



The Conciliator

UNIFOR Local594 | Canada

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

◆ 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

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Lance Holowachuk

PDD V.P.:

David Limacher

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Richard Exner

Information Officer:

Ashlyn Heintz

Guide:

Brandon Mang

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Nylen (19)

Amy Wisniewski (20)

Daryl Watch (21)

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Spirit of Cooperation

Cooperation, what does that mean? Webster's dictionary defines it as "the actions of someone who is being helpful by doing what is wanted or asked for", and "association of persons for common benefit". I would say that our membership falls under both definitions. We diligently perform our work to the best of our abilities every day, sacrificing personal time at home with our families, to keep the plant operating. We work many long hours in every department and have a great deal of dedication to our refinery and workplace. This is not simply because it is a "job" we are not greedy employees looking for more all the time. Most at the plant believe in the cooperative system, we strive to keep the plant running and being profitable to protect our jobs, our lifestyles and the cooperative system. "Association of persons for common benefit", what does that mean to the workers at the plant? To me it's a multi layered answer, we associate together as a union, to protect ourselves and our benefits and rights. That is just a small part of it. We are a team in a large system. We work together with the management team every day, always trying to improve our workplace, even though our opinion is often disregarded. We are working together for the cooperative system as well.

The definition of our workplace demands that working together is part of it. When I think of cooperation I think of a marriage. The only way to ensure the success of a marriage is for both sides to give and take. If one partner is always taking or demanding more, the relationship breaks down and often ends in divorce. Our workplace is no different. The membership is not demanding more, we are simply seeking to improve our relationship. When we point out waste and inefficiencies it is not to demean or make fun of people or departments. It is to voice our concerns for how the plant, that we have full stake in, is being run. We have always dedicated ourselves to the refinery and will always do so. Being profitable and sustainable is as important to us the workers as it is to the "shareholders", of which all of us are.

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Section IA:
Wade Schnell

Section IB:
Charles Brittner

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:
Vacant

Pipefitters:
Shaun Jenkins & Karl Dahle

Mechanics:
Derek Kups & Pete Thorsen

Stores:
Dallas Allen & Nathan Fafard

Electrical:
Les Bonkowski

Instrumentation:
Jaret McCloy & Dave Mushynsky

Inspection:
Keith Britton

Fire & Safety:
Daryl Watch

Lab:
Scott Weber

Pumpers:
Ryan Dzioba

Decokers:
Jon Javorik

Welders:
Scott Wickland

Scaffolders:
Nelson Wagman

Construction:
Mike Pelzer

Boilerhouse:
Matt Wason

Insulators:
Luke McGeough & Brandon Mang

PDD Office:
Andrew Fowlow

PDD Loading:
Dylan Bailey & Justin Farrant

Packing & Blending,

Warehouse:
(vacant)

Administration:
Tasha Davis & Randy Guillemín

Spirit of Cooperation: Continued

When a relationship is breaking down it is often due to both sides being unable to come to compromise. In the current situation at the plant I would say that is part of it. However, we are only asking for what is promised to us in our collective agreement. We are not asking for more. We are simply trying to maintain a decent quality of life for ourselves and our families. We are not asking to change the agreement that we have had for over 75 years. We are simply trying to maintain what we have come to expect from many years of hard work and dedication. Most of the problems we have at the plant are due to changes that the company wants to make to our collective agreement. They are asking us to go backwards in what we currently have. Not only are they asking for more from us, but they want more from our management friends.

The last round of bargaining has had a profound impact on everyone who works here and as well to the community around us. Building the scab camp and threatening to lock us out has had a huge psychological impact on everyone who works at the plant. I would argue that it is the largest workplace injury that we have seen in the almost 90 years the plant has been operating. They have broken the social contract that the employees, both union and management, have come to expect. People can only take so much change. A relationship can only take a certain amount of abuse before it breaks down.

The membership isn't looking to change anything or break down the relationship. I challenge the company to prove that they have the "spirit of cooperation" in them. That they are not only worried about the "bottom line" and control, and that the relationship with the employees and the profitability of the plant is more important to them than just proving who is in charge. A company is made up of more than money, the most important part of any organization is its people. It is people, not money, that makes an organization great and in the end profitable.

We are not a weak membership. We will fight back if we must. We have taken some abuse, but we are not beaten down. When backed into a corner we will fight, and we will win. The social licence that the plant operates on in the community will not tolerate a breakdown in the relationship between the union and the company, so we need to nurture the relationship and get back to something that works. We can simply avoid that situation by talking and getting back to the give and take of a relationship. We give our dedication and expertise and they give us what we have earned through years of proving we are worth it. I hope this happens. The union is actively seeking to improve the relationship, because the alternative will be costly and cause many people to lose trust and faith in our cooperative system.

In Solidarity, Jason Kelly- Maintenance VP and Bargaining Committee

Getting Involved

A union is defined as an organized association of workers formed to protect their rights and interests. The union workers form a bargaining unit and often require a group of dedicated volunteers in order for it to operate and run smoothly. People are the driving force of change and without people willing to act, a union would be little more than an idea. There are over 700 people who make up our local union. Local 594 has several committees including the executive, bargaining, UCP, finance, law, accommodation, OH&S, pension and social committee of which volunteers give up their time to fill positions and work for the betterment of our work force. There are also representatives from every shop who serve as shop stewards and represent the voice of workers in their respective departments. Our union positions are filled with people who have simply come forward and are willing to fill a need.

