



# INTERNATIONAL UNION OF OPERATING ENGINEERS

WINTER

## NEWSLETTER

2015

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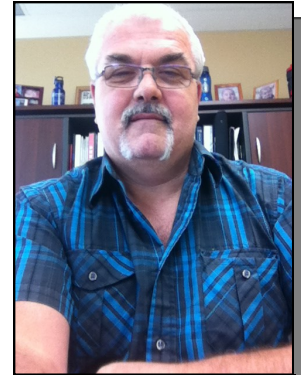
- ◆ Great News!
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### IUOE Local 772 Success

Hope you and your families had a safe and happy holiday!

As we move forward in 2016, we should reflect back on the successes of the past. All too often we focus on the negative and while certainly bargaining remains

challenging and workplace tensions remain high, Local 772 members have experienced success.



**Greg Hoath**  
Business Manager

After a long battle in the City of Hamilton over a third-party takeover of the entertainment and convention facilities, the union-entrenched successor rights protecting member's jobs and collective agreement stopped the introduction of part-time employment in a full-time unit, got money for both the members and the union and secured agreement on language protecting against contracting out and non-union personnel performing bargaining unit work.



Our newest members at Maple Leaf Foods received market adjustments upwards of 20% with wage increases of between \$4.00 - \$6.00 per hour in the first year. The members are 2nd, 3rd and 4th Class Operating Engineers.



The IUOE has been able to secure more and more co-op student and "apprentice" positions with our employers allowing the next generation of Operating Engineers to garner the necessary experience to advance their TSSA certification levels.



We are one of very few unions that challenged employer Attendance Management programs and won. We did not sit back and simply allow our members to be subject to excessive invasions of privacy.



This is just to name a few of our success stories. We should promote the good we do given the job our critics do of bashing us and unions in general. We will continue to share our successes on our website - [www.iuoe772.org](http://www.iuoe772.org) Please check us out! Talk to you soon!

Regards,

Greg Hoath, Business Manager IUOE 772

# 2015 IN OTTAWA

WIN!

**Job Security and Annual Wage Increases:** Cascades Recovery Incorporated has been successful in its bid to provide services to the City of Ottawa for the next four years with extension options. The recycling materials business is extremely competitive. With this contract, our members have job security with annual wage increases. An injection of approximately \$4 million for facility and equipment upgrades are currently taking place. Training and minor shut downs have and will continue as upgrades are made. In this competitive market, the contract combined with the Government recycling materials, the Company and our members will prosper as part of Cascades Inc., based in Quebec.



Lynda Cloutier  
Business Agent (Ottawa)

WIN!

**Union Representatives and Our IUOE Members Working Hard for Members:** Our Union representatives and members work together for improvements in their workplace for our members. Supporting each other and working as an IUOE Team is evident with our representatives on Committees and Advisory Groups. Examples:

- a Security Team put together a list of desirable programs and courses to benefit our members in the workplace, their careers and Company.
- numerous Health and Safety Committee representatives, who ensure that every workplace is safe and healthy, with issues or required changes made by Management.
- Negotiation Teams bargaining improvements on behalf of members. Besides monetary improvements like wage increases, the Team representatives make significant improvements in gaining more rights for members and less for Management. Hats off to Stewards, Committee Representatives and Members for their hard work and time!

WIN!

**Newest Members:** Thank You to our Shop Stewards for Organizing! We now represent Clerical and Reception positions at a location due to the organizing efforts of our Shop Steward. Our newest members now received the same wage increase that all other IUOE members had received plus unionized member rights, not had previously. Seniority and casual work hours were not included in the accumulation for seniority before becoming a member but they are now, especially for members in more than one job classification. Now all hours worked count towards seniority. Welcome!

(continued on page 3)

# 2015 IN OTTAWA

(continued)

WIN!

**WSIB:** The Union has been successful in getting compensation to workers injured at their workplace even when opposed by the Employer. The Union has had physiotherapy costs by WSIB, loss of wages, and ensured a member was paid their lost time for his workplace injury since modified work was not offered by the Employer. We have been very successful in our appeals against WSIB decisions to deny benefits or costs for out-of-pocket expenses such as physio appointments, lost wages and more.

WIN!

