

# The Sentinel

*Standing watch  
for our members  
and their  
families.*

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## PETERBOROUGH UTILITIES - REACHES MILESTONE MARKER ON THE ROAD TO ZERO

“See you tonight” - this is a promise that we all make to the special people in our lives. The team at Peterborough Utilities recognized long ago that helping each other keep that promise was a shared responsibility.

Working as partners, Union and management have created a health and safety culture to be proud of.

As a testament to the success of their efforts to build and maintain a safe and healthy workplace, Peterborough Utilities was recently honoured for working one million hours without a lost time injury.

Presenting the award on behalf of E&USA was Dr. Ted Vandevs (pictured on the far

left) who noted that of the Association’s nearly 1000 member firms, only about a dozen have reached this milestone achievement.

Accepting the award were



the Co-chairs of the Joint Occupational Health & Safety Committee - Glenn Fisher, IBEW/workers representative and Kevin Light, management representative.

In his address, President & CEO Larry Doran (on the far

right of photo) praised the contributions of everyone at Peterborough Utilities for “...not only working safely but also looking out for the safety of their fellow workers.”

Unit Chairperson Wendy Dunford (third from the right) echoed these sentiments and reminded her co-workers to remain vigilant when it comes to workplace safety - especially given the varied, demanding, often dangerous nature of the work performed.

When E&USA began the journey down the Paths to Zero many questioned whether workplace illness and injury could be eliminated.

Congratulations to Peterborough Utilities for giving us the answer.



## Food for Thought

*Did you know?*

***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!***

- ...that the majority of union members in Canada are women (2.15 million vs. 2.07 million men ) or;
- ...that the unionization rate of female workers (30%) exceeds that of men (28.7%) or;
- ...that women in unionized full time jobs earn 94% of union full time men’s average rates (\$23.36/hr. vs. \$24.83/hr.) or;
- ...that the wage gap is greater for non-union full time women who earn only 81% of non-union men’s average rates (\$18.16/hr. vs. \$22.50/hr.)
- ...that the average unionized worker is paid \$23.58/hr. while the average non-union worker is paid only \$18.98/hr. or;
- ...that full time union workers average wage is \$24.15/hr. while the average wage for full time non-union workers is \$20.55/hr. or;
- ...that part time union workers average wage is \$19.99/hr. while the average wage for part time non-union workers is \$12.56/hr.

# SHOP TALK

News and views from across Local 636

**CHUBB OUTSIDE** - In a dramatic reversal, the employer has agreed to recognize 2 non-union Installers as part of the bargaining unit. These individuals have been employed for 13 and 18 years respectively. To ensure that other members will not be adversely affected by this decision, these new members will be removed from the bargaining unit in the event of a lay-off.

**UTILITIES KINGSTON** - The Union challenged the actions of the employer when 3 members were terminated for allegedly abusing the meal allowance policy. The case should have been quickly and easily resolved but an employer eager to win at all cost forced the issue to be presented before an arbitrator - who ruled in favour of the Union. However, this ruling was appealed by the employer and is now in the court system. The case is being watched closely by all in the legal community and the most recent hearing saw the Attorney General of Ontario intervene in support of the Union. Unfortunately, as the employer continues to throw up roadblocks, these members remain off the job and their families are left to deal with the stress and anxiety of an uncertain future. This is a blatant example of an employer with lots of dollars and no sense!

**TOWN OF LAKESHORE** - A spot inspection by the Ministry of Labour resulted in the issuance of an Order to Comply with the requirement to have a H&S Rep. on site where more than 5 employees are working. Initially, we believed that having an established JOH&SC would satisfy the spirit and intent of the law. However further investigation confirmed that the Inspector was correct in their interpretation.

**NOVATRONICS** - With the economic downturn taking a heavy toll on many sectors, everyone is looking at creative ways to minimize the impact. To ensure continued employment and offer a degree of income security to members working at this Stratford facility, the employees and the Union agreed to a 'Work Share' program where employees worked 3 days/week and received E.I.



A crew from Waterloo North Hydro on the job in Elmira as part of a back lot pole replacement project

Benefits for the other 2 workdays. We remained hopeful that conditions would improve and such measures would not be necessary again. Unfortunately, with the airline industry still reeling, layoffs were initiated this summer. We hope that they are called back soon.

