



The Conciliator

UNIFOR Local594 | Canada

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

• **EXECUTIVE**

President:

Kevin Bittman

Recording Secretary:

Carla McCrie

Treasurer:

Kaleena Baulin

Negotiating Chairperson:

Dan Josephson

Maintenance V.P.:

Abe Mejia

Process V.P.:

George Brailean

Administration V.P.:

Angela Smart

PDD V.P.:

(vacant)

Chief Shop Steward:

Richard Exner

Information Officer:

Abe Mejia

Guide:

Vivian Molnar

Sergeant at Arms:

Brandon Klatt

Trustees:

Daryl Watch (15)

Daryl Schwartz (16)

Amy Wisniewski (17)

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May 2015

Local Union Executive Group 2 Elections

At the **May General Meeting** nominations will be accepted for the following **TWO YEAR TERM** elected positions:

NEGOTIATING CHAIRPERSON

PROCESS VICE-PRESIDENT

PDD VICE-PRESIDENT

RECORDING SECRETARY

SECRETARY TREASURER

GUIDE

TRUSTEE (3 YEAR TERM)

ADMINISTRATION VICE-PRESIDENT (1 YEAR TERM)

Pleased be advised, as per our Local Union By-Laws, revised in 2015, the nomination and election process has changed.

Nominations for the above positions will only be accepted in person at the **May 26th** General Meeting.

As per the Local Union By-Laws (12.05.01), you are no longer required to have a nominator to be an eligible candidate for election. *“Any union member in good standing may nominate him or herself or others for an elected position, in person or writing. If the candidate cannot attend the nomination meeting, a nominator must present the candidate’s signed acceptance letter at the nomination meeting.”*

Anyone interested in being a candidate for a Shop Steward position should also make their intentions known at the nomination meeting in the same process as the above positions.

In the event an election is to run it will be held **June 1st - 5th from 5:30am – 7:00am** by the north entrance to the canteen. Ballots will be counted **June 5th @ 7:15AM** at the Union Hall.

If you have any questions about Executive Positions or the Nomination Process, please contact me at chiefshopsteward@unifor594.com.

In Solidarity,
Richard Exner, Elections Committee Chair

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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

Ryan Fox

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:

Donny Stillborn

Suzanna Carpenter

PDD Loading:

Dean Warnke

Prairie Regional Council Meeting

The 2015 Prairie Council meeting was held in Edmonton April 27 to 29. Local 594 sent two members, Kaleena Baulin and Carla McCrie. The three day conference saw 230 Unifor members from Alberta, Saskatchewan and Manitoba gathering to discuss union business, and the upcoming provincial and federal elections.

We heard from Rachel Notley, the newly elected Alberta Premier, about what she would like to do for Albertans if elected to represent them. She spoke about increasing taxes for the top 10% and corporations, and then putting that money back into community services like healthcare and schools. Notley also talked about keeping Alberta's oil sand bitumen for Alberta, not sending raw product down the pipeline to Texas and allowing the USA to keep all the value-adding jobs that come from our natural resources.

Kevin Chief, a Manitoba NDP MLA, spoke about the successes he's had in his home division of Point Douglas, Winnipeg. Point Douglas is the poorest electoral division in Manitoba. Through person to person engagement in the community, they are seeing higher levels of involvement in community programs to get people back to work, better educated and into improved family situations. Kevin Chief says the #1 thing poverty removes, is choice. To get people involved in solutions to fix very large issues, you need an example to hold up, not just offer support. You need to get the stories of success out, not just the stories about hardships.

We heard from a lot of speakers about the upcoming Alberta election and federal election in October 2015. How do we get people out to vote? Why do voters support political parties that don't have their best interests as a priority? How do we bring people to understand the issues without clouding the main message? Unifor is tackling these problems in order to elect a more cooperative government that does not step on our right to strike or legislate us back to work. We're looking for a political power that has the same values that our members have.

Prairie Council Committee Reports:

Organizing Committee: In 2014, Unifor certified 49 new locals, covering 2701 members. Already in 2015, the organizing committee has certified 5 new locals, covering 1773 members. We watched a video about Casino Rama employees and their struggle to become unionized. Casino Rama has gaming and hotel businesses at several locations in three provinces. It was pretty moving to watch workers come to together to better themselves. Casino Rama employees had not seen an increase in wages for 6 years. The Organizing Committee would like to work with any group of workers interested in organizing a certification vote.

Political Action Committee: The main focus now is the Federal Election coming up October 19, 2015. The plan is to try to elect government representatives and parties that value unions and the work that unions do, basically removing the conservative governments, federal and provincial, from their positions. Unifor is holding campaigns in conjunction with the Canadian Labor Council and provincial Labor Councils. This committee is working on "targeted ridings" research, Women 2 Women campaign, "Get Out to Vote" Pledge campaign. Each province has a coordinator. The dominos have started to fall with the election of Rachel Notley as Alberta's NDP Premier.

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Prairie Regional Council continued...