**Compensation for Working in a Higher Job Classification:** Too often our members forget that they are entitled to the higher wage when working in a higher job classification. Recently, the Union was informed of this exact scenario; a member replacing a member in receipt of a higher wage that was not being paid. The Union confronted the Employer and the employee is now paid the higher wage.

WIN!

**Performing Work Beyond Your Ability / Capacity:** Recently, the Union was informed of members being asked by their Employer to perform work that required a specific license. In this economic climate, a number of cases have come to our attention such as the above with Employers trying to save on operational costs. In this case, the Union put on record the liability and Company being responsible, and had the work stopped immediately. If you are aware that you should not be performing the work you're being asked to perform by your Supervisor/Manager: Tell us! We had this situation stopped immediately. If you on an accommodation or modified work, do not perform any work outside of your ability. This puts our members at serious risk of death or personal injury, as well as the facility and other workers.

WIN!

**Termination – Without Cause:** A member at one of our organizations was unable to be accommodated in their position or in any physically demanding positions at the workplace. The Employer attempted to terminate without any compensation. The Union was not only successful in obtaining a substantial amount of severance for a “without cause termination” from the Employer but also a letter of reference for future employment opportunities.



Let me win. But if I cannot win, let me be brave in the attempt.—  
*Special Olympics athlete oath*

# GREAT NEWS!

## NEW MEMBER GROUPS

IUOE Local 772 continues to grow! We welcome new members and new bargaining units at Ferrero in Brantford, Maple Leaf Foods in Hamilton, Canadian Blood Services in both Toronto & Brampton and Scotia Plaza in downtown Toronto. We are honoured that you overwhelmingly selected IUOE Local 772 to represent your interests in the workplace.

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## BILL C-377 UPDATE

The Minister of National Revenue has waived reporting requirements under **Bill C-377!** This anti-union legislation proposed by the previous Conservative government would have created extra burdens of costly financial reporting to unions and driven member fees up.

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## CANADIANS UNITED FOR CHANGE

A not-for-profit entity called Canadians United for Change (CUC) was formed as a result of a resolution that was passed unanimously at the 57th Canadian Conference of the International Union of Operating Engineers held in 2015 in Halifax, Nova Scotia. The organization ran a political campaign during the 2015 federal election and will also run campaigns during future elections. Visit their website at [www.canadiansunitedforchange.ca](http://www.canadiansunitedforchange.ca).

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## RECRUITING FUTURE POWER ENGINEERS

The TSSA has a real concern with a critical shortage of Power Engineers. A **recruitment video** was produced to raise awareness of the craft. View the video at [www.iuoe772.org](http://www.iuoe772.org).

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## HELPING POWER ENGINEER APPRENTICES

IUOE Local 772 has been successful in securing **placement for student Engineers** so that they may get the steam time required for TSSA certification!

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## FUNDRAISING SUCCESS AT CANADIAN NUCLEAR LABORATORIES

Our members in the HVAC department at CNL in Chalk River, Ontario have raised \$500 for United Way initiatives from purchases at their snack bar!



# GREAT NEWS!

## TWO STEWARDS TAKE THEIR HAIR OFF FOR CANCER FUNDRAISER

Two of Kemptville District Hospital nurses, Shop Steward Erin Devereaux and Cathy Coville started a Relay For Life team to support Erin's cousin and Cathy's best friend who was diagnosed with breast cancer. Erin's fellow Shop Stewards, Anita Baker and Harold Westendorp volunteered to shave their heads if \$1500 was raised. The challenge was posted around the Hospital and a total of \$2031 was raised for the Relay For Life!



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## SCHOLARSHIP AWARDED TO CHILD OF LOCAL 772 MEMBER

Congratulations to Joshua Diluca for being awarded a Hamilton and District Labour Council scholarship! Joshua is the son of IUOE 772 member Rob Diluca and is currently taking the Cyber Security University program at Sheridan College. To qualify, Joshua wrote an essay on the topic of how belonging to a union household has improved his life. He sees first-hand how Unions fight not only for the unionized workers but they also bring awareness of a lack of funding and cuts to government programs that most citizens would not normally hear about. The scholarship is open to students whose parent or recognized guardian is a member of a union affiliated with our Local and the Hamilton and District Labour Council. Applications for the scholarship can be found at [www.iuoe772.org](http://www.iuoe772.org).

