

The Sentinel

Standing watch for our members and their families since 1922.

A Quarterly Newsletter

Volume 13 Issue No. 1 Spring 2015



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We're only human

If you find mistakes in this publication - please remember that they are there for a reason. We try to publish something for everyone and some people are always looking for mistakes!



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The views and opinions expressed are intended for information and entertainment purposes only and do not necessarily reflect those of the IBEW or its Officers.

We welcome your feedback - please contact us at:

ibew636@bellnet.ca

IBEW LOCAL 636 LAUNCHES NEW WEBSITE! VISIT us at WWW.IBEWLOCAL636.COM



Visit our newly designed website at ibewlocal636.com for up to date information. Get access to our Members Resource page to view member benefits and many other available resources. The IBEW Member Application form can now be downloaded from the website.

Announcement!!
 Commencing this year, IBEW Local 636 will be sponsoring Post-Secondary Scholarships for our Member's Children. Deadline is June 1, 2015.
 Visit our website for further details.

IBEW LOCAL 636 STAFF PAMELA KIDD AND PADDY VLANICH RETIRE

Ticket to Ride

After taking care of both our Local and our members for almost 22 years, this past March **Pamela Kidd** saddled up for a journey along a new path. Even if you never had the pleasure of meeting Pamela, if you ever contacted our Mississauga office, chances are that it was her warm and friendly voice that answered your call.

In addition to her work as our Office Administrator, Pamela shared her time and talents to ensure the success of any gathering or event that had our name on it - such as: our charity golf tournament, Membership/Leadership Development Conferences and countless Steward Training sessions - to name but a few.



But retiring doesn't mean she will be slowing down: with two new grandchildren to spoil, a lifetime of sunrises (and sunsets) yet to enjoy at the cottage (now called home) and plenty of places to discover in a fifth-wheeler there is no doubt, the days will be filled.

We thank Pamela for her dedicated care and service. On behalf of our IBEW Local 636 family, we wish Pamela and her family great joy and good health in the many years ahead.

CARPE DIEM!

Freedom to Ride



February 28, 2015, the words "**HELL YEAH**" echoed throughout Western Ontario. Education Officer **Paddy Vlanich** has now retired. Paddy began his career working as an apprentice cable splicer at Windsor Utilities and the former IBEW Local 911. IBEW Local 911 went on to merge with Local 636 and Paddy became active in our Union. Through hard work, Brother Vlanich became the Recording Secretary for the Executive Board and was known for his attention to detail. This attention to detail made him a prime candidate for a full time role as a Business Representative in the Windsor region. Paddy worked as a Business Representative for a number of years before determining that he would like to try something different. Brother Vlanich went on to be the Director of Human Resources at

Windsor Regional Hospital and shortly thereafter realized that he was still Union at heart. While his career was short as a Human Resources Director, he learned the value of being in a strong union. When the role of Education Officer was being considered for Local 636, Paddy returned to us with a new view and now understood both sides of the labour relations world. Brother Vlanich embraced the new role as Education Officer and made it his own. Although he admitted he was a little stiff at the start, Paddy gradually improved to become the best trainer that IBEW had and was actively sought after by other local unions to provide their training as well. He inspired our Stewards, our NextGen Members, Chairpersons and Executive Board as well as being a great source of knowledge through his legal research and ability to communicate to everyone from members to high profile government officials. We offer Paddy Vlanich our heartfelt thanks and sincere appreciation for all he has done for our Local Union and our members. Your contribution to Local 636 will be forever remembered as you continue your ride into retirement. **HELL YEAH!!!!!!!**

2014 ANNUAL CHARITY GOLF TOURNAMENT CO-HOSTED BY IBEW LOCAL 636 and HORIZON UTILITIES WAS A GREAT SUCCESS!



IBEW Local 636 with co-host Horizon Utilities raise \$15,000 for My Safe Work at the 2014 Annual IBEW Local 636 Golf Tournament.

Presenting a cheque to Rob Ellis (middle) of My Safe Work are Business Manager Barry Brown (far right) and CEO Horizon Utilities Max Cananzi (far left).



Retired Business Representative Harold Vance along with Wendy Dunford (far left) and Karen McLean of Peterborough PUC enjoy a break.