**OSHAWA PUC** - Earlier this year, the employer advised that they were overstaffed and offered a Voluntary Exit Package to employees considering early retirement or other career options. Decisions regarding eligibility and entitlement were made based on manpower requirements but applications from 7 members were accepted. These members could elect either a 12 month salary continuance or equivalent lump sum payment.

**OAKVILLE HYDRO** - It was the end of an era when Brigitte Richardson retired after 30 years of service. She has been a Unit Officer since she joined the IBEW family and has always served our Local and the members with courage and conviction. Brigitte has been a dedicated and ardent IBEW supporter who leaves behind a big footprint. She has made many sacrifices and logged many hours in her work to improve the quality of life for everyone in her workplace. We say thanks to Brigitte for making a positive difference and wish her all the best in the years ahead.



**ORILLIA POWER** - As part of their youth awareness program, the EMS have partnered with the employer and the Union on a Portable Safety Village that will be used in demonstrations at area schools to help ensure that all students recognize the hazards that electricity can present.

**WINDSOR REGIONAL HOSPITAL** - After a lifetime of service to the labour movement and the cause of social justice (and a 36 year career at WRH) Sister Karen Morrison has decided to step away from the frontline and spend more time on the fairway. No doubt Karen will continue to advocate on behalf of workers and those who need help most. She is a champion of activism and has always been ready to donate her time and many talents to the pursuit of dignity, respect, fairness and equity. Her dedication and wisdom will be missed but her contributions will remain as a legacy always appreciated and remembered. We say thanks and wish her great happiness in her retirement.



Festival Hydro crews in action - always ready to make life a bit brighter in Stratford.



**Saddle Up! The 26th annual I.B.E.W. Lineman's Rodeo is scheduled for OCTOBER 15th-17th in Kansas City. If you're ready to rock with the best - this is where to be.**



**On the Path of Hope - Members from Festival Hydro (Len Schoonderwoerd, Jason Pitts and Jim Sidwell) stepped up for a worthy cause by supporting the Cancer Walk for Life in Stratford. Similar events were held in communities across Ontario as a means of raising awareness and money to be used for research that we hope will soon find a cure for this disease.**



**IBEW... the *right* choice**



## THE SPIRIT OF SOLIDARITY

*Since the founding of the I.B.E.W., the world has changed in many ways. What has remained constant is the spirit of solidarity that unites all union workers in the quest for social justice and workers rights.*

*With Union jobs steadily declining along with the economy; right wing governments driving our country's political agenda; increasing anti-union sentiment; shifting demographics and a 'me before we' attitude on the part of many - the labour movement may be facing some of its' greatest battles. Workers cannot win in the race to the bottom. Our Union has always been our shield; we must now be her sword.*

*As we have already seen in both the automotive sector and elsewhere in manufacturing, many employers are seizing the opportunity to shift the blame and burden for all their misfortunes to the backs of workers. SHAME! We must remember that when the rights of one worker are attacked, the rights of all workers are threatened.*

*Our members from Woodstock Hydro recognized this and that is exactly why they joined the striking members of the Power Workers Union on the line in Erie-Thames as they fight against concessions. We applaud their efforts - especially the leadership of Jeff Barney and Colleen Braun - and salute them for showing us that the spirit of solidarity knows no bounds.*

*Unfortunately, all too often both private and public sector employers are successfully influencing public opinion in their favour during a labour dispute.*

*This has resulted in the pitting of worker against worker. For example, in a very bitter dispute between CUPE and the City of Windsor, the prevailing public view in the media was "Hey, I don't have that - why should they?!" One must question why other workers would not instead have said, "Hey, look what the Union got for them - maybe they could do the same for me!"*

*Those who don't see a world with Unions have obviously lost sight of the world that was, without them. It's up to us to help open their eyes.*



Members from Woodstock Hydro come out to support the line at Erie Thames where unionized workers are camped out to protect their rights.

### AGE BY CAR RADIO:

**STUDENT:** Every button is set to pop, rock & rap - except the 'oldies' station for your parents.

### YOUNG PROFESSIONAL:

Still set to rap, rock & pop; plus the station with traffic reports. By the age of 30, you'll also add the talk station that everyone at work listens to.

