



INTERNATIONAL UNION OF OPERATING ENGINEERS

AUTUMN

NEWSLETTER

2013

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Right-Wing Agenda

Message from Business Manager, Greg Hoath

The International Union of Operating Engineers and all of labour are in for the fight of our lives to protect working men and women of the middle class; a fight of which has not been seen since the early 1900's when workers



fought for shorter work weeks, better pay and a safe workplace. But we are up to the challenge. We will protect our members and their families from the right-wing agenda that threatens our livelihoods.

Big business, governments and anti-union groups have taken direct aim at unions, its members and quite frankly the middle class. The 1% of the population is not satisfied with their nearly 30% share of Canada's wealth. They want more. Governments believe free enterprise is the way to economic growth and anti-union groups are powerful lobbyists. These groups rid the country of unions and then take back the shared

wealth. Take back fair wages, eliminate pensions and medical benefits, deregulate the market ridding themselves of costly worker protections like Human Rights and Occupational Health & Safety. The rich get richer and the middle class disappears. The future of Canada will resemble the Canada of the 1900's; a Canada that I would not want to live or raise a family in and hopefully you would feel the same! What is standing in their way? Unions and workers.



Today, government legislation directly threatens unions and its members. Of the current 14 Bills before MP's, nine of them are anti-union in nature. Two in particular, **Bill C-377 and Bill C-525**, (both private members bills backed by the Federal Conservatives) are being contested as unconstitutional. *(continued on page 2)*

Right-Wing Agenda (continued)

Bill C-377 - Public Disclosure of Union Financials - would require onerous and costly CRA reporting and privacy disclosures from unions. Other similar organizations are exempt. The act simply targets unions. The Bill, C-377, will extract already scarce resources from representation, legal and training to name a few. The Bill will certainly cost members more in union dues as dues are a union's only source of revenue. In the end, such legislation is nothing more than an attempt from the right wing to simply weaken unions. Bill C-525 is an act to amend the Labour Relations code to make certification difficult and decertification extremely easy and to further restrict powers of arbitrators. Why would this be important to you as members? Fewer members, fewer resources, fewer legal battles and with the weakening of the arbitration process fewer successes for workers. On the other hand, more success for big business, our employers.

Right to Work legislation exists in 23 states in the U.S. and in those states, pensions are non-existent, wage rates are significantly lower on average and unemployment rates are high.

The final piece of anti-union legislation of the future will be what is called **Right to Work**. The legislation exists in 23 states in the U.S. In those states, pensions are non-existent, wage rates are significantly lower on average and unemployment rates are high. The premise of the legislation is one has a right to a job. However, if that was the reality one should expect much lower unemployment rates but that is simply not the case. It is nothing more than workplace imprisonment as one has no rights and no voice. Poverty rates are extremely high and food banks are a bigger business than grocery stores as workers struggle to survive. Sound like a return to the 1900's prior to the existence of unions?

We all take what we have for granted: our homes, our cars, cottages and boats, our standard of living. We don't stop for a moment to understand why or how we as the middle class share in Canada's wealth. Workers in 1912 collectively formed a union and fought with much bloodshed and death for 40 hour work weeks, safety on the job and a living wage. Unions have since secured Medicare, pensions, overtime and benefits. The middle class was booming in the 80's but has slipped ever since as the wealthy want a return to the days before 1912.

The right-wing agenda is a real threat to unions and its members. Members' livelihoods and standard of living are under direct attack from big business, governments you elect and anti-union groups with deep pockets. You the

members are the union and together with all other union and non-union workers in Canada can have your collective voices heard as they did in 1912. Our message to big business, government and lobby groups: hands off our share of the wealth as we built Canada and we keep the economy going. The middle class is here to stay. Join the fight to protect it!



2013 IN OTTAWA

Welcome to our newest Bindery II members at the Canadian Bank Note Company!

I look forward to representing members on issues and raising concerns with Management on your behalf.

Our Bindery II members are responsible to examine, count, distribute, shrink, label, insert, balance, seal, sort, parcel and verify secure multi-products and materials and run various pieces of equipment.

Membership meetings were held in September and Union representatives were nominated, acclaimed and/or elected.