When I first started at the Co-op, I honestly didn't know much about how the union functioned. I knew there were people who were involved but it wasn't hard to just sit back and let others carry the load. In a large workforce that can be an easy thing to take for granted, the "someone else will do it" sort of thinking. Everyone enjoys the wages and benefits the union bargains for, but not everyone wants to volunteer or be involved in the process that makes that happen. As years go by many of our dedicated union volunteers will be retiring or stepping down from their positions, in order for different and sometimes younger people to take on the responsibility. With the challenges that lie ahead for us with this next round of bargaining, we need volunteers and willing people now more than ever. I am not suggesting that every member needs to immediately jump out of their chair and join a committee but when the time comes that the union calls for volunteers, for picket captains or even

when you hear that your shop is in need of a new steward, I strongly suggest you consider volunteering. If we all work together and help one another our union and solidarity will thrive. Just because you haven't been involved in the past does not disqualify you from starting now.

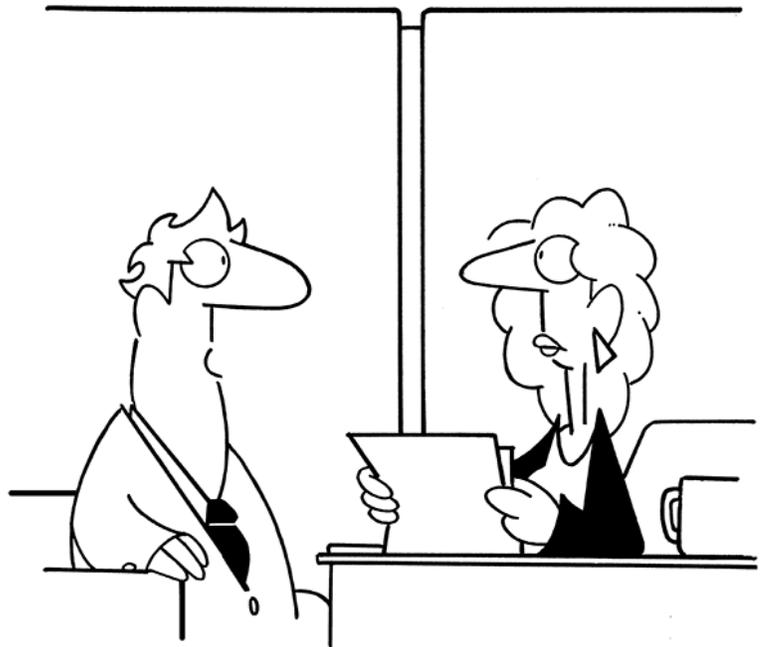
Sometimes a new face can mean new ideas and new ideas are what is going to keep our union relevant and changing with the times. Every member of our workforce has value and every member is capable of helping out, even if it is in a small way. Just think about it, if we stick together, I am confident our union will continue to thrive no matter the obstacles that come our way.

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

**If you are interested in taking action,
please email: info@unifor594.com**

Last Laugh

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**"Yes, I think I have good people skills.
What kind of idiot question is that?"**

A Labour Minute



Winnipeg General Strike

On May 15, 1919, the Winnipeg Trades and Labor Council called a general strike to demand collective bargaining, improved wages and better working conditions. By 11 AM, more than 30,000 workers had joined the strike, shutting down many of the city's services.

Some of Winnipeg's influential manufacturers, bankers and politicians formed the "Citizens' Committee of 1,000" and discredited the strikers by labelling them "alien scum" and Bolsheviks. Fearing the strike could spread to other cities, the federal government quickly sided with the Citizens' Committee.

On June 17, 12 labour leaders were arrested. A crowd gathered in protest on June 21. The Royal Northwest Mounted Police charged into the crowd, beat the strikers with clubs and fired weapons. Two strikers were killed and more than 30 injured.

The committee called an end to the strike on June 25. Seven of the strike leaders were convicted of conspiracy to overthrow the government. Many of the strikers were not allowed to return to their jobs and it would be another three decades before Canadian workers were granted collective bargaining rights.



"Never have the workers of Winnipeg had so much confidence in their cause as today. Never has there been such unanimity as to absolute necessity of settling once [and] for all the two points at issue, namely:

- 1. The right to collective bargaining, and**
 - 2. The right to a living wage. "**
- *Western Labor News*, May 21, 1919 (Winnipeg)**

Bargaining Update

The bargaining committee met for the seventh and eighth days of negotiations on May 22nd and 23rd. An update was sent out via membership email on May 23rd. The next days of negotiations are June 5th & 6th.

Ratification for the National Energy Bargaining Pattern will be held June 7th in Toronto.

Unifor 594 General Meeting will be on May 28th at the Union Hall— 200 Hodsman Road. Meeting times are back to normal at 5:05 PM.

Shutdown Shaker: Burgers at the Union Hall on Friday June 7th, 2019 to celebrate the end of Turnaround.