### ESTABLISHED

**PROFESSIONAL:** Will use the 'scan' button until you



hear the first pop tune that you learned as a kid - on the oldies station.

### APPROACHING MIDDLE

**AGE:** Thank goodness for "adult" pop, rock & soul - will actually enjoy listening to talk radio and the oldies for a few tunes.

### TRULY MIDDLE AGE:

It's not that you're old enough to listen to the oldies, it's just that they keep playing songs that you know.

### APPROACHING

**RETIREMENT:** The radio is either on the the oldies, talk radio or off.

### RETIRED:

Stopped listening to tunes on the radio - that 'oldies' station started playing all this 'new music'



## IN MEMORIAM

It is with great sadness that we report the untimely passing of: Past President of Local 636, Brother Robert Gaines (Windsor Utilities Hydro - retired); Brothers Jim McNeil (Enersource, Hydro Mississauga); Norm Bosetti (Windsor Utilities hydro - retired); Edsel Smith (Windsor Utilities Commission - retired); Ted Chmara (Windsor Utilities Hydro - retired); Andy Rychel (Town of Lakeshore); Dennis Schnarr (former Unit Chair at Kitchener Wilmot Hydro) ; Sisters Angela James (formerly of Brampton Hydro) and; Lynn Yerex(City of Orillia).

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

## CHANGING OF THE GUARD

We are pleased to report that a number of members have accepted the call to duty and are ready to take on the challenges of a leadership role. Please join us in welcoming:

Wayne Bailey (Chair) & Kevin Scratch (Vice Chair) - Town of Kingsville; Liz Pimental (Chair) -Hydro One Brampton; Evelyn Piggot-Washington (Chair), Bill Taylor (Vice Chair) & Sue Labutte (Recorder) - APPD.

We thank them for their service and wish them happiness and success in advancing the cause of workplace justice.



**INJUSTICE FOR ALL:** In a seminal decision handed down by the Supreme Court of Canada, workers were dealt a major blow with a ruling that: an employer did not violate its' obligations as Administrator of its employee pension plan when it used funds in the plan to pay the plan's administrative expenses or when it allowed surplus funds arising from the Defined Benefit (DB) component of the Plan (covering one group of employees) to be used to meet its funding obligations to another group of employees covered by a Defined Contribution (DC) component.

Concerns were first raised by the Union when the company closed its DB Plan to new employees in 2000. A challenge to such action was subsequently denied. In upholding the employer's right to cross-subsidize, the Court ruled that such a decision was not in breach of any legislation; did not run contrary to the employer's obligation to ensure that funds were used for the exclusive benefit of Plan members and; did not constitute a partial revocation of the irrevocable trust agreement established by the pension fund.

Those opposing the majority decision argue that it disrupts the balance between providing incentives for employers to establish pension funds and the need to protect the rights of pensioners. While business hailed the decision, advocates for workers rights such as Ari Kaplan of Koskie Minsky told the National Post that, "...the decision is a green light for employers to reduce DB coverage and shift into DC coverage. In the long run, that is not a good thing for Canadian workers." We couldn't agree more!



**ALL SMILES** - In a Utility career that spanned more than 24 years, Hans Van Manen was always proud to be an IBEW member and one of our strongest supporters.

As an Executive Board member or in his home Unit, he welcomed every opportunity to help others.

We hear that Hans has adapted well to his new career as a retiree but his compassion, dedication and contributions as an IBEW activist have left some big shoes to fill. All the best Hans!



Members from WNH get ready to enjoy some lunch hot off the grill

**CELEBRATING SAFETY** - Clear, sunny summer skies were the perfect setting for the first annual safety week barbeque at Waterloo North Hydro. Hosted by the Joint Occupational Health & Safety Committee, this event not only provided staff with a chance to get together and share a great meal but also served as a fundraiser to help Rob Ellis “Inspire Courage and Influence Change” by raising awareness among young workers through the MySafeWork program.

Local 636 and the IBEW First District are proud to be champions in this most noble and worthy mission and salute these and all members who have offered their amazing support for this campaign.

## TABLE TALK

**WORKS IN PROGRESS** - At the time of publication, we are leading or preparing for contract talks at these workplaces: ADT Ottawa; Central Huron; Enersource; EnWin Utilities; Novatronics and; Stratford Parallel Transit. Thanks to all of our members for your continued patience and ongoing support during these most challenging times.