Executive Board Member Tim Pitts (2nd from the left) poses for a picture on the ninth hole with Chris Brown, Scott Merrick and Michael Angemeer



Tournament Committee members Rhonda VanMeer (left) and Kim DeAbreu of Horizon Utilities were a great help in organizing the tournament and assisting throughout the day!

National Day of Mourning - April 28th

The National Day of Mourning, held annually on April 28th, was officially recognized by the federal government in 1991, 8 years after the day of remembrance was launched by the Canadian Labour Congress. The Day of Mourning has since spread to about 80 countries around the world and has been adopted by the AFL-CIO and the International Confederation of Free Trade.





THANKS

The Mayor of Kingston (centre) presents a Certificate of Appreciation to members at Utilities Kingston for their assistance during a major fire in that community. Accepting on behalf of the IBEW are: Dan Moore (left) and Jennifer Holland



Members of the **IBEW 636 MoBowility Bus Blues** from Stratford Parallel Transit, were bowling for charity. (l-r) Dean Watt, Ralph Steckley, Joni Satchell, Iain Begg, Gary Horst and Tracy Noel.

EVEN IF YOU'RE ON THE RIGHT TRACK, YOU'LL GET RUN OVER IF YOU JUST SIT THERE.

Will Rogers



SCORE - Members from **Stratford Parallel Transit** are joined by their families and Business Representative Tracy O'Meara (3rd from right) during the annual hour of ice time negotiated as part of their last collective agreement.



(l-r) Anne-Marie Preston, Business Representative Mike Preston and President Jim Millar share a Kodak moment at the 2014 All Canada Progress meeting in Ottawa.



Celebrating Service

OPENING MINDS TO OPEN NEW DOORS - in the picture above, members from **Enersource** join Rob Ellis (second from right) at a career day event hosted in Milton - informing young workers on the opportunities in the Utility sector.

Like many workplaces, **Nexans** honours employees who have reached certain plateaus in their careers. Presenting the Years of Service Pins, is Unit Chairperson Brian Bruce (far left).



SETTLEMENT SCOREBOARD

The following is a summary of the wage increases secured by Local 636 bargaining teams in 2014:

ADT HAMILTON (2014-2017): Annual ATB increases of: 2.75% in each year of the Agreement.

ADT LONDON (2014-2017): Annual ATB increases of: 2.75% in each year of the Agreement.

BURLINGTON HYDRO - TRADES (2014-2017): Annual ATB increases of 2.5% in each year of the Agreement.

BURLINGTON HYDRO - OFFICE (2014-2017): Annual ATB increases of 2.5% in each year of the Agreement.

CAMBRIDGE NORTH DUMFRIES HYDRO (OUTSIDE & OFFICE) (2014-2018): Annual ATB wage increases of 2.3% +2.25%+2.25%+2.2%.

CHUBB EDWARDS (2014-2018): Annual ATB increases of: 2.5% + 2.75%+2.5% +2.25%.

ELCON CONSTRUCTION (2014-2017) Annual ATB increases of 2% +2% +2.25%.

ELK (2014-2018) Annual ATB increases of 1%, 2.25%, 2.25%, 2.5%.

ENERSOURCE (2014-2017): Annual ATB increases of 1.9% in each year of the Agreement.

FESTIVAL HYDRO (2014-2017) Annual increases of 1.5% (+\$0.35/hr. trades), 1.0% (+\$0.10/hr. trades), 1.5% (+\$0.10/hr. trades).

HYDRO ONE BRAMPTON (2014-2017): Annual ATB increases of 2% in each year of the Agreement.

UTILITIES KINGSTON (2014-2018): ATB increases in each year of the Agreement: 1.95%+2%+2%+2%.

TOWN OF LAKESHORE (2014-2017): Annual ATB increases of: 1% January 1, 2014 + 0.75% July 1, 2014; + 2% January 1, 2015 + 2% January 1, 2016.

TOWN OF GREATER NAPANEE (2014 - 2016): In the first year, average increase of 3.59% based on new wage grid; thereafter, ATB increases of 1.9% + 1.9%.

NCR (2014-2017): Wage adjustments awarded based on newly established grids for all classifications + 2% ATB in each year of the Agreement for those whose present wage does not exceed grid; others 'red-circled' will receive annual lump sum payments based on classification of either: \$1,000; \$675 or; \$500.