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## BURSARIES & SCHOLARSHIPS AVAILABLE

There is financial assistance available to the dependents of IUOE 772 members who are or will be entering post-secondary education. Bursaries have been made available by Local 772, the Canadian Conference of the IUOE, and the Hamilton & District Labour Council! For more information, please visit [iuoe772.org/news](http://iuoe772.org/news).

# GREAT NEWS!

## NEW HIRE IN IUOE OTTAWA OFFICE

We are pleased to welcome Catarina Rotondo to our Ottawa-area office! Catarina joins us in a job share with Diane as Executive Assistant.

WELCOME!

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## UNION SAVINGS BENEFITS AVAILABLE

Union Savings is Canada's only not-for-profit, union-run members' benefit program. They offer a variety of services for union members, including discounted home and auto insurance, post employment employee benefits, credit cards, life and accident insurance and mortgage brokerage services. See ad on next page and a full list of the benefits new in 2015 can be found on their website [unionsavings.ca](http://unionsavings.ca).

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## LOCAL 772 CONTINUES TO DELIVER ON TRAINING

Local 772 provides an all-encompassing training session for Shop Stewards that includes the grievance process, arbitrations and human rights with guest speakers. Our latest session held Saturday May 23rd and Sunday May 24th, 2015 was a big success! Any Stewards interested in attending an upcoming session who have not already attended previous sessions are asked to contact us at 905-527-5250 (Hamilton) or 613-748-0546 (Ottawa).

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## MEMBER GENERAL INFO

- When you change your address or e-mail or contact information, let us know. Call us at 1-800-286-0422 or 613-748-0546 or send an email to [iuoe772hamilton@rogers.com](mailto:iuoe772hamilton@rogers.com).
- When you leave a message, be clear, speak slowly and provide your name, where you work and the best way to contact you.
- If you need to call the Union office, do so before/after work, on break or lunch. Some Employers will discipline members for calling the Union, when paid to be working.
- Let us know of any births, retirements, weddings, etc. Hearing news about our members is important to us.

Do you have any good workplace stories or articles that you would like to share in our next newsletter? Let us know! Email us at [iuoe772hamilton@rogers.com](mailto:iuoe772hamilton@rogers.com)

**DON'T FORGET!**

As a member of the  
**IUOE**  
you can save money on:

**INSURANCE**

Accident  
Critical Illness  
Guarantee Issue  
Health & Dental  
Home & Auto  
Term Life

**FINANCIAL**

Credit Cards  
RESPs

**CAR RENTALS**


**MOVERS**

**MORTGAGES**

**REAL ESTATE**

Register at [unionsavings.ca](http://unionsavings.ca) to take advantage of exclusive discounts from Canada's only not-for profit, union run, members' benefit program, or call **1-800-418-2990**.

 [UnionSavingsCanada](https://www.facebook.com/UnionSavingsCanada)

 [@UnionSavings](https://twitter.com/UnionSavings)

Local 772



# MEMBER'S UPDATE

## Retirees to Date 2014—2015

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- Sylvain Bercier—University of Ottawa
- Nellie Beverdam—Canadian Bank Note (Bindery II)
- Wayne Blimkie—Canadian Nuclear Laboratories
- John Brimer—Global Spectrum
- James Duguay—Canadian Bank Note
- Donald Kellock—York University
- Katherine Kibbee—Canadian Bank Note (Bindery II)
- Nancy Koekkoek—Kemptville District Hospital
- Edward Laberge—Bentall Capital
- Daniel Lemieux—University of Ottawa
- Percy Lemieux—Bentall Capital
- Edward Lucy—Nestle
- Michael Page—Molson Coors
- Marc Paul—University of Ottawa
- Frank Raczek—Molson Coors
- Liette Renaud—Canadian Bank Note (Bindery II)
- Jocelyn Robitaille—University of Ottawa
- Maria Yeong—Canadian Bank Note (Bindery II)



## In Memoriam

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IUOE wishes to extend its condolences to the families of Local 772 members who have passed away:

- Miguel Ste-Marie (Chantecler)
- John Campbell (Sanofi)



**PLEASE POST ON YOUR UNION BULLETIN BOARD TODAY!**