Congratulations to all of the individuals elected and thank you for putting your names forward. Your interest is very much appreciated.

Negotiations for a new Collective Agreement will begin once our Team has met to review the draft and for training.



Lynda Cloutier - Business Agent (Ottawa)



LOOKING FOR BACKPAY

The union member had been waiting months for his grievance to be resolved—he'd worked overtime for 15 straight weeks but hadn't been paid for it. Management had stalled the grievance procedure as long as it could, but, finally, the case was going before an arbitrator. On the morning the case was to be heard, however, the worker's supervisor called in sick. The case was postponed.

The worker, already really mad that things were taking so long, became absolutely enraged when he picked up the evening newspaper and found a smiling photo of the "sick" supervisor on the front page: He'd come in second in a big golf tournament on the very day he was supposed to be too ill to attend the arbitration hearing.

Newspaper in hand, the worker and his union steward marched into the company's offices to demand an explanation. The company's vice-president for Human Resources looks at the newspaper, scratches his chin, then says: "Wow. He probably would have come in first place if he hadn't been sick."

OTTAWA—AREA OFFICE UPDATE

CONTRACT NEGOTIATIONS

- Canadian Bank Note — Security Agents — Conciliation
- Canadian Bank Note — Bindery II
- Canadian Bank Note — Bookbinders Guild
- Healthcare Food Services
- Morguard
- University of Ottawa — Group A Engineers
- University of Ottawa — Group B Trades, Transport & Grounds
- YMCA-YWCA — Group A & B—in Conciliation



NEGOTIATED SETTLEMENTS

Bentall Capital — Group A & B

- Safety boots increase to \$150.00
- Wages: 1st year — 2% plus 2% bonus
2nd year — 2% plus 3% bonus
- New Lead Hand position
- Any Company improvements apply to B.U. for benefits and vacation allocations

Cascades Recovery

- 2012 — 1.75% lump sum payment
- 2013 — 1.75%

Increased:

- Multi-task premium
- Night shift premium
- Seniority premium
- Standby premium
- Boot allowance
- Six weeks vacation — 28 years
- New — Voluntary enrolment LTD-100% employee paid and employee claimed

Bargaining Collective Agreements with improvements are becoming increasingly more and more difficult however we continue to be successful without concessions. The majority of wage settlements, negotiated or awarded by Arbitrators are between 1.5% - 2% with other monetary gains.

OTTAWA—AREA OFFICE UPDATE

OUTSTANDING GRIEVANCES

- Accommodation for Employee
- COLA and Bargaining Unit Duties
- Harassment
- Hoisting Engineers—Pay Adjustment
- Multi-task
- Overtime Pay
- Privacy Disclosure
- Premium Pay
- RTW for Employee
- Statutory Pay
- Suspension

UPCOMING ARBITRATIONS

Collective Agreements/Interest Arbitrations

- Almonte District Hospital - June 23, 2014
- Bruyère Continuing Care - June 19, 2014
- Carleton Place Hospital - June 23, 2014
- Heritage Manor (Chartwell) - May 2, 2014
- Queensway Carleton Hospital—Oct. 30, 2013

Grievances Scheduled

- Equipment Jurisdiction & Training — Sept. 26, 2014
- Working Supervisor — Sept. 13, 2013 — awaiting decision
- Union Representation/ Termination — Sept. 24, 2013 — awaiting decision
- Statutory Pay — Sept. 25, 2013 — awaiting decision
- Medical Leave — Sept. 27, 2013 — settled
- Vacancy Competition — Oct. 10, 2013 — settled
- Electricians - April 29, 2014



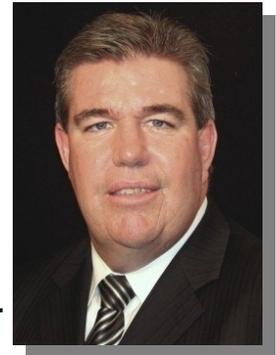
Grievances to be scheduled

- Planned Overtime
- Overtime Payment
- Shortage/Insurance Payment
- Harassment

GREAT NEWS!

