

A NEWSLETTER FROM THE UNION OF CONSTRUCTION MAINTENANCE AND ALLIED WORKERS

SPRING 2011

THE WRITE

ANGLE

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CMAW CANADIAN AUTONOMY OFFICIAL

Our last payment was sent to UBCJA in March 2010 – a full six months ahead of schedule – making our separation final, and our Canadian autonomy officially confirmed.

While the victory couldn't have arrived soon enough, making this final separation payment means that CMAW is now free of all ties with UBCJA and also officially the very first all-Canadian building trade union.

CMAW president, brother Jan Noster, says that we should all be very proud of the fact that we stood together, to fight against US union officials ineffectively representing Canadian workers.

“It's an exciting time for our union. Now that we've made



PAT HAGGARTY, FORMER PRESIDENT LEN EMBREE AND JAN NOSTER CELEBRATE FINAL PAYMENT MADE TO UBCJA

that last payment to our former international union, CMAW members can expect to see nothing but progress from our union,” says Noster.

It has been more than two years since our members voted to accept the BC Labour Relations Board settlement fee recommendation

SEE UBCJA GONE – PAGE 12

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President's Post

It's been a while since my last report to the members. I'd like to give you a recap of CMAW's efforts and challenges during the last few months.

SCAFFOLD TRAINING

At the end of 2010, CMAW entered into a partnership with Chinook Scaffolding to provide comprehensive scaffold training to our members. To date, we've issued more than 150 Journeyman Scaffold Tickets. In the January issue of WorkSafe BC magazine you'll find an article recognizing the good work we are doing. Check out page 16 of the February issue of WorkSafe Magazine at www.worksafe.com.

We've also put many members in BC and Alberta through OSSA (Oil Sands Safety Association) training in 2010. OSSA courses include Confined Space, Regional Orientation, Aerial Lift, and most importantly, Fall Protection.

And, CMAW issued hundreds of bursary cheques to apprentices for trades training. We also reimbursed members for courses they took on their own, such as renewing welding certifications, and Level 3 First Aid.

In January, I attended a ceremony commemorating the 30th



JAN NOSTER

anniversary of the Bentall Four tragedy that saw members of Carpenters Local 452, Gunther Couvreur, Donald W. Davis, Yrjo Mitrunen, and Brian Stevenson fall to their deaths when a fly form collapsed. A judicial inquiry, that included Brother Colin Snell, past president of the BC Provincial Council of Carpenters, resulted in many changes and improvements to the safety of construction workers in North America. At the ceremony, brother Snell gave an emotional speech about the tragedy, and subsequent changes to safety standards in our industry.

Sadly, a week before Christmas, two nonunion workers of our industry perished while working on projects where Ledcor Construction was the general con-

tractor. When accidents occur, I usually get a call from the media and I'm asked if the death could have been prevented. Every construction death is preventable, and there is no reason for people to die in construction in this day and age. I think it's the duty of the trade union movement to speak for all trade workers.

In the year ahead, CMAW will provide safety training for many more members so that we can prevent similar tragedies. We know that government and industry aren't going to do it for us.

B.C. NEGOTIATIONS

BCBCBTU recently concluded most of the main table bargaining issues and has now moved onto trade talks. It's been a lengthy process with several applications filed at the Labour Relations Board by BCBCBTU in order to get contractors to the table.

Contractors will now be voting on main table issues.

DLI NEGOTIATIONS

While CMAW has agreements with over 200 employers, and at any one time there are a lot of negotiations going on, I'd like to make special mention of negotiations we had with DLI because

this is our first major maintenance contract in Alberta.

In the fall of 2010 we successfully concluded an agreement with DLI – a maintenance and construction contractor that has been working at the mammoth CNRL Horizon project in Fort McMurray.

