



The Conciliator

UNIFOR Local594 | Canada

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

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Guide:

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Daryl Schwartz (16)

Amy Wisniewski (17)

Daryl Watch (18)

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80 Years of History & Tradition

The following is the speech our Negotiating Chair, Dan Josephson, presented at CCRL's 80th Anniversary Gala at the Delta Hotel. His words garnered such a positive response, from all in attendance, we wanted to share them for those who were unable to attend.

Good evening everyone. Most of you here tonight know me, but for those who don't, my name is Dan Josephson and I am the Bargaining Chairman for our local. It's a privilege to be able to speak to you tonight on behalf of the members of Unifor Local 594. I'd like to start by recognizing the kitchen and serving staff who are all members of Unifor local 651, and thank them in advance for providing us with their services tonight.

We all know that over 80 years ago a small group of people banded together and decided to build the world's first co-operatively owned oil refinery. That in itself is quite an achievement considering the world economy at the time in which this facility was built. This small refinery made history again a few years later when in 1942, a new Union was formed, making the Co-op Refinery Canada's first unionized oil refinery. When the workers at the time banded together to form Local 1 of the Oil Workers Industrial Union, I'm sure they could never have imagined that their workplace would grow into the current one we have today. Just as the original company has changed over time so has the union. In 1947 we became known as the United Oil Workers of Canada Local 3. In 1948 we joined the Oil Workers International Union as Local 594. This union subsequently became the Oil Chemical and Atomic Workers International Union. In 1980 the Canadian branch of OCAW split off to form a wholly Canadian union, the Energy and Chemical Workers Union. Then in 1992 the ECWU merged with two other unions to form the Communication Energy and Paperworkers Union. Finally, on September 1, 2013, CEP joined forces with the Canadian Auto Workers to form Canada's largest private sector union, Unifor.

When I began thinking about giving this speech, I thought about what a Co-operative is. A Co-operative is a group of people who band together and create something for the mutual good of all their members. I then started thinking about what a Union is. A Union is a group of people who band together to work for the betterment of all their members. It would seem, based on these definitions, that Co-operatives and Unions are not all that different. Throughout our joint history, we have always managed to find a way to work together in a way that most other Companies and Unions have been unable to do. Since the first local was formed, there has been only one day of a work interruption, and that was 35 years ago. I believe that is a testament to our mutual goals of working to make this one of the best places to work in our industry. In my many interactions with other Unions, and other locals in our Union, I am constantly amazed at how we have managed to work together, rather than be at odds with each other. We don't always agree at first, but we find a way to turn our differences into strengths.

"We don't always agree at first, but we find a way to turn our differences into strengths."

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• 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

Scott Girard

Building Maintenance:

Garth Wendel

MRP:

Rob Jenkins

John Cheeseman

Pipefitters:

Wayne Globisch

Mechanics:

Derek Kups

Stores:

Brenda Curtis

Electrical:

Les Bonkowski

Jason Kelly

Instrumentation:

Jaret McCloy

Inspection:

Keith Britton

Fire & Safety:

Daryl Watch

Administration:

Charlene Rae

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

PDD Office:

Susanne Carpenter

PDD Loading:

Dean Warnke

Pension Chatter

Conceivably from now until the next contract is ratified there will be lots of talk swirling around our Pension Plan. We have seen this already with the Company bringing in their pension watchdog, Mercer Canada, to hold pension information sessions with our members. I thought it would be prudent to do our own research and publish a fact based opinion written by a third party.

Robert Brown and Craig McInnes wrote an article for the October 8th, 2014, Financial Post titled, *Why Shifting from Defined Benefit to Defined Contribution Pension Plans Won't Work*. I was drawn to this article because it speaks greatly to our situation. It outlines the obvious, that DC plans pale in comparison to DB plans. But they also discuss the effects of switching from one to another.

They start the piece by stating what we all already know, "It is widely recognized that DC pension plans are inefficient generators of pension income."

Making the switch away from a defined benefit pension plan has dangerous indirect effects as well. The article goes on to say, "Canadians unable to save enough directly or through workplace pensions while they are working become a burden in retirement for taxpayers."