**APPD** - Firm in their resolve to preserve past gains, the members offered were pleased to learn that their bargaining team was successful in maintaining all of the Paid Holidays in the agreement. In addition, the CBA will provide ATB wage increases totalling 4.5% over the 3 year term along with improvements to mileage allowance and enhancements to part-time sick leave provisions. Congratulations to all for these achievements!

**ELCON CONSTRUCTION** - The newest members of the IBEW family saw our Union as the right choice for them and we trust that their first collective agreement will validate that decision. Beginning with ATB wage increases totalling 5.1% in 2009 and followed by additional ATB increases of 2% in 2010 the new CBA provides extensive language enhancements and a generous list of improvements that include: premium increases for the Working Foreman - \$1.25/hr. and Leadhand - \$0.75/hr.; recognition of Family day as a Paid Holiday; vacation improvements; detailed group health benefits that now provide- Vision -\$285; Major Restorative Dental and Orthodontics - \$1750 each in year 2 and a dispensing fee cap of \$8. This landmark agreement was made possible with the help and support of a dedicated bargaining team led by Troy Galhardo and Mike Ponte. Special thanks to them and all members for voting UNION YES!



**TOWN OF MILTON** - Mike Dunstall, Dave Coulson and Chad Wigglesworth rolled up their sleeves to get the job done and delivered a package to be proud of. Members ratified a 3 year agreement that will see annual ATB wages increases of 2.5% - the Heavy Equipment rate will also receive a \$0.40/hr. adjustment with an additional \$0.75/hr. snow plow rate. In addition to including Family Day as a Paid Holiday the new CBA improves vacations for employees with 12 years of service or more; extends bereavement leave to 5 days for mothers, fathers and grandchildren; increases Massage, Physiotherapy and Chiropractic coverage to \$340/year; LTD goes to

\$2,500/month; Vision coverage of \$375 w/ eye exams now included; safety boot allowance of \$180/yr.; meal allowances of \$12.00 and improvements to shift premiums and standby allowance.

**NIAGARA-ON-THE-LAKE HYDRO** - Veterans from the past and activists from the present put their heads together and looked to the future in negotiating one year deals for Inside & Outside Units. Two thumbs up for Denis Legault, Martyn Heard and Jodi Keus who worked as a team and brought home the gold. Both agreements offer ATB wage increases of 2.5%; add Family Day as a Paid Holiday; sets the dispensing fee at \$9;

**CITY OF ORILLIA (PUBLIC WORKS)** - With tight budgets and pressure from residents to keep taxes in check, the bargaining committee faced some tough challenges at the table. Still, thanks to hard work of Jim Gover, Dale Cleaveley, Allen Beard and Mike Healy with assistance from John Bernard, Ed Hardy and Karl Carnduff, ATB wage increases of 3% were secured for each year of a 2 year deal (expiring September 30, 2010). Among the other highlights of the agreement were the following improvements: Vision coverage increased to \$210/2008 & \$215/2009; standby allowance - \$150/week 2008 & \$155/week 2009; Safety boot allowance - \$140/2008 & \$145/2009; Family Day will be recognized as a Paid Holiday and; premium increases for Subforeman & the Overall Responsible Operator. Great job!

**CITY OF ORILLIA (CLERICAL & TECHNICAL)** - Patience, perseverance and professionalism proved to be the keys to success in reaching an excellent settlement. Special thanks go out to Mary Lou Lyle, Stella Scrivo and Adam Hawbolt. The 2 year deal will see ATB wage increases of 3% in 2009 and 2.8% in 2010; Boot allowance -\$145; Vision coverage - \$215/2009 & \$225/2010; Dispensing fee cap of \$10; the addition of Family Day to the schedule of Paid Holidays and significant improvements to clothing allowance for the classifications of - Custodians (City Centre), Building Inspectors and Survey Crews. Way to go!