CMAW currently has over 250 members employed on steady maintenance work and we expect the numbers to increase. We were able to negotiate a 8.6 per cent increase over two years, plus a boot allowance – a first in any collective agreement I know of. I want to thank the CMAW members in Alberta who ratified the agreement, and the rank-and-file members who took the time to participate on the bargaining committee in what were pretty tough negotiations. Subsequent to us reaching an agreement with DLI, they were awarded a two-year maintenance contract with CNRL.

STRIKES

Local 1928, our shop and display-workers' local, is on strike with an employer of 30 members – Covetop Limited.

I recently visited the picket line and spoke to the striking 1928 members and handed out a couple of footballs for good mea-

sure. When I spoke to the members to see how they're keeping, a member said that Local 1928 members at Covetop were in good spirits and wouldn't take any guff from the employer. As I'm writing this, they are still on strike. You can drop by the picket line at 7950 Venture Street, Burnaby.

Local 1735 in Prince Rupert organized a ferry service that is run by the Lax Kw'alaams First Nation. These five courageous members are fighting for a first collective agreement and have been on strike since January 7. The members currently make over 40 per cent less than other unionized workers at BC Ferries, doing the same jobs. CMAW has not had many strikes in the last few years and when we were first faced with paying strike pay I called an emergency executive board meeting to discuss how much was going to be paid. I was pleased the executive agreed on a substantial weekly strike pay rate which increases the longer the strike continues.

CMAW members at these two sites will last one day longer than their employers, and we will reach fair and competitive collective agreements for our members. Any CMAW member who has to go on strike should know we are 100 per cent behind them.

JOB STEWARD TRAINING

CMAW put on a couple of job steward courses. I recently had the pleasure of instructing a course for members of Castlegar Local 2300. It was well attended, with over 20 members participating.

I always enjoy instructing these courses, I learn as much as I teach.

WANETA DAM

In 2010, I also had a chance to visit the Waneta Dam. This \$700 million project, which is being built under the Allied Hydro Agreement, is just getting started. We have about 15 members on site. Over the next 18 months that number will dramatically increase.

CMAW members will also be employed on other major BC Hydro projects, the Mica Dam Units 5 & 6, and the Revelstoke Dam Unit 5 this year. I've had an opportunity to visit all three projects and I've spoken to members who were employed on the original Revelstoke Dam project back in the 70s. The unit numbers denote the number of turbines each dam is built to contain.

... CONTINUED ON PAGE 5

UNIONIZATION IN CANADA HAS RISEN UP TO 4.2 MILLION

NUPGE/CALM

Statistics Canada says more than 4.2 million workers belonged to a union in Canada during the first half of 2010, up 64,000 from the same period last year.

Union membership has risen at a slightly faster pace than total employment. As a result, the nation's unionization rate edged up from 29.5 per cent in 2009 to 29.6 per cent in 2010.

The gap in unionization rates between men and women widened slightly in 2010. Women experienced disproportionately more gains in unionized jobs.

Consequently, their unionization rate inched up to 30.9 per cent, while the rate for men remained constant at 28.2 per cent. Just more than 2.2 million women belonged to a union in 2010, compared with just under 2.0 million men. The unionization rate for permanent workers increased to 30.0 per cent between 2009 and 2010 while it decreased to 27.3 per cent for those in non-permanent jobs.

The rate rose in larger firms (100 workers or more), declined among those with 20 to 99 work-

ers and remained constant for firms with fewer than 20 workers. The provincial picture was mixed. Unionization rates fell in Nova Scotia, Quebec, Saskatchewan and Alberta. The largest gain in rates occurred in B.C. while the rate was highest in Newfoundland and Labrador (37.9 per cent). Among industries, rates were highest in public administration (68.5 per cent) and education (67.0 per cent).

Notable declines occurred in agriculture, health care and social assistance and education. Notable increases occurred in transportation and warehousing and public administration. An average 288,000 workers were not union members but were covered by a collective agreement in the first half of 2010, down from last year's total of 300,000.

