



The Conciliator

UNIFOR Local594 | Canada

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

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Amy Wisniewski (17)

Daryl Watch (18)

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SFL OH&S CONFERENCE REPORT 2016

I, along with other worker members of your CRC Occupational Health and Safety (OH&S) committees, were fortunate enough to have the opportunity to attend the Saskatchewan Federation of Labour (SFL) OH&S conference here in Regina on September 7-9. The theme of the conference this year was “Changing Minds: Mental Health and Workplace Stress”. There was a wide range of workshops available for participants to choose to attend which ran from general topics such as “Effective OH&S Committees” to specific subject matter like “Duty to Accommodate”.

The conference opened with the Statement of Equality and a Statement for a Harassment-free Conference, and a Moment of Silence for workers killed on the job, specifically referencing the 3 workers under 30 years of age that have died in the last 2 months.

Trent Wotherspoon, the Interim Leader of the NDP and the official Opposition in the Saskatchewan Legislative Assembly, was also on hand and pledged to continue to press the Sask Party government to move back towards better OH&S involvement, such as random inspections instead of targeting 50-60 of Saskatchewan’s most injury-prone businesses. This obviously means to businesses that if you haven’t been inspected, you shouldn’t expect to be. Self-policing has proved to fail in the past in this province and does not have the safety of Saskatchewan workers in mind. This topic was echoed in closing comments by SFL president Larry Hubich, who noted that there are almost four times as many Conservation Officers as OH&S Officers according to the Saskatchewan Government directory. With all due respect to Mother Nature, workers deserve the same level of protection as our environment.

“Self-policing has proved to fail in the past in this province and does not have the safety of Saskatchewan workers in mind.”

Another conference highlight was the dinner theater presented by University of Saskatchewan Drama alumni called “With Glowing Hearts”, a one hour play about the contributions of Women’s Auxiliaries in remote mining towns in the 1940’s and 50’s. They were the social backbone of these towns and safety advocates, since a workplace injury or death to the husband was economically devastating to the family.

Along with CRC’s Robb (not a spelling mistake) McLean, I attended a workshop on Harassment Investigation in the Workplace. The facilitator was Corrine Pauliuk of Vision Quest Advisors. She is experienced as a Mediator, Private Investigator, and a former CBC journalist.

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• SHOP STEWARDS

Section IA:

Nathan Kraemer

Section IB:

Charles Britner

Section II:

Chad Gettle

Section III:

Curtis Baht

Section IV:

Avery Riche & Travis Parker

Section V:

Chad Thompson

Building Maintenance:

Gary Gruell

MRP:

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

Packing & Blending, Warehouse:

(vacant)

Administration:

Amy Wisniewski

SFL OH&S Report

The workshop's objectives were: to understand the definitions of inappropriate behavior under Human Rights Codes and the Law; to conduct investigations following Natural Justice (free from bias), Law, and Policies and Agreements; legal responsibilities of an Investigator; and writing reports. There were many interesting scenarios put forth that led to great dialogues and learning opportunities. For example, verbal protest (saying "no" or "stop") is not necessary in an overt harassment claim, though in many cases it would be enough to deal with the issue. Another interesting fact is that any verbal threat to job security (Do this or we'll find someone who will!) is personal harassment. There are many more instances that we discussed, and I invite anyone to feel free to talk about what we learned in the workshop.

In closing, I'd like to acknowledge any co-workers whose effort made it possible for myself and other reps to attend this or any union task. Providing coverage so your reps can deal with negotiating, grievances, OH&S, etc. help your local serve you better. Be sure to talk to any committee member about how it can benefit you.

In Solidarity,
Cameron McGonigal, Process Section 1A

Bargaining Update

Earlier this month, the Company and Union concluded our eighteenth day of bargaining meetings, which included five days over the middle two weeks in October. This has been a long, arduous process in which we are finally seeing some movement. The Union remains committed to negotiating a fair deal for our members, and will not waver from the mandate given to us last Fall by the membership.

All non-monetary and monetary proposals, from both sides, have been presented, and discussed. As you know, the National Pattern has been ratified, and subsequently agreed to by many Unifor locals across Canada within the National Energy Program.

We have booked an additional nine bargaining dates with the Company, spread throughout December, January, and February.

As well, the Company has committed to paying employees the Vacation Pay owed to them; which you should have received on the October 26th pay day.

Unfortunately, this is all the information we can share at this time. We appreciate your patience and support as we work diligently to reach an acceptable agreement.

In Solidarity,
Unifor 594 Bargaining Committee

**"Let us never negotiate out of fear. But let us never fear to negotiate." -
John F. Kennedy**

Workplace Mental Health

I was lucky to be one of ten members from our local to attend the “Workplace Mental Health: A Call to Action” National Conference in Newfoundland. The conference was sponsored by the Health, Safety and Industrial Relations Training Fund (HSIRTF). The organizers did a fantastic job of bringing together a wonderful group of speakers and workshop presenters. There were a total of twelve workshops; unfortunately we were only able to attend four each.

