

THE CONCILIATOR

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IN THIS ISSUE:

- Locked Out
- OH&S Update
- Engagement Update
- Port Elgin
- Last Laugh
- Call to Action
- 594 Swag

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Brandon Mang

LOCKED OUT

In October 1998, CEP and MTS (my former Union and employer) sat down to negotiate the collective agreement that would expire in December. Some crucial things had changed since the last time they had faced off: MTS, once a Crown Corporation had been privatized in 1997, telephone service had been deregulated, MTS faced competition, which prompted them to slash rates. There was no denying on either side there would be layoffs. The company had lost market share and technology had changed the nature of the industry.

The Reader's Digest Condensed version of the dispute that led to CEP members being locked out was job security. MTS opened the talks by insisting that an article, treasured by our Union, an article that set out a complex system of "bumping" rights, be renegotiated. Talks broke down and on June 3, 1999 clerks and operators were told to leave their ID cards, take their personal belongings and get out.

So began three months on the picket lines.

I remember it like it was yesterday... I was on a day off, just about to leave the house for my daughter's dance recital. My phone rang and a co-worker was calling to tell me not to bother going to work the next day as we were locked out. We had known it was possible, but you never really think it is going to happen. To be honest, I did not have time to think, process or digest it right at that moment, I had to focus on my daughter, but within days... life as I knew it was definitely different.

Our picket duties were organized and assigned and so began a very different experience. At first, I was at my regular work site, but then was moved to a location closer to home which allowed me to be away from my children for shorter periods of time and save gas from driving across the city. It also allowed me to meet a whole different group of Brothers and Sisters from different work groups and different walks of life (this included lifers, soon to retire, new hires, newlyweds, single parents, dual income families and everything else in between). From this are friendships and bonds that I still treasure to this day.

We made the most of a bad situation and stayed positive. To keep spirits up we had weekly potlucks at the picket line, family members stopped by with cold drinks, freezies and other treats, and offered words of encouragement. We had tunes going, and we switched off who we walked and talked with, getting to know one another and develop greater appreciation for one another. We knew we had to stay strong, stay together and fight for what we believed in.

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Nysten (19)

Amy Wisniewski (20)

Daryl Watch (21)

I have always been a proud and independent person and was taught by my parents to work hard and provide for my family. We received strike pay, which helped, but as the weeks went on, my savings started to dwindle and I was getting pretty anxious about what to do. I am very fortunate to have parents who knew I would not take “a handout”, but instead would just show up with a trunk full of groceries, and when my air conditioner died, my dad arranged for a service call for which I never saw a bill. (Thanks Mom and Dad!)

On the 9th day of the 9th month of 1999, the 99th day of the lockout, a deal was signed and we returned to work.

Returning to work was a whole other ball game. As relieved as I was to have a contract and be able to return to work, it was stressful and just picking up where we left off... that doesn't happen. There were some relationships between in and out of scope employees who had been on opposite sides of the line who were able to start fresh and tuck their feelings and opinions aside, leave the dispute in the past and move forward. There were others where the damage was beyond repair. I chose to go in with as positive an attitude as I could, take it one day at a time, bite my tongue a time or two, and with time it got easier. New contract, new day, look towards the future. It's always brighter!

The issues in the dispute as outlined above are very different than those we face, however the bottom line is being locked out is scary, it is challenging, and there are many unknowns. Prepare yourself and your family as best you can. It is my hope that our Union and the Company are able to come to an agreement without a labour disruption occurring. However, always plan for the worst, and hope for the best!

Over the past few months the Union Negotiating Committee and Union Continuity Plan Committee members have been meeting and sending out information and tips on preparing for potential labour disruption. Please take the time to review that information, make a plan for your family, and your future. Many of us have spouses and support systems that we can rely on. I encourage you to do so. As someone who has been through and survived a lockout, my advice to my Brothers and Sisters is to stay strong, stay focused, and together, we will get through this.

In solidarity,
Krista Shields
Union Continuity Plan (UCP) Committee Member

SHOP STEWARDS

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:

OH&S UPDATE

There has been a few changes to our side of the Committee recently.

Ryan Luedtke from Pumping & Blending has stepped down, and we would like to thank Ryan for serving on the Committee for almost 15 years.

Ron Powell from the HVAC/Electrical Dept had been serving as an alternate, and will replace Ryan. We would also like to welcome Kevin Gwillim from Section 5 to the Committee as a new alternate.

There are a few notable safety items the Committee has been working on.

The Committee will be issuing a memo to the Company about several concerns regarding the Insulator Shop incident involving an Insulation Applicators vacuum. The vacuum contents were released in the Insulator Shop in early 2017 and was not investigated. We hope to resolve this soon.

The OH&S Committee has not been included in a few recent Dangerous Occurrence investigations. This has not been intentional and appears to be because some Incident Lead Investigators are not aware that OH&S participation is required. We have been assured this will no longer be a problem.

It would also be nice to get an interim solution for signage and barricades needed in the event of an emergency. Signs and barricades used to be stationed at most intersections

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 Guillemin

throughout the plant to restrict and divert traffic. There are a few gates but most intersections are unequipped. Please remember to obey signs and barricades during emergencies, as the roadways near emergencies are closed for good reason.