In 2009, there were 157 strikes or lockouts that involved a loss in working time of at least 10 person-days. This was the second lowest number on record. At the same time, 67,000 workers were involved in these strikes or lockouts and just under 2.2 million person-days in working time were lost—the highest number of days lost since 2005.

MISSION: TAKE BACK CANADA!

CALM

Operation Maple is an online social media project (with a special brand of humour) that points out that the people we elect do not always have Canadians' best interests at heart.

Every week, Operation Maple posts create funny, informative videos that educate and entertain. Short, sharp webisodes are accompanied by articles and helpful links.

You can join Operation Maple's Facebook fan page, follow it on Twitter or visit their YouTube profile to watch and share funny, irreverent takes on Canadian politics and business.

Visit:
www.operationmaple.com

Each turbine produces about 325 megawatts – power for 300,000 people. When these dams were originally built, the members working on them thought they would be back to install these turbines shortly after the construction, but they've been standing there for 40 years without all the turbines.

WHAT'S AHEAD

CMAW is replacing its membership database system, revamping our communications, and our council will be looking for a place to move, as the building we're in has been sold.

Please watch for the next issue of The Write Angle where I'll be able to provide more details on these initiatives. As always, please do not hesitate to contact me if you have questions or concerns about CMAW, your union. Work safe and take care.

Jan Noster
President
email: council@cmaw.ca

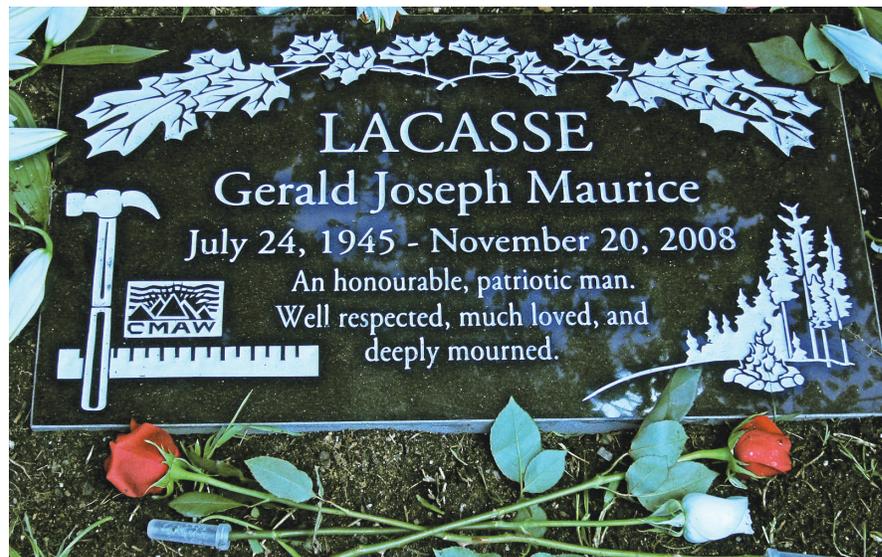
REMEMBERING A PROUD UNION MEMBER

November 25, 2010 marked the second year anniversary of the passing of long-time member, brother Gerry Lacasse.

Lacasse was a Local 2300 Castlegar member who was well respected by all. Union brothers and sisters remember him as a proud Canadian, and proud union supporter.

In fact, he was so proud of his union that his loved ones felt that our CMAW logo and tools of the trade should have a place on his headstone.

Rest in peace, brother Lacasse.



This eulogy was written and read by long time friend and peace activist Bud Godderis.

Gerry with a "G" is what he always used to say to the hole watch as we headed into one tank or another. I spent a good part of my career being partnered up with one of the finest carpenters I've ever met.

Being on the road and away from your family isn't always easy, but having a good friend with you makes it a lot more bearable. I helped bury my friend on his birthday and Murray and I spent the extra time making sure everything was measured and level just as he would have wanted.