JAMES T. CALLAHAN ELECTED AS GENERAL PRESIDENT OF IUOE

The IUOE convention was held April 28 to May 2 in Hollywood, Florida. During the convention, the more than 600 delegates passed 27 resolutions covering topics such as organizing, training, occupational health and safety, prevailing wage, economic and labour issues, and pension and healthcare benefits.



James T Callahan is a heavy equipment mechanic by trade from New York. Growing up in a union family Brother Callahan understands the trials and tribulations we all face in the middle class. He has dedicated his life to achieving justice for working men and women throughout North America. We are fortunate to have James T. Callahan as IUOE General President.

CONTRACT SETTLEMENTS

Bentall Kennedy LP – Group A & B

- 1st – 2.5%
- 2nd – 2.5%
- one additional discretionary day per year
- \$0.25 per hour premium for each additional certification
- Benefit improvements automatically apply to IUOE members

Morguard Investments

- 1st year - 2% Retro
- 2nd year - 2.25%
- 3rd year - 2.5%
- Increase to Banked Time

Ottawa University – Group A

- Wages: Retro 2010 -1.5%,
2011 - 1.5%,
2012 - 2%.
- Seniority Premium increase of \$0.10 per our to max \$1.35 – Retro.
- Dental: one year less current ODA rate (was 2005 ODA rate) Retro.
- Article changes and new language.
- three day Special Leave paid.
- Increased Bereavement.
- All premiums pensionable (grandparented).
- Lead Hand Sector transfer language.

LOCAL 772 UNVEILS NEW WEBSITE!

Local web design firm LinxSmart Inc. has recently refreshed the look of our website! It still contains all of the information useful to our members, including job postings, photo gallery, updated news, steward information and links. Please pay us a visit at www.iuoe772.org.

MORE GREAT NEWS!

IUOE LOCAL 772 WINS ON...

- OLRB alcohol abuse case
- payment for denied sick leave
- non-bargaining unit personnel performing bargaining unit work
- attendance management
- medical information privacy challenge on employer Attendance Management Program
- \$800,000 settlement for improper wage implementation
- several WSIB appeals
- arbitral award on a substantial contracting out of bargaining unit work

The Ministry of Colleges, Training and Universities (MCTU) has approved the advancement of an Operating Engineers "Apprenticeship-like" training program for Ontario after a 12 year struggle!

Legislation - Bill C-377 Union Financial Public Disclosure Act - against all odds with a heavily weighted conservative senate the act has been amended to exclude unions with less than 50,000 membership meaning we will not have extra burdens of costly financial reporting !

Local 920 merged into Local 772 providing the membership with more stability and resources to combat a difficult employer!

Temporary Foreign Workers - The IUOE has worked tirelessly to expose the exploitation of legislation to protect Canadian workers from employers opting to utilize foreign workers. The good news - the efforts have paid dividends with further tightening of our laws restricting mining corporations and RBC from eliminating good paying Canadian jobs !

New Year 2014—Shop Steward Training Opportunity

We are in the preliminary stages of organizing a Shop Steward Training Session in Ottawa. This will be for all Shop Stewards for training, connecting with our over 62 Ottawa and 45 Hamilton / Toronto Shop Stewards who may be available to attend. The training sessions will be in April 2014, so keep the following weekends free: Saturday April 5, 12 or 26. Attendance is encouraged, training interesting, free and lots of fun! More information and a registration brochure to follow in the new year.

Have you moved and / or changed your address? Changed your phone or email address?

Please let us know!

Call us at 1-800-286-0422 or send email to iuoe772hamilton@shaw.ca.

MEMBER'S UPDATE

Retirees to date 2012-2013

- Earl Gust—AECL
- Gaetan Gauthier—AECL
- Kenneth Desjardins—AECL
- Jacques Guay—Chantecler
- Paul Chevalier—Chantecler
- Jean Bordeleau—University of Ottawa
- Robert Guenette—University of Ottawa
- Clemence Labrecque—YMCA-YWCA
- Jacques Dubois—YMCA-YWCA



Upcoming Retirements

- Louise Charron—University of Ottawa

In Memoriam

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

- Gilles Lapensée—Cascades Recovery



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

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@shaw.ca