NEXANS (2014-2017): In each year of the Agreement an ATB increase of \$0.40/ hour plus COLA.

PETERBOROUGH UTILITY GROUP (2014 - 2018): ATB increases of 1.75% +1.75%+2%+2.35% (with COLA in years 2,3&4); in the 2nd & 4th years, the classifications of Powerline Maintainer (PLM) and Powerline Maintainer (PLM) Foreperson will receive an additional \$0.25/hour.

STRATFORD PARALLEL TRANSIT (2014-2017): Annual ATB increases of 2% in each year of the Agreement.

ST. THOMAS ENERGY/ASCENT ENERGY (2014-2017): 1.75% in each year of the Agreement for all Line Staff, Engineering Techs and Purchasing/ Storekeeper; 1.25% + 0.5% (lump sum payment) in each year for all other classifications.

TYCO HAMILTON (2014-2017) Annual ATB increases of 2.5% in each year plus lump sum \$325.

TYCO LONDON (2014-2017) Annual ATB increases of 2.5% in each year plus lump sum \$325.

TYCO TORONTO (2014-2016) Annual ATB increases of 2.5% + 2.6%.



In our thoughts and prayers

It is with great sadness that we report the untimely passing of: Roger Cunningham (Municipality of Central Huron), Charles Marsh (Chubb Edwards), Fred Hawes (Windsor Utilities Hydro - retired), Jack Jezard (Stratford Parallel Transit - retired) and; Bruce Deffett (Nexans), Evan Harris (Chubb Edwards), Derek Piatkowski (Windsor Utilities), Art Maitland (Nexans), Peter Engler (Nexans), Daniel Martin (City of Orillia) Michael Stasiak (Oakville Hydro), Ken Meloche (Town of Amherstburg), Penny St.Louis (Assisted Living Southwestern Ontario-ALSO), Judy Henry (Niagara Peninsula Energy).

Each of these members will be greatly missed by all who knew and loved them. We ask that you keep our departed Brothers and Sisters in your thoughts and prayers as we offer our deepest sympathies to their families at this time of great loss.

Noteworthy - did you know?...

...that only **32%** of Canadian Union members refer to their Union as “**my Union**” or;

...that there are **85 million children** around the world engaged in work that threatens their health and safety or;

...that the **85 richest** people in the world have a combined wealth estimated to be equal to that of the **3.5 billion poorest** people in the world or;

...that the number of minimum wage workers in Ontario has risen **209%** since 2003 or;

...that **the IBEW First District** has launched a national marketing campaign (that will use both traditional media platforms and social media sites) to build our brand in Canada or;

...that **Cambridge North Dumfries Hydro** was successful in their bid to purchase Brant County Power or;


...that Local 636 is exploring partnership opportunities to support the “**Helmets to Hard Hats**” program which aims to help members of the Canadian Armed Forces find work after their military service is over or;

...that Local 636 is continuing the call for compulsory certification of **Powerline Maintainers** (making this a registered trade) and will add our voice to those of other like thinkers in a submission to the College of Trades seeking such recognition;

....and now you know.

Together, Unions Work

In the early 1800's, a normal work week in Canada was 14 to 16 hours a day, 7 days a week. Canadian workers went on strike in 1834 for a 10 hour day, and again in 1872 for a 9 hour day. By the late 1800's, workers began to organize and challenge employers to further reduce working hours to 8 hours per day.
Source: Canadian Labour Congress



STATE OF THE UNION ADDRESS

*Dear Brothers and Sisters*

Greetings from the Local 636 Office!! 2015 is upon us and the Sentinel is back. As we reflect on 2014, our Local 636 membership faced many challenges. Win or lose, everyone has worked very hard to ensure our members have a voice. Our staff, Executive Board members and unit officers have continued to fight for justice on behalf of our great membership. Unfortunately, it is becoming increasingly difficult to keep ahead of issues we face from challenging employers who seem to want to fight over minor problems and anti-union political parties. In this age of technology, it is common to have numerous people requesting instant answers from our staff through texts, e-mails or by phone and they are disappointed when not answered immediately. Further, "Google Lawyers" seem to be popping up everywhere with answers to any labour problem. Some may not understand that we pay professional, top notch legal counsel to review our issues and act on our behalf to ensure our membership is fairly represented and provided the best legal advice available.