Gerry may not be with us anymore but he will never be forgotten. He was a proud Canadian and a proud union member. He always wanted what was best for all members. Even though he has been gone going on two years there isn't a week that I don't think of him. Most times I smile, some times I shed a tear. We should all endeavor to take care of each other on and off the job. My fondest memory was dismantling a scaffold in a really dirty tank and singing "Oh lonesome me" together then arguing about who wrote the song. He was right. Rest in Peace my brother and I hope we can make you proud.

Secretary - Treasurer's Report

SECRETARY - TREASURER REPORT FOR 2010

INTERNATIONAL UNION FINAL PAYMENT

It was a great feeling for me to be able to announce at our spring 2010 convention that our last payment to the UBCJA had been made.

As most of you will remember, the settlement payment required to finalize our departure from UBCJA was determined by the Labour Relations Board (LRB) in 2007. The amount was \$6 million. An initial payment of \$4.5 million first had to be made, followed by additional installments of \$500,000 over three years. The final payment was scheduled for December 2010.

To make our first and second installment, we were able to use money in a trust fund held by our legal counsel, Laughton & Company while ensuring that the minimum required balance remained.

In early 2010 it became apparent that our balance in the fund would equal the balance owing, so I requested a final payment, a full six months ahead of schedule.

But UBCJA rejected our offer to pay our last payment in advance. There is no doubt that they wanted payments to drag this out as long as possible so they could win more publicity.

CMAW challenged their position at the LRB. The LRB advised UBCJA that they could find nothing wrong with our offer to make the final payment and so we were able to proceed.

These payments placed a great financial burden on our union. We had to curb our spending significantly and many efforts had to be put on hold. For instance, we were not able to go full speed with our training and organizing efforts.

PROVINCE-WIDE BARGAINING

Although I've retired from the position of secretary-treasurer, I have agreed to lead the 2010 bargaining with the CLR.

The key demands were exchanged with the CLR and the Building Trades Bargaining Council – the CLR submitted three main table proposals, and

the trades submitted 15. The CLR then decided that no trade talks would commence until key demands were dealt with.

When CLR refused to commence trade bargaining, the bargaining council filed an unfair labour practice complaint with the LRB. There have been numerous meetings to try to come to a resolution and I can now say that BCBCBTU and CLR have resolved the matter by clarifying what the main table items are, and deciding which ones should be referred to trade talks. This allows unions to commence trade talk bargaining – CMAW is set to go for our first meeting on Apr. 20.

MOVING ON

While I have left the position of CMAW secretary-treasurer, I will continue to chair the province-wide bargaining.

I will also be employed part time with my home local, Local 1928, where I will be responsible for bargaining and membership courses.

Pat Haggarty
Secretary-treasurer (2004 - 2010)

WANTED: NEW LOGO FOR CMAW

Back in 2008, the Labour Relations Board made the decision to retire our construction logo – commonly known as our hammer logo – in order to settle a dispute between CMAW and the Provincial Council of Carpenters over who had the right to use it.

Well, it's time to replace this logo, so put your imagination to work and you could win \$500 from our CMAW Council office.

Here's what you need to keep in mind:

- keep the design simple
- the logo should not be trade specific because CMAW represents several trades
- remember that CMAW members work in several provinces (currently B.C., Alberta and Saskatchewan)

The entry deadline is July 1, 2011. Logos will be judged by the CMAW Executive Board. Send your entries to:

Jan Noster
President
Email address: council@cmaw.ca

BE A VOICE FOR THE UNDER REPRESENTED

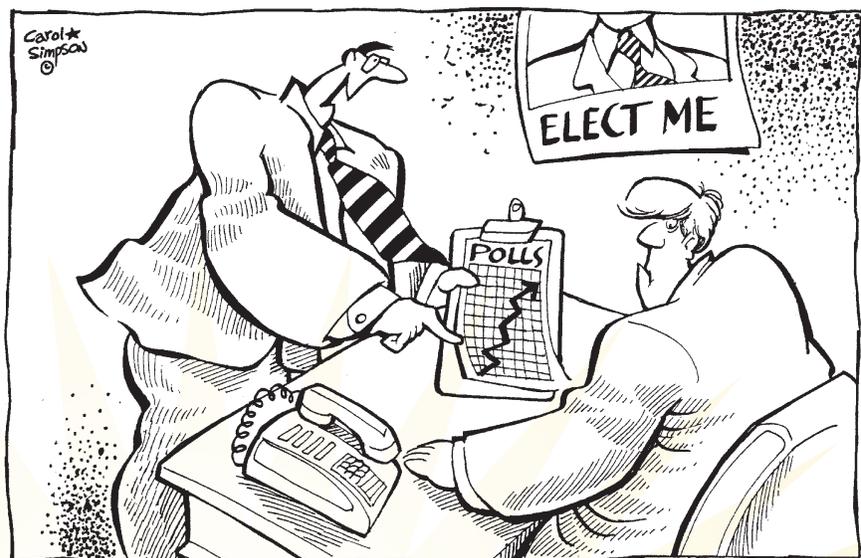
At our 2010 CMAW convention delegates voted to add two positions to our executive board in order to provide representation for groups that are currently under represented.

The under represented include some trades, races, women and youth. If you feel that you are the person to have a voice for these people, here's your opportunity to be a part of CMAW's decision-making process and future.

Send your application to Jan Noster, president at the following email address: council@cmaw.ca

Please note that as CMAW Executive Board members, the two people selected will be expected to attend executive board meetings – a minimum of four meetings a year.

This is a great opportunity!



"Your approval ratings look good... but only among non-voters."

THE GRASS IS NOT GREENER ON THE OTHER SIDE

BY JAN NOSTER

On the eve of the 2010 raiding period we applied to the BC Labour Board (BCLB) for copies of UBCJA's collective agreements so that workers who were considering another union would have the facts to enable them to make a fair and honest comparison between UBCJA and CMAW. Let me tell you – the grass is definitely not greener on the other side.

It never ceases to amaze me that in their attempt to become a viable organization in B.C., UBCJA focuses strictly on raiding CMAW member sites, particularly when the construction industry is less than 15 per cent unionized. Rather than going after the 85 per cent of non-unionized workers, they work to sway our members with bait-and-switch tactics, and our employers with substandard collective agreements.

CMAW believes that our members own their collective agreements, and therefore have the right to view them at any time, we make them available on our web page. Members can also request a copy from their local at any time.

However, CMAW has had members and former members work-

ing under UBCJA collective agreements come into our office and tell us they have never seen a copy of their agreement. If we make them available to our members, why doesn't UBCJA? Do they have something to hide? (. . . if you're asking someone to switch unions, one of the first things to do is show them the collective agreement.)

But instead they distribute brochures and other propaganda that attack CMAW agreements, without presenting their own.

When CMAW applied to the labour board to get copies of the UBCJA agreements they turned angry and were quick to fight the publication of their collective agreements that they signed on behalf of their membership.

They even tried to convince the labour board that it would be too much trouble to file their agreements with the BCLRB, as required by law.

When we finally did get copies of the UBCJA agreements, after hiring a lawyer to go to the BCLRB and win a formal decision in front of a government tribunal, it was already the last week of the raiding period.

Unfortunately, what we discovered within the UBCJA agreements was worse than we could have imagined. For instance, we found clauses that contained language allowing the employer to hire semi-skilled workers at wage rates determined by the employers, and not negotiated between the employer and the union.

Even more shocking was that each of the UBCJA agreements with Ski-Hi Scaffolding and Safway Scaffolding contained clauses allowing the employer to subcontract out all the work nonunion – this would allow UBCJA's members to lose their jobs to subcontracting! Why would anyone need a union if you have a collective agreement that allows the employer to subcontract the work nonunion?