...CONTINUED ON PAGE 6

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For help with your questions on issues such as pension, our group insurance plan or labour issues - check out these web sites:

OMERS - [www.omers.com](http://www.omers.com)

Ministry of Labour - [www.gov.on.ca](http://www.gov.on.ca)

Canada Customs & Revenue - [www.ccr-aadrc.gc.ca](http://www.ccr-aadrc.gc.ca)

HUB Insurance - [www.hubinternational.com/hubontario](http://www.hubinternational.com/hubontario)

E&USA - [www.eusa.on.ca](http://www.eusa.on.ca)

Union Savings - [www.unionsavings.ca](http://www.unionsavings.ca)

## VICTORY LANE

...good news from our grievance files

**DUE RECOGNITION** - A grievance was filed in 2007 when the employer unilaterally determined that the newly created position of Planning Coordinator was excluded from the bargaining unit. In a recently handed-down decision, an arbitrator has upheld the grievance. As a result, the wages & working conditions will be negotiated with the Union and the position is to be posted pursuant to the CBA and hereafter will be recognized under the scope clause.

**JUST THE FACTS** - A member was denied STD benefits when the employer did not supply the carrier with the proper information. The



employer has since agreed to reimburse this member for all the time lost.

**FITTING FAREWELL** - The Union was successful in their challenge

of a decision to deny a member vacation pay upon their retirement and the additional monies have now been awarded.

**STAYING AFLOAT** - When an employer attempted to change one of the 'Floating Holidays' in the CBA to be recognized as Family Day, the Union pointed out that such a right was not within the scope of the employer. An arbitrator has agreed and employees will continue to enjoy the freedom to schedule their floaters as they see fit.

**LIGHTS OUT** - When a member decided to turn the lights off while customers were still in the building, the employer responded with a one day suspension - which the Union was subsequently successful in having rescinded.

**ESTOPPEL ARGUMENT PAYS PREMIUMS** - When the company decided to change a long-standing and mutually accepted past practice regarding the payment of shift premiums, the Union quickly reminded the employer that they were 'estopped' from doing so. With the assistance of a Grievance Mediation Officer, the employer has agreed to continue paying shift premiums on overtime

hours worked on Stat Holidays until the current CBA expires.

**LAYOFF LANGUAGE PASSES TEST** - Despite contract language that clearly required the dismissal of any students and/or contractors prior to the layoff of any regular employee, the employer reduced the hours of a part-time member by two-thirds - which is deemed a lay-off pursuant to the OLRA. The arbitrator agreed with the Union and ruled that the employer had violated the CBA. The award resulted in a settlement that made the grievor whole by compensating her for all lost wages, benefits, pension and other rights afforded by the agreement.

**SEALING THE DEAL** - Contrary to the terms of the CBA, an employer refused to pay Apprentices the Journeyman rate after completing the required hours & training. The Employer claimed that they would pay the rate only upon successful completion of the Red Seal exam. The Union persuaded the employer to back away from this position and pay these members the appropriate rate. In addition, all line staff will be provided with training and opportunities to write the 'Red Seal' over the next 2 years. All future apprentices will be required to attain the 'Red Seal' certification before moving to the Journeyman rate.

**SITE PLAN** - Workers assigned to locations other than their permanent location will receive \$10/day for travel in excess of 10km and; all designated worksites will have suitable washroom facilities as part of a mediated settlement in a relocation dispute.



Members at Waterloo North Hydro were pleased to share their experiences and encourage others to consider a high voltage career as part a demonstration for Skills Canada at a recent open house hosted at their workplace. At the controls is Apprentice Power Line Maintainer Mike Kroetsch.



Business Representative Allen Gates (on the left) and Wayne Eastbrook (Peterborough Utilities) share a smile at recent Unit meeting where long service members were honoured for their dedicated support of the IBEW.

Congratulations - and thanks - to one and all!

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## ...MORE TABLE TALK

**BURLINGTON HYDRO (OUTSIDE)** - As the buzzer sounded without a settlement acceptable to the bargaining team, they sought the support of the members to take their fight for fairness and respect to the street - and the picket line was up the next day. A little over one week later, these members voted in support of a 3 year agreement with dramatic gains that included: annual ATB wage increases of 3% with Lead Hand adjustment to 7.5% (retro to 2006) and renewal of the COLA clause; Vision coverage - \$375; current ODA rates; LTD increased to \$4000; Medical exams- \$120; Gym membership - \$250/yr.; safety boot allowance - \$225; addition of Family Day as Paid Holiday; One additional Paid Floater day; Elimination of on-call/shifting of spare Operator and; summer hours extended to daylight savings time.