IBEW Local 636 has also had a number of staffing changes. We have had three members of our team retire; Brother David Morris (Business Representative) and Pamela Kidd (Executive Assistant) in 2014 and as of Feb 28, 2015 Brother Paddy Vlanich (Education Officer). While it is great to see hard working people retire after a long career,

the loss of their passion and dedication to Local 636 after so many years with us is difficult to replace. We wish everyone a long and healthy retirement and thank them for their contribution in forming our great union.

Local 636 elections were also conducted in 2014. I was quite pleased to be acclaimed as your Business Manager/Financial Secretary, allowing me the chance to continue on the course I have envisioned for our Local Union. I congratulate all elected/acclaimed officers of our union and ask them to continue to fight the injustice that surrounds some workplaces in one form or another. 2014 was a year of challenges and you have faced those admirably. Keep up the great work!

On the political side for 2015, we are facing a federal election no later than Monday, October 18, 2015. Mr. Harper along with the Conservative party continues to attack unions by passing Private Members Bills such as C-525, changing the "card check" certification system for federal employees. Although it hasn't passed the senate yet, Private Members Bill C-377 asks Unions to divulge their financial status for our employers and competitors to see. Their anti-union focus has spread across Canada with sweeping changes directed at the middle class, making the gap larger for high income earners and their corporate friends. Although Local 636 will never tell our members how to vote, we intend on educating our members on the platforms of each political party and the possible effects on working families. It is imperative that our members get out to vote. Our forefathers fought for this democratic right to vote, make sure you exercise your rights.

Provincially, Premier Wynne continues to deal with the skeletons flying out from her closet. Scandals and huge price tag election promises plague the Liberals. The need for 2-3 billion dollars to support her infrastructure promises is required as they look at the government owned businesses such as Hydro One, Ontario Power Generation, liquor and beer stores. Local 636 was pleased to be able to provide our input when called upon by Ed Clark and the Government Asset Review panel to report on our view as to what the utility industry might look like in years to come. We believe the utility industry will look dramatically different in a short period of time. Recent reports indicate that the Government is considering an IPO for shares of Hydro One, which leaves many scratching their heads. Is that the right way to go?? On a positive note, Premier Wynne has provided funding to help underpaid Personal Support Workers in our health care sector. Although the funding was well intended, it was directed to be paid only to the front line workers, leaving other employees in supporting roles who had the Personal Support Worker designation without the same funding. This caused division among some staff within these areas. We understand that this issue is currently under review and our local union continues to push for equality.

The phrase "United we stand, divided we beg" certainly fits in today's atmosphere. In the increasing "what about me" world, the need to stand together and support each other has never been more important. People draw from the strength of others. Our Union can be weakened with individuals speaking on behalf of themselves or strengthened with five thousand speaking in unison. Stay strong, be supportive of each other and make sure the voice of the middle class continues to be heard loud and clear!!

In Solidarity

Barry Brown

Business Manager/Financial Secretary

IBEW Proud

- by Marina Mogus (daughter of Brother Rob Mogus- Executive Board Member)

As the daughter of a union leader, it is with great pride that I share the benefits of belonging to the IBEW. After frequent discussions of the IBEW and unionism at the dinner table, it is quite evident that unions have provided the middle class with the quality of life they enjoy. This essay has prompted me to further reflect on the important role the IBEW plays in my post-secondary education. Without the IBEW, my family would not enjoy the quality and standard of life we appreciate. The IBEW allows its families every opportunity towards a greater standard of living which allows me to develop and ultimately become an important contributing member of our society.

The role of a union is to bargain with employers over benefits, wages, rights, working conditions, health & safety and so much more. This not only plays a great importance in my father's career, but to that of every family of every IBEW member, North-America wide. Workers' representatives negotiate contracts with protections such as leaves of absence, paid vacations and holidays, pension benefits, and negotiated health plans. As a group, the IBEW is able to collectively negotiate such matters to better their membership, "United we bargain, divided we beg."

Governments legislate basics when it comes to workers vacations and holidays. Unions relentlessly strive to push the standards higher to improve the lives of the working families.