This would mean that if you asked for a raise, they would be able to subcontract out the work. If you demanded better benefits, pensions and holidays, they could subcontract out your job to those who would work for less. And if you wanted to go on strike, they could subcontract out your job instead, leaving no members to actually go on strike.

I can't understand why, instead of working for their members and protecting their interests, that UBCJA would sign agreements allowing the employer to subcontract out 100 per cent of the work, if the employer chooses. (. . . Wonder why you have been laid off? The employer subcontracted out 100 per cent of the jobs to nonunion contractors.)

But during this last raiding period they met their match. While UBCJA was trying to raid CMAW, they were being raided by that other "union" in our industry, Painters District Council 38. And in an attempt to defend themselves, UBCJA showed just how hypocritical they are. Here's what happened:

UBCJA Local 1541 floor layers were in tough negotiations and were at an impasse with two of their largest employers in the province – BC Hardwood and Beatty Floors.

A third employer, Maxwell Floors, decertified and went nonunion. Beatty and BC Hardwood demanded the same type of contract language that UBCJA agreed to with Ski-Hi and Safeway, ie. allowing the employer to subcontract work to nonunion subcontractors. But only now UBCJA was against non-union subcontracting, knowing full well that the employer would

have the ability to lay everyone off and use nonunion subcontractors. Hmmmm....

It seems that UBCJA thinks that it's perfectly ok to subcontract out carpenters' and scaffolders' work nonunion, but subcontracting floor layers and millwrights jobs is unacceptable.

Why does UBCJA think that carpenters and scaffolders are any less deserving of the benefits of a union, and the protection of a collective agreement, than other trades?

I hope a few floor layers in B.C. get to read this because they will know what I believe to be is the root cause of their problems with the floor laying employers in BC. The problem is the confused position their so-called leadership has taken in BC – they allow 100 per cent nonunion subcontracting with some employers, and not with others.

Everybody knows you can't have it both ways, including the floor layer contractors. I will bet that if the Painters District Council 38 is successful in raiding Burritt Bros away from the UBCJA (the matter is still being decided by the BCLRB) that they will also agree to nonunion subcontracting.

In the next round of bargaining in BC with CLR (the employers' bargaining reps), they will be demanding a subcontracting clause from us and other building-trade unions, because the UBCJA and other "unions" agreed to this nonsense that makes unions optional for unionized employers.

As long as there has been unions in the construction industry, employers have sought to double-breast (to create nonunion spin-off companies to avoid collective bargaining). Legitimate construction unions have always fought against this, but UBCJA's actions actually legitimize double-breasting.

CMAW believes that we have a skilled and competent workforce that can compete with anyone, and that we're here to represent members on the job, and not to just sit back and watch non-union contractors do your job on union sites.

These subcontract clauses are nothing more than a race to the bottom, and a way for employers to pick the union that will represent you the least.

And for what? So some rogue unions can gain a few members at everyone's expense?

HAGGARTY SAYS TIME TO PASS THE TORCH

With more than 40 years of union service under his belt, and many goals and accomplishments behind him, Brother Pat Haggarty says it was the right time to pass the torch to someone new and to begin the first phase of his retirement.

At our third convention in April, Haggarty announced that he would not run for another term as CMAW secretary-treasurer, but that he was not entirely leaving our union either.

Instead, he will now work part time assisting Local 1928 with negotiations and courses for shop stewards, and also continue to be the lead negotiator for the industrial sector.

And of equal importance, Haggarty reports, is that the change will give him more time to pursue his hobbies – hunting and fishing.

It's often said that a change is as good as a rest and when we look back at the years Haggarty spent serving our union, we see that a rest is well deserved.

His time with our union goes all the way back to 1970 when he was a young father apprenticing to be a cabinet maker.