**BURLINGTON HYDRO (INSIDE)** - The clock was ticking towards a possible labour dispute when the employer presented our members with their 'final offer'. These members voted in support of the 3 year agreement that included: annual ATB wage increases of 3% and renewal of the COLA clause; Vision coverage - \$375; current ODA rates; LTD increased to \$4000 and; Gym membership - \$250/yr. A tip of the hat to Richard Dlugosz, Anthony Benassi and Gabbi Byrnes for their diligence during these difficult contract talks.

**CHUBB MONITORING CENTRE** - The alarms were set to go off but with the help of a third party, a 3 year deal was reached that was well-received by the membership who will enjoy ATB wage increases of 5.6% over the life of the agreement in addition to other monetary and language improvements.

**EASTERN ONTARIO POWER** - Recognizing the looming skills shortage in the electrical utility industry, this employer showed that they are ready to do what they must to retain and recruit the best. In a landmark 3 yr. deal that offers staged ATB wage increases of 1.5%, 2% 1% and 3%; prior to the first increase, lineman will also receive a one-time wage adjustment of 10% while all other classifications will receive a one-time wage adjustment of 4%. Among the other noteworthy achievements: increases to on-call and boot allowance; 4 wks. vacation after 10 yrs. and double time for weekends. WOW is all we can say to Alain Leger and Jeff Henry for their help in making this deal happen!

**HUNTSVILLE PUBLIC WORKS** - The assistance of a Conciliator was not enough to get a settlement in what proved to be one of the toughest rounds of negotiations for this Unit. Fortunately, talks resumed that resulted in terms of settlement that earned the support of members. The 2 year agreement will award annual ATB wage increases totalling 6% along with: new language re: Health & Safety; GPS Monitoring and Labour/management relations; bereavement leave of 5 days for immediate family members; Vision coverage - \$200 including eye exams; work boot allowance - \$150; Employer paid driver's license and; Mechanics tool allowance of \$100/yr. 1 - \$200/yr. 2 and; employer-paid tool insurance. All of this would not have been possible without the dedication and contributions of Cindy Hampton, Doug Oke and Ross Fisher - thanks for a job well-done!

**KITCHENER WILMOT HYDRO** - The countless hours invested by the negotiating team of Dale Brandt, Debbie Klatecki and Brenda Bin paid dividends in a new CBA that earned 100% support of the membership. Annual ATB wage increases of 3% are but the start of a long list of improvements in the 3 year deal. Among the other notable changes: shift premium increases; recognition of Family Day as a Paid Holiday; current ODA fee schedules; updated LTD premiums; bereavement leave of 5 days for spouse and child; new clause re: relief rate when working in a higher classification; boot allowance - \$155/\$160/\$165; new meal allowance language; flex time for Engineering Dept. and; significant language improvements. BRAVO!

**PETERBOROUGH UTILITIES** - Faced with an employer who took a hard line at the bargaining table, a one year deal was reached with the hope that the economic climate will be sunnier in 2010. Members agreed with their negotiating team and supported the agreement that includes: ATB wage increases of 2.25% plus a wage adjustment of \$1/hour for the Zoo Keeper classification; improvements to overtime banking and; enhanced meal allowances. Kudos to Wendy Dunford, Larry Collins, Suzette Lake, Gord Simmons and Cole Taylor for their strong and thoughtful leadership at the table.



**PRODUCTION STARS SHINE AT CHRISTIE DIGITAL** - With a strong demand for their products, members were challenged to meet a target of 360 Units in the month of May. Members from Unit 58 welcomed the opportunity to show their talents and proudly gather around Projector 360 - ready to roll, on time and on budget. Way to go!



**CHATHAM-KENT UTILITIES HOSTS DAY OF CHAMPIONS:** (Pictured left-right) Tomo Matesic (Pres. of CKUS), Rob Ellis (Our Youth At Work), Randy Hope (Mayor of Chatham-Kent), Erin Edwards (Local 636 Executive Board Member), Hugh Bridgen (Director of Metering CKUS), Pat Caron (Manager of Customer Service CKUS), Tracy Richmond (JH&SC member & CSR CKUS) and Gary Aitken (Risk Mgt. Officer C-K Hydro) enjoy a Kodak moment celebrating a successful day of community events focusing on young worker safety.

