face of a lock out. It's hard to face the uncertainty of financial hardship, to face family and friends that don't agree with a solidified union stance, to face the anxiety of a spouse or a child over an uncertain future, but we can do it. Each and everyone of us can rise to these challenges. What makes it easier is the 700 other people that are in it with us. Life only gives us so many opportunities to stand up for what you believe and deserve.

Apathy is easy. Everyone experiences moments of complacency in their job at some point in their career. My own turning point away from apathy was a senior operator just talking to me about the history of our local. This operator really made me think about whether or not CRC wanted to "give" me everything in the CBA. How did all those protections and benefits get into that contract? What happens when CRC decides to change how they do things? Would I rather stand by myself with no one in my corner? Just me against a multimillion-dollar company? That inspired me to get involved. At first in small ways, then in bigger ones. Big or small there are many ways that our members can help keep our local solid.

- Stick together: Don't talk down about our members. Ego's aside, everyone contributes to the success of our refinery.
- Stick up for each other: Don't be pushed around. We have rights outlined in our CBA and in legislation. Let's play safely by the rules.
- Stick around: Are we in it to win it? Let's stand up for what's ours. Don't back down.
- Stick your hand up: When the call goes out for volunteers, put your hand up. Everyone is busy, but if we each do a small part, we can accomplish great things.

After many years, I still feel this loyalty to our local. Our workplace has changed, and it doesn't feel like the same Mother Coop team to me, but our 594 team is still solid. That power is still there.

That's why I still give my time and energy towards reaching our common goals. Sometimes, it feels like it's too hard and then a brother or sister will inspire me with a great idea, a way to be involved in the community, champion a shop issue that needs to be carried across the goal line, or just show up to a meeting to see how things are going. Then I remember that you're never standing alone on the field. Your 594 team is with you and it's never as hard when we stick together.

In Solidarity,

Carla McCrie, Recording Secretary

***"We have the power to stand together and make a deal that is worth going forward."***

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## Goderich Mine Labour Action

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In recent weeks I have been in touch with other Unions that have been on strike in the last year or so. Unifor 16-O is the Union supporting workers from Compass Minerals Canada Corp. Their local contains 348 miners, shippers, and maintenance staff. On April 27, 2018 a strike occurred after attempts at a fair deal. A deal was finally reached on July 16, 2018, after three months of active Labour Action.

The Goderich Mine is a large part of their community, much like the Co-op Refinery. Many people would begin their long careers at the mine and retire from their jobs feeling proud of a long, hard worked career and ready for the next chapter of their lives. We have the same thing here in our membership. Young men and women start their careers at the Co-op Refinery, potentially move from shop to shop or section to section until they've found the best place for them. In the end, after giving the company up to 30+ years of valuable service, they retire and live out their years in the community that they helped to build.

In Goderich, they have been on strike 4 times in the last 18 years. They have a lot of experience in what to expect when faced with this tough decision— when and where to strike or be locked out in order to protect their CBA and the benefits they have earned and fought so hard to get over the years.

We are now facing the same pressure here, and this will be more evident in the coming months. The Unifor 594 members that preceded us did an amazing job in bargaining the CBA and benefit package and pension we enjoy today. Much like the members in Goderich, we too may be forced into protecting what we have worked so hard for, over so many years.

In closing, although we have the ability to say that we have never had a labour disruption, there are many other Unions that have unfortunately paved the road before us. They are a great source of information to this committee and we wouldn't be able to prepare without their support and expertise. Much like our fellow Unifor members at 16-O, we are hard-working, highly trained and skilled in the work we do.

Jim Milton

UCP Committee

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### Last Laugh

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" I don't want to undervalue you, I want to underpay you. "

## Bargaining Update

The February 27th & 28th bargaining days were spent clarifying positions and understandings. A few minor housekeeping and clarifications were agreed to at the end of the second day.

The bargaining committee is scheduled to meet for the fifth and sixth days of bargaining on March 27th & 28th. We anticipate more progress with the non-monetary portion of bargaining.

April will see no bargaining due to turnaround. We will resume the process on May 22nd & 23rd.