The conference got off to a fantastic start in my opinion, with keynote speaker Steven Page, of Barenaked Ladies fame. Through humour and song, Page shared his struggles and ongoing battle with mental illness. He explained that anxiety and depression can be a life long battle. But it is a winnable battle with the help from medical professionals and support from family, friends and co-workers. Page did warn that more needs to be done to improve accessibility and shorten wait times for those seeking mental health care. It is further proof of just how important conferences like this one are to understanding the problems, and how we can improve to better the mental health situation in Canada.

A common theme throughout the conference was the difficulty in providing care, receiving care and maintaining care and good mental health. We all have a very important role to play in the world of mental health. There are many signs and ailments as a result of poor mental health: depression, anxiety, addiction, eating disorders or burnout. Recognizing these signs can be very difficult, unfortunately the stigma attached to mental health issues make diagnosis and treatment all the more difficult. This is why it is up to each and every one of us to be aware of our actions and language on a day to day basis. Mental health unfortunately does not present with the obvious signs of a physical ailment like a broken arm. Sometimes a simple “good morning” or “have a good weekend”, might be all it takes to let someone know they have somewhere to turn. On a larger scale we need to do more as a union to assist our sisters and brothers to achieve what we all desire and deserve, a healthy and happy mind and life.

To close out the conference there was a roundtable presentation from a group of workers from the Hibernia Management and Development Company (HMDC) which operates the Hibernia platform, an offshore oil drilling operation off the coast of St. John’s NL.

Five hundred employees work 3 weeks on, 3 weeks off, with 270 workers on the platform at any given time.

This group developed a joint Wellness Committee consisting of union and management employees specifically trained in mental health first aide. Together this group provides assistance to co-workers and the general public through their ALGEE model, which stands for:

Access risk of suicide and/or harm.

Listen non-judgmentally.

Give reassurance and information.


Encourage the person to get appropriate professional help.

Encourage other supports.

In the end the conference was an incredibly worthwhile experience, and opened my eyes to direction and initiatives we as a local need to undertake to best serve our growing membership. I feel I’m better equipped with the tools I need to act as your Union Chair on the Accommodation Committee.

We can all do better, as a co-worker , as a union, as a company.

In Solidarity, Denise Hersikorn, Accommodation Committee



20% of Canadians
will personally
experience a mental
illness in their
lifetime.

Mental illness
affects people of all
ages, educational
and income levels,
and cultures.

2016 Union Holiday Social

Your Unifor 594 Social Committee is excited to announce that tickets are now on sale for our annual Union Holiday Social.

November 26th, 2016

Cocktails 5:30pm

Supper 7:00pm

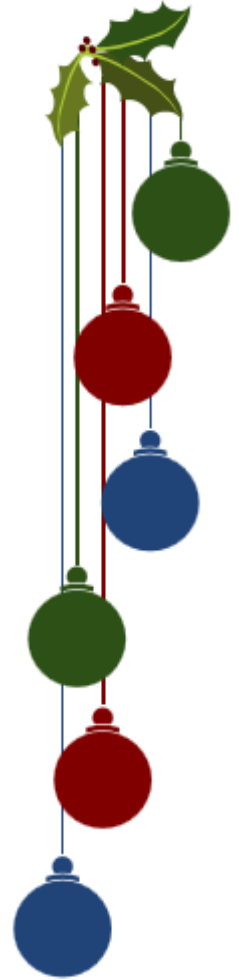
The New Montagues
will be performing later in the evening!

The Italian Club : 2148 Connaught St

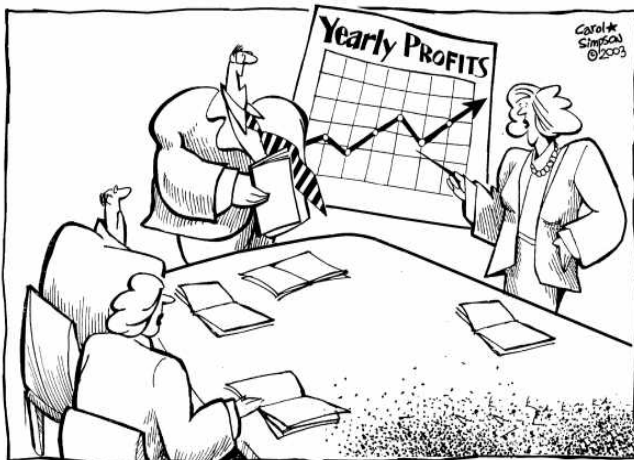
See your Shop Steward or a Social Committee Member for tickets!

As always the Union will reimburse those who choose to take a taxi home,
just save your receipt and submit it using the Union Expense Form.

Please don't drink & drive!



Last Laugh



*"Our financial projections for next year look excellent...
Handford, misinform the union immediately."*

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.