It is reassuring to me that I know and expect my father will come home safe from work every night. This is a luxury that not all families enjoy globally; where their loved ones may come home injured without compensation. Having medical and dental benefits is also comforting for me because I can visit my dentist and doctor regularly to ensure that I maintain proper health. The IBEW ensures that all members are given an improved quality of work and life.



Not only do unions better the lives of those directly related to them, but also that of the general public. As a lifeguard for the City of Mississauga, I received "time and a half" wages for working a statutory holiday. The basic principles of the IBEW and Unionism are being reflected into society's standards respecting how the workers of the middle

class should be treated. As a woman and second-generation immigrant to Canada, I am confident that I have equal opportunity to negotiate my rights, benefits, and wages with my employer. My grandparents were immigrants who also worked in union jobs and I know the improved quality of life I enjoy was achieved through the people before me.

I strongly believe that the role of the IBEW has great far reaching benefits to everyone involved, which makes me IBEW union proud!

WHERE IN THE WORLD ARE YOU?

Be sure to take the Sentinel with you on your next vacation and send us a picture... like this one.



Bright eyes, bright future.

Madison (daughter of Chris Brown - Veridian)



Bit O'Blarney - Business Rep Tracy O'Meara and retired BM/FS Rick Wacheski share a smile at the Blarney Castle in Ireland.

COMING SOON - Poor No More 2 - Thugs in Armani Suits:

Building on the success of their first film, a (unionized) Canadian Production Company has begun work on a follow-up documentary aimed at getting out the message that social justice is a responsibility we all share.

The I.B.E.W. (and our own Local) were proud to sponsor the first film - now in libraries across Canada and included in the curriculum of many schools.

Anyone interested in putting **Poor No More** on the Billboard for your next movie night is invited to contact our Mississauga Office to borrow a copy.

To celebrate 25 years of providing exclusive discounts for union members and their families, Union Savings is giving all registered members the chance to share in \$25,000 worth of cash and prizes!

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Please visit unionsavings.com/contest-terms-en.php for full contest rules, and terms and conditions of entry. This contest is only available to registered members of Union Savings. Members of unions and labour organizations affiliated with Union Savings are eligible to enter after registering online with Union Savings at unionsavings.ca. Total number of prizes available to be won is 63. Total number of eligible union \$500 cash giveaways is 34. Total number of weekly prizes available to be won is 4. Total number of daily prizes available to be won is 24.

IT'S FIVE O'CLOCK SOMEWHERE.....

The time has come for a number of our members to throw away the alarm clock and begin writing the next chapter of their life story. Please join us saying so long to:

Shaun Boland, Leo Incorvaja, John Southall,(ADT Hamilton); Jeff Long (Town of Amherstburg); Matt Atherton, Stewart Potter, Kim Seward (Burlington Hydro); Cecile Pawlak (Christie Digital Systems); Kenneth Smith (City of Brantford Water); John Hamilton, Mark Nieman, Marko Kasunic, Phillip Bates (City of Kitchener); John Jacob (City of Stratford); Mary Genco, Brian Nicholson (Canadian Niagara Power); Kathy Gordon (Hydro One Brampton); Deo Singh, Dave Thorndyke (Chubb Edwards); Paul Calder (Collingwood PUC); Glenn Longland, Barry Van Norman, Mervin Vincent, Arsenio Juan, James Berry, Jurgen Zickau, Richard Kewell, Steve Emmerton (Enersource); Michael Pierce, Larry Trepanier (Entegrus); Brian Bensette, Suzanne Burke, Brian Eltringham, Archie Fratarcangeli, Cathy Hill, Barbara Murphy, Ronald Nelson, Donna Waspe (EnWin Utilities); Maryjane Boismier, Rod MacPherson, Mona Sullivan, (Essex Power); Denis Medd (Festival Hydro); Merle Wideman (Guelph Hydro); William Barr, Bob Bentley, Gerald Cometto, Ian Morris, Michael Thomson, Patricia Safko, Judy Taylor, Rita Zaccheo, Gilles Mongrain (Horizon Utilities); Christine Karoulis-MacDonald (Hotel Dieu Healthcare); Richard Smith (Town of Huntsville) Helen Clewer (Hydro One Brampton); Donna Velemir, Joan Schiedel (Kitchener-Wilmot Hydro); Mark Bostad, Laura Burnett, Patrick Flanagan, Gregory Hogarth, Silas McDonald, Bruce Miller, Ross Steele (Kingston Utilities); Elizabeth Gates, Larry Patterson, Marian Reffle, Bill Stanley (Town of Kingsville); Ralph O'Neil (Town of Lakeshore) Barbara Ann Anderson, Debbie White (Town of Midland); Barry Caron, David Gregory, Desmond Helwig, Emilios Mina, Peter Jong, Diosado Magalona, James Lockhart, Michael Williams, Dave Livingston (Nexans); Sheila Blackwell, Daniel Long, Mike Somerville (Niagara Peninsula Energy); Linda Henderson (Novatronics); John Bernard, Ralph Cipolla, Brian Mark, David Neidraurer, Eileen Ford, Robert Johnston, Robert Gibson (City of Orillia); Brenda Charlebois, Diana Martin, Diane Fitzsimmons, Elaine Legault, Francine Fortin, Jack Droog, Lockyer Beckstead, Nancy Walsh, Nicole Sauve, Patrice Bogall, Patricia Weihrer, Peter McLean, Stephen Muldoon, William Seaman, Barry Ellis, Wayne Baker, Terry Cunningham, James Ryan, Wayne Schinzel & John Richardson (Hydro Ottawa); Gergory Clark (Oakville Hydro); Susan Wright (Orillia Power); Gary Maughan (Oshawa PUC); Stephen Gould, Robert Lowes, Randy Pagett (Peterborough Utilities); Bonnie Calverley, Randy Hadley, Sharon O'Brien (Simcoe Community Services); Kelvin Fraser (Stratford Parallel Transit); Ron Robertson (Tyco London); Michael Brown, Martin Cairns, Susan Donly, Frank Luscher, Linda Monden, Nancy Soulliere, Shirley Thompson (Veridian); Bryan Cunliffe (Wasaga Electric Energy); Marjorie Battler, Patricia Bucking, William Miller, Fred Roblin, Dave Trudelle, Paul Voisin (Waterloo North Hydro); Susan Angell, Cheryl Battson, Mary Goz, Vicki McLean, Jackie Morand, Fe Peralta, Patricia Reid, Ann Wagner (Windsor Regional Hospital); Nick Boychuk, Bryn Ossington (Windsor Utilities); Dave O'Neill (Welland Hydro) John Cain, Terrence Hood (Woodstock Hydro);

We offer our Sisters and Brothers now retired, heartfelt thanks for their many years of dedicated support and best wishes for many enjoyable and relaxing years of leisure filled with good health and great happiness. *Cheers!*



Ken Litster; Darrion Larocque; John Gelissen. After more than 38 years of service with the Town of Amherstburg, Brother Jeff Long (pictured above wearing a plaid shirt & a big smile) said good-bye. He is joined by his Arena co-workers (l-r) Ron Duby; John Jaber; Dan Pettypiece; Bart DiPaolo; Matt Soulliere; Greg Fields & Linda Kennedy.



Friends gather to celebrate the retirement of Rob Gibson (centre-sitting) from the City of Orillia (Public Works Department)



Members at Cambridge North Dumfries Hydro pose for a group picture after receiving the ZeroQuest Level 1 Safety award from the Infrastructure Health and Safety Association (IHSA).



Your elected Provincial Executive Board take a moment to pose for a group picture during the March 2015 E-Board meeting.

IBEW Local 636

Barry Brown - Business Manager/Financial Secretary

Jim Millar - President

Tim Stratchuk - Vice President

Al Doyle - Treasurer

Christie Armstrong - Recording Secretary

EXECUTIVE BOARD: Rob Mogus, Mary Lou Fulford, Tim Pitts, Greg Davidson, Jacqui Wright, Mike Hall, Denise Bena, Dan Cizmar, Steve Air

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SOFTENING OUR FOOTPRINT...

WANT TO HELP US?

If you would like to receive an electronic copy of the Sentinel, please provide your **personal e-mail** address to

ibew636@bellnet.ca



IBEW LOCAL 636 GEAR GUIDE - check it out on-line!



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