(continued from page 7)

## ...EVEN MORE TABLE TALK

**MIDLAND POWER UTILITY CORP.** - Three years of security earned in only 3 days at the bargaining table is quite an achievement on its' own, but Jane Dusome and Brandon Spring have even more to be proud of after bringing back one of the best collective agreements ever negotiated at this Unit - we salute their accomplishments. Office employees will see annual ATB wage increases of 2.75%. Members in Lines, Engineering and the Classification of Meter Tech. will receive wage adjustments of \$2.10/hr.-\$0.25/hr.-\$0.25/hr. prior to their annual ATB increases of 2.75%; the Lead hand rate will be \$1.50 > prevailing line rate and; Working Forman "A" rate will be \$3.35> prevailing line rate. As if this was not impressive enough, other highlights of the CBA are: 28 hrs. of banked overtime for outside staff and 24.5 hours for inside employees; on-call premiums of \$170/wk. -yr. 1; \$175/wk. - yr. 2 and \$185/wk. - yr. 3; Vision coverage - \$325; meal allowance - \$12; work boot allowance - \$200 and; clothing allowance - \$700.

**NAPANEE WATER (ADMINISTRATIVE & OPERATIONS)** - Members were able to relax this summer after reaching 2 yr. agreements that provide peace of mind and security at a time when such are in short supply. The CBA provides for annual ATB wage increases of 2.5% as well as a COLA clause triggered at 3.5% (Jan.-Dec. of each year) with Operators awarded a \$0.12/hr. adjustment before the increase. Members will also enjoy: improvements to vacation leave; addition of Family Day to Paid Holidays; 50% premium co-pay for retiree benefits from age 55-65; the introduction of top-up to 75% of base pay for employees on maternity/parental leave and other minor changes. UNIONS - we still make a difference!

**CANADIAN NIAGARA POWER** - Members showed their appreciation for the efforts of their bargaining team with solid support for a 3 year deal brokered by Kris Watson, Mary Genco, Norm Damato, Ted Burrell and Jeff Hoover - congratulations go out for their fine work. Payroll will change to a bi-weekly system with a \$300 cash payout to members on the transitional week. ATB wage of adjustments of 2.5%; 3% & 3% top the many changes introduced such as: Vision coverage of \$325/2 yrs.; Family Day added as a Paid Holiday; a Dispensing fee cap of \$9.00; Standby allowance - \$200/wk., yr. 1 & \$205/wk., yr. 3 and; Safety boot allowance - \$210/year.

**HALDIMAND COUNTY HYDRO** - Members have accepted a 4 year deal made possible thanks to Wayne Kettle, Cathy Williams and Andy Horwath who knew what the members needed and delivered it. There will be annual ATB wage increases of 3% plus: Family Day; Standby allowance increased to \$24/day, yr. 2 - \$25/day, yr. 3 - \$26/day, yr. 4; meal allowance - \$11; new Drug Card; Vision coverage \$350/2yrs; improved clothing & boot allowances and enhanced sleep time language. In exchange for the host of benefit enhancements, employees will now pay 10% of Extended Health premiums.

**“When they discover the center of the universe, a lot of people will be disappointed to discover they are not it.”**

**- Bernard Bailey**

## ...TABLE TALK (that's all folks!)

**CHATHAM- KENT HYDRO** - It was almost lights out as negotiations went to the 11th hour before a settlement was reached with the intervention of a Mediator. Patience paid off with a 3 yr. agreement that met with favour from the membership. ATB wage increases of 3%, 2.5% & 2.5%; the addition of Family Day and modest increases in a host of other areas will improve the quality of life for all members and their families. Well done!

**WINDSOR REGIONAL HOSPITAL** - With the employer declaring a 'code blue' budget emergency, our bargaining team found themselves forced to seek a second opinion at interest arbitration. The Union case was prepared by Elizabeth Mitchell who worked closely with the team and did an amazing job promoting and advancing our position. The award reflects the effectiveness of this submission with ATB wage increases of 3% (retro to April 1 2008), 0.5% - March 09, 1% April 09 and 0.75% October 09. In addition: bereavement leave has been enhanced; part time employees will receive 1 day sick leave/300 hrs. worked and; a Union Education fund has been established that provides an annual lump sum payment of \$1,100. Special thanks to the entire team led by Karen Morrison and Linda Georgiu who battled against some tough odds to get this outstanding award - way to go!