"Several U.S. states that have looked at converting DB plans to DC have concluded that it would cost considerably more to maintain similar benefits. Two states that had converted to DC at least partially converted back because of concerns over how little income they were producing for retirees. A DC plan can be designed that will be better than most of those existing in Canada today, but experience and modeling show that it will still be a more expensive way of producing retirement income than a large, well-run DB plan."

Plans that are currently facing an unfunded liability are not helped by switching away from a DB plan. "If the motivation is to address an existing unfunded liability, note that converting to DC does nothing to address the past-service unfunded liability that a plan may have accumulated. Converting to DC makes the management of a legacy-unfunded liability more risky and difficult. It also does not freeze the existing liability. In several of the cases that we examined, the past-service unfunded liability continued to grow for decades after the conversion. Ultimately, a conversion to DC will lead to a situation where the past unfunded liabilities have been extinguished and no new unfunded liabilities can be created. However, it would typically take about a century to get to that state. Extra costs and risks would be borne in the interval and the extra costs associated with the loss of investment efficiency would go on as long as the DC plan exists."

So based on the evidence the authors of the article have provided, any discussion centered on a switch to a DC plan solving the Company's concerns with our plan are nullified. The Company will continue to target our members with concessions to a benefit we have deservedly bargained.

Robert Brown is a retired professor of Actuarial Science at the University of Waterloo and former president of the International Actuarial Association. Craig McInnes is a journalist and a writer.

Richard Exner, Chief Shop Steward



80 Years of History and Tradition continued...

Over the last several years, we have all seen our Company grow and progress, which is something every Company needs to do to survive. In order to progress, change must occur, yet change can be a scary thing for many of us. I think that, while we do need to look forward to the new Company that these changes can bring, it is important to also look to our past and remember where we have come from, and who got us there. Where we have come from is that long tradition of working together for the mutual betterment of all. Who got us there is the Workers of the Co-op Refinery, both Union and Management. If we can keep this in mind as we move forward, I think we can continue our history of cooperation and strive to make our workplace the best it can be.

With that in mind, I would like to ask Gil to come forward and accept this plaque congratulating the Co-op Refinery on achieving 80 years of operation, given on behalf of the members of Unifor Local 594, both past and present, in the spirit of Cooperation, Teamwork, and Trust.

Thank You.

Dan Josephson, Negotiating Chairperson

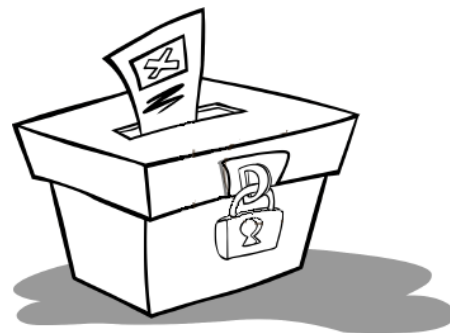


2015 Group 2 Election Results

This year Group 2 of our local union Executive was up for election. This included Negotiating Chairperson, Recording Secretary, Process Vice-President, Petroleum & Packaging Department Vice-President, Guide, Secretary Treasurer, one Trustee, and the Administration Vice-President. Each position came with a two year term, with the exception of the Administration VP (1 year) and Trustee (3 years).

Nominations for these positions were made in person at the May General Meeting on the 26th under the new procedure in our updated by-laws. All positions were filled without opposition.

Negotiating Chairperson - Dan Josephson, Process Section III
Process Vice-President - George Brailean, Process Section I
PDD Vice-President - Donny Stilborn, Dispatch
Administration Vice-President - Jamie Wilhelms, Accounting
Secretary Treasurer - Kaleena Baulin, Lab
Recording Secretary - Carla McCrie, Process Boilerhouse
Guide - Vivian Molnar, Inspection Clerk
Trustee - Daryl Watch, Fire & Safety



Together with the remaining Executive members, we will continue to serve the local in all manners pertaining to the CBA.

Also, the Bargaining Committee is now set and can begin preparing for the upcoming collective bargaining in 2016. Membership surveys will be distributed in the near future to gauge the needs and wants of the membership as whole going in to bargaining. Now is also the time submit any bargaining proposals you may have to the committee.

Thank you to the eight members mentioned above for volunteering your time and knowledge to our local and helping to make our union stronger everyday.

Richard Exner, Elections Committee Chairperson