# Summer Holidays

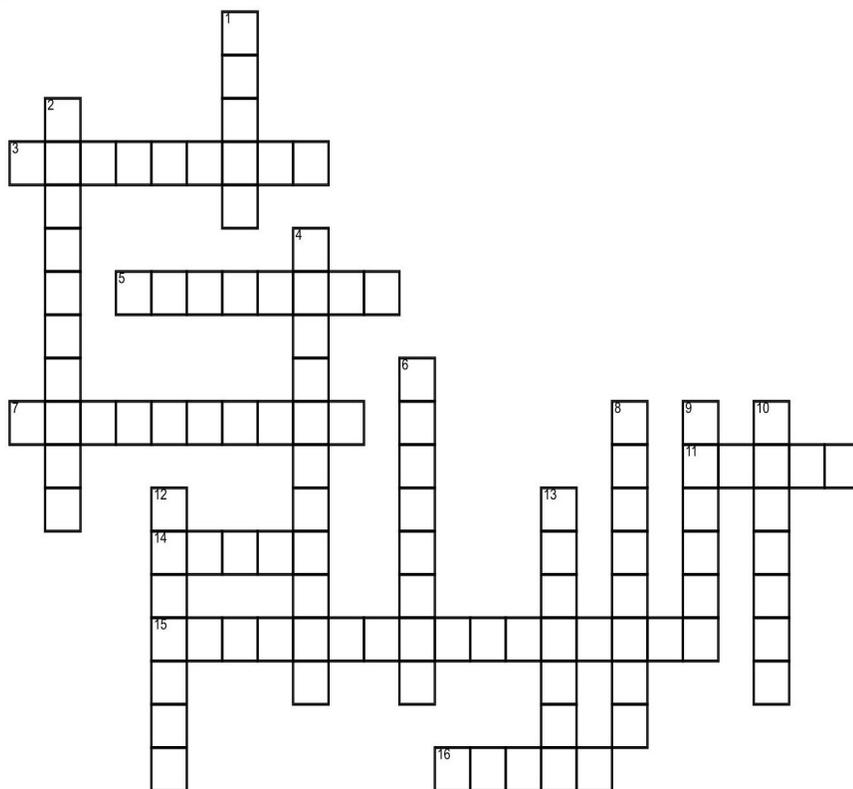
As 2019 Turnaround draws near, each department prepares for the extra work load that accompanies it. Often the only thing getting us through all the extra hours and hard work in April is thinking about your holidays and vacations when summer arrives. Banking overtime in the month of April has always been a popular option and soon each shop and department will be filling out their summer holiday sheets. Everyone loves summer days off; time at the lake, time with family, but most importantly time not spent at the plant!

This summer, however, we are in a slightly different position than we have been in previous years. Our contract is expired, negotiations are underway, and you are fooling yourself if you think a labour dispute is not a serious and upcoming reality. When the nail will hit the head, no one can truly say. Saving for rainy days is and will always be a wise thing to do. An extended lockout has the potential to be the rainiest days of your career.

Bottom line, as you plan out your summer holidays and your trips and excursions, I ask that you take some time to ponder your spending and saving. Perhaps this is the summer where you stick closer to home, such as camping trips in Saskatchewan instead of flying out of the province. There are seasons to spend and seasons to save and if all our members continue to save and feel prepared, we will be in a great position as a Union! Everyone is hoping for a good and fair contract. Everyone is also looking forward to summer and forgetting about the brutal winter we just endured. As you work turnaround and the warm thoughts of summer vacation get you through the long days, make sure to spend some time to think about the future and save accordingly.

In Solidarity,  
Wade Schnell  
Sec 1A Shop Steward/UCP Committee

## Unifor 594 Crossword



### Across

- 3 Causing fear or anxiety by threatening great harm.
- 5 Job site industry.
- 7 A union of interests or purposes among members of a group.
- 11 The act of making or becoming a single unit.
- 14 4 on-5 off or 7 on-7 off
- 15 Colourless gas with a foul smell.
- 16 Burn brightly.

### Down

- 1 Oxidizing undesired mercaptans to organic disulfides.
- 2 A workplace for the conduct of scientific research.
- 4 Between company and union.
- 6 A volatile, flammable mixture of hydrocarbons, derived from petroleum.
- 8 An extended period of leisure and recreation.
- 9 Organic compound with four Carbon atoms.
- 10 President of 594 .
- 12 Strong, versatile weather and chemical-resistant binding material.
- 13 Vehicle on a track.