**THE AIR WAS ELECTRIC** - Representatives from Chatham-Kent Utilities join in a ribbon-cutting ceremony at the C-K Hydro sponsored site during the grand opening of the Children's Safety Village - built from the ground up by Local 636 members and financed in part by the IBEW, C-K Hydro & CKUS.



### And the Survey says...

Our Local has been asked to participate in a major study on workplace health and safety being conducted by a research team at the University of Windsor. The team hopes to help make workplaces safer and ensure that all workers are treated fairly by identifying patterns of injury reporting and determining the impacts of various workplace factors.

As a partner, the members of our Local along with those in other Unions will receive a survey in the mail in October. We encourage each member to take about 15 minutes to complete the survey and return it to the research team.

All responses and information will be kept strictly confidential, the research team will not have access to any personal information and will only contact you if you agree to participate in a follow-up interview. Thanks!

## MOVIN' ON...

The time has come for a number of members to begin their permanent vacation. Please join us in saying so long to:

Larry Smith (Collus Power); Mike Kummer (Cambridge & North Dumphries); Don Strath (City of Orillia); Linda Murray (Town of Amherstburg); Dennis Khan (Nexans); Peter Anderson (Nexans); Evelyn Boshier (Horizon); Darryl Kelley (City of Brantford); Brigitte Richardson (Oakville Hydro); Karen Morrison (WRH); Angus Gillis (Kitchener - Wilmot); Doug Wells (Peterborough); Mike Broderick (Peterborough); Cathy Murphy (Peterborough); Robert Emmett (Peterborough); Bruce Skelton (Oshawa); Paul Sekerak (Cambridge Hydro); Joseph Mazzei (Pen West); Duncan Smith (City of Kitchener); Dave Spears (Novatronics); John Sweet (City of Orillia) and: Marilyn Foley (Stratford Parallel Transit).

We thank these members for their dedication and support and wish them many enjoyable and relaxing years of retirement filled with good health and great happiness. Cheers!

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Local Union 636**

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**We're on the Web!**  
Visit us at :  
<http://ibewlocal636.com>

## UNIONS ARE RUINING OUR COUNTRY...



We hear that a lot these days - even from working people! The media, corporate Canada and those who really don't understand Unions would like us to believe that organized labour has been destroying our nation for years.

Well, let's look at what Unions have done:

- Take old age pensions for instance. Yep, Unions were behind them;
- Weekends, Statutory Holidays & 8 hour workdays, coffee breaks - blame Unions;
- Unemployment Insurance? You guessed it - Unions;
- Minimum wages - Unions were at it again;
- Universal, free public education. Wouldn't you know it, damn Unions!
- And universal healthcare & medicare? Sure enough, Unions pressured governments for years to get those;
- Worker's Compensation. Same old story - Unions;
- Workplace Health & Safety Legislation? Will the list never end?
- Oh let's not forget ...decent/equal pay, fair & equal treatment, dignity & respect for workers, safe workplaces, freedom from harassment, discrimination and intimidation and group health benefits - all thanks to Unions.

Where would we be if the Unions hadn't ruined our country?

**MAYBE IT'S TIME TO ASK OURSELVES THAT QUESTION.**

## STRIKE ONE UP FOR JUSTICE

It was the first time that members from Burlington Hydro were forced to withdraw their services in pursuit of fairness; but with no settlement in sight at the bargaining table, the outside workers were left with no alternative. The decision to take strike action is always difficult and we salute these members for having the courage to stand up for their rights.

Fortunately, this dispute was resolved in just over a week - thanks to the solidarity of those walking the picket line. With strong and committed leadership from Dan Cizmar, Steve Roberts and Stewart Potter, members quickly recognized that, **UNITED WE BARGAIN, DIVIDED WE BEG.** From the moment that the lines went up, it was obvious that these members shared a common sense of purpose that would bring them together and keep them together.

The contractual gains achieved by this strike were significant but equally important is the message that was sent to this employer - dignity and respect for workers are rights, not a privileges; and ones that our Union will always stand up for.

Thanks to all for reminding us that, as workers, **If we don't stand together, we don't stand a chance!**



Pictured above, members from Burlington Hydro - Outside, take a stand against injustice.