So you are given a task to perform but you are concerned about how safe it is?? Now what?

First thing is for you, or your work group, is to take the concern to the supervisor, where the vast majority of concerns are resolved. If the matter is not resolved to your satisfaction, then contact an OH&S Committee member. We can help by talking with your supervisor, and/or we can take it to the Committee for review. It's that simple.

If you have any concerns, questions or suggestions, please do not hesitate to contact any one of the committee members.

On behalf of the Worker OH&S Representatives, always look out for one another!

George Brailean

Worker Co-Chairperson

ohscochair@unifor594.com



COMMUNITY ENGAGEMENT UPDATE

Thanks to your help, our public awareness campaign has really taken off! We've seen an increase in engagement with our social media channels and website, and our presence at community events is well received.

Did you hear? We helped raise \$20,000 (!) for Food For Families as presenting sponsor of The Cookout in June 23? Event organizers, The Brotherhood, put on a fantastic fundraiser. Big thanks to those of you who volunteered time and brought your families to the event!

PORT ELGIN

Hello everyone! I recently had an opportunity to take part in the Grievance Handling and Workplace Leadership course, which is one of the many courses offered at the Unifor Family Education Center in Port Elgin, ON. This amazing resort is located on the shore of Lake Heron, with beautiful grounds and beach access. I traveled to Port Elgin on a chartered bus from Toronto which was a great opportunity to meet other Unifor brothers and sisters from across Canada. We were greeted with a warm reception and assigned rooms and a roommate (all rooms were double occupancy as the center was at max capacity). After meeting my roommate (which they couldn't have paired better, we are both named Derek) we went to explore the resort before the opening ceremony. At the opening ceremony I learnt I was the only member from Saskatchewan, which they were very excited about due to the fact they don't get many guests from Saskatchewan. After the opening ceremony we were then off to supper which was amazing just like every meal to



Watch for Unifor 594 at upcoming events like Regina Folk Festival, Queen City Marathon, and more.

Wanna lace up with the #Unifor594SupportSquad at the CIBC Run For the Cure on Oct 6? Visit our website [Unifor594](http://Unifor594.com) for details on how to join us or donate.

Please help amplify our messages:

- 1) Make sure you're following @Unifor594 on Facebook & Twitter and share our stuff
- 2) Use the campaign logo as your social media pic (get it at Unifor594.com)
- 3) Wear the campaign! Buy new gear before & after Executive and General Meetings or through your shop steward
- 4) Volunteer a few hours to represent our union around the community over the summer – it might be handing out info & swag or staffing a booth somewhere fun. Contact Ashlyn to raise your hand! infoofficer@unifor594.com

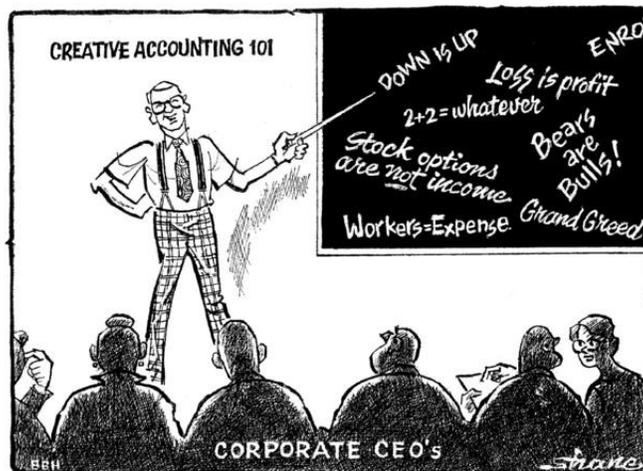


follow. The days consisted of classes 8:30am - 4:00pm with the odd evening class.

The classes consisted of many heated but fun discussions, as well as mock scenarios which were designed to build technical skills on the topics of preparing grievances and how to handle an investigation and provide fair representation. I found this very helpful as these are skills I am wanting to build on in my current position as a steward. We also worked on building communication skills and working on actions and strategies for strengthening the union on a local and national level. I found a lot of the best conversation was at the fire pit in the evening. I shared with other Unifor members (which consists of workers from all sectors of work from rail, automotive and transportation, etc.) some of the tactics that our company has been using and the behaviors that we have been forced to deal with the past few years. I was surprised by how disgusted and shocked the other members were that we, Unifor 594, are being treated as if we are so disposable. They shared with me how they have many of the same benefits (wages, DB pension plans) and are not being told they need to buy in and sacrifice these benefits, while putting themselves at risk daily (the majority of these companies are not at three quarters of a billion in the seventh month of the year). After sharing, I was excited to see the passion and support from our national brothers and sisters going forward with our fight ahead. I came back with many new skills and an optimistic new outlook that the executive team with the support of the national will get us a fair deal.

Derek Emperingham
PDD Shop Steward

LAST LAUGH



CALL TO ACTION:

Social Committee Members

The social committee is looking for members to help with the Christmas party, Shutdown Shaker and other events held during the year.

If you are interested in joining, please email:

info@unifor594.com



Are you interested in sporting
Unifor 594 Swag?
Check out our list of swag at:

www.unifor594.com



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