



# The Conciliator

**UNIFOR** Local594 | Canada

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

• **EXECUTIVE**

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**Recording Secretary:**

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**PDD V.P.:**

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**Chief Shop Steward:**

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**Information Officer:**

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**Guide:**

(Vacant)

**Sergeant at Arms:**

Brandon Klatt

**Trustees:**

Daryl Schwartz (16)

Amy Wisniewski (17)

Daryl Watch (18)

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## 2016 Prairie Regional Council

Prairie Regional Council (PRC) represents the Unifor members living in Saskatchewan, Alberta and Manitoba. The PRC is the wing of our National Union that is focused on goals that may be specific or unique to the Prairies. 135 delegates from over 50 locals attended the council meeting.

One of my favorite speakers was David Thompson speaking about “Just Transitions for Workers”. As our resource and labour based economies move towards even greater automation and increasing restrictions on resource development (or slowed resource development to stabilize growth), industries, companies and government need to look at how to make these transitions fair without leaving workers in the lurch. The idea is that workers should not carry the entire burden of social change. Unfortunately, workers are forced to carry the responsibility and expense when there is changes in industry; the prime example being when crude oil prices fell last year. More than 100,000 people have lost their jobs in the Canadian oil patch over the course of the downturn<sup>1</sup>. Had a “Just Transitions” plan been in place things could have been more organized, a more gradual lay off strategy worked out, workers being moved to different job locations, etc. Mr. Thompson cited a couple examples of “Just Transitions” the first being in Washington State. The state made a commitment to move away from coal-fired power plants, which would’ve required TransAlta (power provider) to close one coal-fired plant. Since all relevant parties were represented at the table, the decision was made to delay plant closure to a time when 40% of the work force would be at retirement age; in addition, workers were retrained to move into other jobs, in and out of the industry. TransAlta also put money into the communities that the job losses would effect. In the coming decades, we are going to see a greater focus on environmental policy and that will affect our resource based workplaces. For a more in depth read on how to achieve a just transition from fossil fuel industries to greener industries, you can simply google CEP Policy 915 and read all about it.

*“The idea is that workers should not carry the entire burden of social change. Unfortunately, workers are forced to carry the responsibility and expense when there is changes in industry; the prime example being when crude oil prices fell last year.”*

GRJ Law Firm put together a discussion on Drug and Alcohol Programs in the workplace that encompassed the limitations based on case law and the balance that must exist between safe workplaces and an individual’s right to privacy, liberty and autonomy.

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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

**Building Maintenance:**

Gary Gruell

**MRP:**

Rob Jenkins & James Cheeseman

**Pipefitters:**

Wayne Globisch & Shaun Jenkins

**Mechanics:**

Derek Kups

**Stores:**

Brenda Curtis

**Electrical:**

Les Bonkowski & Jason Kelly

**Instrumentation:**

Jaret McCloy & Dave Mushynsky

**Inspection:**

Keith Britton

**Fire & Safety:**

Daryl Watch

**Lab:**

Mike Fink & Ray Strueby

**Pumpers:**

Ryan Dzioba

**Decokers:**

Jon Javorik

**Welders:**

Jim Milton

**Scaffolders:**

Nelson Wagman

**Construction:**

Mike Pelzer

**Boilerhouse:**

(vacant)

**Insulators:**

Kris Atkinson & Luke McGeough

**PDD Office:**

Susanne Carpenter

**PDD Loading:**

Dean Warnke

## 2016 Prairie Regional Council

Danielle Monroe, from ACT Alberta, gave a presentation on Human Trafficking. ACT Alberta is helping those who are being trafficked and exploited, while at the same time gathering data and studying the issue to really figure out how to combat human trafficking better. Common stereotypes dictate that this is a women's issue and involves only the sex trade, but ACT Alberta is finding that this is not the case. One in four humans trafficked are men and, while trafficking for the purposes of sex makes up more than half of all cases, another 45% of people are trafficked for the purposes of labour. Unionized workers could be working alongside trafficked workers and it's something we don't think or talk about. Visit ACT Alberta.org for more information.

One of the things that always interests me is the report on organizing. In the first part of 2016, Unifor conducted 13 organizing campaigns that resulted in 1183 new Unifor Members. Last year saw 6287 new workers certified under Unifor. Unionized work does so many good things for its members and for non-unionized workers, gives voice to marginalized groups and support to those socially segregated groups, that it's always awesome to here of more workers standing up for themselves, especially as union density decreases. We need to stem the tide!

Other interesting notes from the weekend: PRC OHS Committee is campaigning against Behavioral Safety Programs, with a 'No BS Campaign'. Behavioral Safety Programs put all the onus on the worker to manage workplace safety. The Women's Committee is lobbying to include paid and unpaid leave for those who are victims of domestic violence in our Provincial Employment Acts, as well as campaigning for a national child care program. All in all, there is tons of good work being done out here in the Prairies!