Health & Safety: There have been 6 Unifor member deaths on the job since formation of the new union, 5 Brothers and a Sister. Four of those workers were from a single local, 707, representing workers in Fort McMurray. Health and Safety organizations are struggling with post-incident confidentiality agreements. Workers are signing confidentiality agreements and then workplace accidents and injuries are harder to investigate and make public. There is a shift going on in workplaces to “behavior based safety” and “situational awareness”. Health & Safety Committee reported that more work needs to be done into the areas of psychological injuries of our workplaces.

Other speakers at Prairie Regional Council included Gil McGowen, from the Alberta Federation of Labor, reporting on the Unifor Study on Upgrading. This study examined if upgrading and refining the oil sands crude in Canada was really a money losing venture for companies (spoiler alert, it's not). Kathleen Monk, part of a Unifor Community Chapter for Freelance Journalists, spoke about the best way to get your organizations message out to the people who need to hear it. Often, we preach to the choir, but we must engage the people on the fence. We need a strong simple message that people can understand and we need to stay with the same message over and over and over. It doesn't help to demonize our opponents; it actually strengthens our opponent's image in the eyes of their supporters.

“Often, we preach to the choir, but we must engage the people on the fence.”

We attended the Women's Caucus, an Air Canada Rally at the Edmonton Airport to support the Air Canada workers in hostile negotiations right now and a Day of Mourning Ceremony for Workers killed on the job.

Next year's council meeting will be in Saskatchewan. Overall, the 2015 Prairie Regional Council meeting was a great experience with many knowledgeable speakers.

In Solidarity,

Carla McCrie, Recording Secretary

Last Laugh



Staying Connected

Website. www.unifor594.com

Email. info@unifor594.com

Twitter. @Unifor594

Facebook. Unifor Fiveninefour

General Meetings. Fourth Tuesday of every month at the Union Hall.



Know Your CBA - Article 2

In this installment of 'Know Your CBA' we highlight Article 2, specifically paragraphs 2 & 3. In short, this clause in the agreement talks to **Management Rights**. All CBAs contain a management rights clause that specifies exactly what is *not* subject to negotiation. Instead, they detail what areas of operating the company are left to the sole discretion of the employer. These rights, however, are not absolute. For example, although a management rights clause allows employers to decide who to fire, terminations can be grieved and arbitrated by unions if the union disagrees with the decision or procedure of termination.

In an interesting side note, the very first CBA our local, then Oil Workers' Industrial Union Local #1, signed with the Coop Refinery on December 1st, 1942 did not contain a management rights clause. Our current language has been copied and pasted below in the next two italicized paragraphs.

2. *The Union recognizes the responsibility of its members to faithfully and diligently perform their respective duties for the Co-operative and will, at all times, carry out their individual responsibilities according to the regulations, methods and procedures established by Management. The Union also recognizes that the management of the organization and the direction of the working force, including the right to hire, suspend, or discharge for just cause, to assign to jobs, to establish qualifications for the positions to be filled and to judge merit and ability of employees, to transfer employees within and between the Refinery and Petroleum Distribution Department, to increase and decrease the working force, to determine products to be handled, produced or manufactured, the schedule of production and the methods, processes and means of production or handling, is vested in the management of the organization **subject to the provisions of the Agreement**. The Union recognizes the personnel policies and procedures of the organization as submitted to the Union on commencement of this contract date, but the application of these policies and procedures shall not take away the employee's right to grievance procedure as outlined in Article 14.*
3. *The Co-operative retains the right to contract work with outside persons or firms. **It is understood that such right will not be used to displace any employees currently employed in classifications covered by this Agreement. No work customarily performed by an employee covered by this Agreement shall be performed by another employee of the Co-operative or by a contractor, except as provided herein.** Use of a contractor for running maintenance must be communicated to the Union and acknowledged prior to the work commencing. The agreed interpretation of this clause is contained in the Agreement Supplements under "Contract Work" (Letter of Understanding #58).*

As we have said before, a CBA is one of the main governing documents in our partnership with CCRL. But to constantly refer to the CBA as a CBA takes away from the power of the words that form the initials. A CBA is much more than a CBA, it is a Collective Bargaining Agreement. When it is broken down, and you put the individual definitions together it changes the perception of the document. This is not a book the Union slapped together and threw down on HR's desk, or the inverse. Our current Collective Bargaining Agreement has taken 73 years of negotiations by smart and dedicated men and women, from both sides of the table, to get that document to where it is today.



The Coop and Union 594 flags fly proudly together at the RBO on Park Street.

Currently our local has **five** active grievances dealing with issues related to Article 2. Those are just the issues we could not get resolved through initial discussions. Almost daily an Article 2 issue comes to light. It is vital to our future as a union that we stay diligent and protect our work, whether it's from contractors or management who over-step their rights.

Our strength is in our people, always has and always will be. Be sure to take care of one another out there.

In Solidarity,
Richard Exner, Chief Shop Steward