In Solidarity.

Carla McCrie

<sup>1</sup> [http://business.financialpost.com/news/energy/calfrac-well-services-ltd-cuts-another-500-jobs-from-north-american-workforce?\\_\\_lsa=d845-8d5a](http://business.financialpost.com/news/energy/calfrac-well-services-ltd-cuts-another-500-jobs-from-north-american-workforce?__lsa=d845-8d5a)

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## Shutdown Shaker

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### The Union Social Committee

is once again hosting a

### Shutdown Shaker

Our annual celebration of the completion of

Turnaround

May 27th, 2016

Doors open at 6pm

Beverages \$3 Beef on a Bun \$3

200 Hodsman Rd



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## 2016 Accommodation Law Conference

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On March 30-31, Denise Hersikorn and Sharlene Stanley attended the 2016 Accommodation Law Conference in Saskatoon. It was well attended with an even split of labour and management representing several unions and many workplaces.

The conference began with a review of the year's top accommodation cases in Canada. The sessions following featured topics like family status, management rights vs. the duty to accommodate, accommodating gender identity and transsexuality, chronic disabilities, older employees and addictions. With this wide range of topics, there was something to be learned from each session that could help our local's committee now or with future accommodation situations.

The two day conference concluded with a mock arbitration session with lawyers presenting their cases for both union and management. An arbitrator then made a ruling and explained his ruling on each of the ten cases. It was very enlightening to see the process and the possibility of biases and how those biases factor into the final decisions.

In Solidarity,

The Accommodation Committee

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## Know Your CBA

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In October of 2015, Human Resources announced that they were going to re-administer their Attendance Management Program (AMP) at the Refinery.

The need for an Attendance Management Program at CCRL has little merit considering the incredibly low sick leave percentage for the plant, which floats right around the 4.5% range. This is fantastic statistic considering our industry and all the hazards that exist. To achieve an average that low is even more amazing when you compare it to some of the other major employers in Regina (Crowns, Evraz, Public Sector, etc.). Not to mention the high levels of overtime worked by several departments that would further decrease the overall percentage if it was considered in the calculation.

There could come a time in your career that you may be put on the AMP and be required to provide a doctor's note in order to receive sick pay. The Company also reserves the right to ask for a doctor's note at anytime as set forth in the collective agreement under Article 15, Section 2, paragraph A, and it states:



“The Co-operative reserves the right, in the event of an application for sick leave pay, to require a medical certificate and the cost of the medical certificate will be paid for by the Co-operative.”

So if you incur an expense when obtaining a doctor's note from your attending medical physician at the Company's request, be sure seek reimbursement from the Company. Your Supervisor has been trained to assist you with any help you may require in filling out the appropriate paperwork.

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## Know Your Local

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In the last three years our membership has grown, and with it the disconnect. Even long-serving employees aren't aware of all the ins & outs of our union. As a pure volunteer run organization it can be difficult to keep everyone informed and connected.

This is an issue the Executive recognized a few years ago and have been working, in our spare time, to develop and initiate programs and strategies that would help resolve some of our shortcomings. Whoa, that sounded like it was written by someone with an organizational effectiveness background. Or maybe I have just spent too much time in grievances meetings with the Company I am starting to sound like them. All kidding aside, every company or union should always be looking at ways to improve those that they serve.

Some weaknesses have been addressed with the re-design and launch of a fresh new website for our local at [www.unifor594.com](http://www.unifor594.com). The website contains the history of our local, news about upcoming events, contact information for executive members, brings together updates from our social media accounts, and so much more. On that note, we have also made a commitment to be more active on social media with Twitter and Facebook.

Follow our Twitter account @unifor594 for updates on issues that effect our workplace, our industry, and the labour movement as a whole.

Be sure to friend us on Facebook Unifor Fiveninefour for information about union events and news regarding the local. We promise no memes!

The Conciliator is also being published more frequently. And in an effort to entice the contributions of the entire membership, at the last General Meeting a motion was passed that would see all contributors of publishable articles be paid for their work. So if you have a great idea for an article send it to [info@unifor594.com](mailto:info@unifor594.com) and get paid.

Your local has several other programs and benefits for the membership, ranging from scholarships and SFL camp sponsorships to reimbursement for taxi service after union events and union relief top up.

For more information be sure to attend the General Meeting held at the Union Hall on the fourth Tuesday of every month.



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### Last Laugh

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"I want to thank all of you for the help during our financial difficulties."

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### Staying Connected

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**Website.** [www.unifor594.com](http://www.unifor594.com)

**Email.** [info@unifor594.com](mailto:info@unifor594.com)

**Twitter.** @Unifor594

**Facebook.** Unifor Fiveninefour

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