PAT HAGGARTY

At the age of 21 he served as shop steward. After four years of that he became a trustee for Local 1928 and by 1980 he was elected as business agent.

In was only two years later, in 1982, when the president of the local had to step down due to illness. At that time, the local also decided to merge the position of business agent and president into one.

Haggarty stepped into the position and eventually served 25 terms until he ran for secretary-treasurer of the B.C. Provincial Council of Carpenters, now CMAW in 2004.

With the creation of CMAW, Haggarty was assigned to oversee the finalizing of our separa-

tion from our former international union, UBCJA – a role he was a perfect fit for, having been a strong advocate for Canadian autonomy, actively promoting it at the many national conventions he attended in his role as president of Local 1928.

Haggarty says, “Having been able to write the last cheque owed to UBCJA, which formally finalized our separation makes me feel like I have accomplished my goal and I’m leaving my position as CMAW secretary-treasurer knowing that there’s no where for this union to go, but up.

3RD CMAW CONVENTION ELECTIONS

Delegates celebrated the retirement of several long-time officers, as well as the election of our new slate of officers, at CMAW's 3rd convention, in April 2010. Since that time, please note that there have been changes to several positions. The following is a list of retired and current officers.

RETIRED OFFICERS

- Local 1928 (Industrial VP),
Don Pengilly
- Local 2511, John Colburne
- Local 1346 VP, Tony Heisterkamp
- Local 1998 VP, George Jalava

ELECTED OFFICERS

The following officers were elected to serve a four-year term, ending in 2014:

- President, Jan Noster
- Secretary Treasurer,
Paul Nedelec appointed
March 2011
- 1st vice-president, Ken Lippett
appointed February 2011
following Bob Eaton's
retirement
- North West VP, Ken Lippett
- Central VP, Ron Kneller
- Kootenay VP, Paul Nedelec
- Thomson-Okanagan VP,
Brian Thor
- Vancouver Island VP,
Fred Kuhn
- Industrial local VP,
Louis Acker
- Ship Builders VP, Bob Eaton
(Percy Darbyson appointed
February 2011 following
Eaton's retirement.)

EATON RETIRES



Brother Bob Eaton retired in Dec. 2010 after more than 20 years representing members of Local 506 – our members at the Washington Marine Group shipyard.

His career with the union began in 1973 when he worked at the yard as a labourer during the summer, eventually becoming a painter, and then a journeyman.

In 1989 he was elected president of Local 506 and two years later the local's business agent, a position he held until the day he retired.

As a member of our CMAW Executive Board, Eaton shared in the duties and final victory of leaving our former international union. CMAW extends thanks to Eaton for his years of service, and wish him a happy retirement.

In February, Local 506 members elected Joe Keagan as president, and Percy Darbyson as business agent.

- School board VP, Brad Bourel
- CEP VP, Angelo Marchetto
- CEP 470 VP, Dave Crosby
- Lower Mainland VPs:
Bill Duck, Eugenio Zanotto,
Chris Wasilenchuk
- CMAW Trustees:
Steve Smeaton, Alan Hughes,
Colin Cusworth

that would enable us to legally leave our former international union.

“It cost us \$6 million,” says Noster, “and a lot of sacrifices, but now it’s time to look forward to our great future.”

He says that with this financial burden behind us, CMAW will now have the funds necessary for our union to grow and provide our members with the best services.

“Members can expect to see improvements in training and organizing,” Noster says.

Efforts in this regard have already begun with the hiring of a new full time organizer and training coordinator, brother Jim Salidas.

Salidas will be working to help our union grow, and improve our scaffolding certification program.

Our goal is for CMAW to be the best trade union in Canada and this means providing the very best training for members.

Noster says, “We will be the first union that trades men and women think of when they’re looking

to join a union, and we’ll be the first union companies turn to when they’re looking to hire the most qualified workers available.”

To learn more about scaffolding and OSHA training, see pages 14 & 15.

WHO LOBBIED AGAINST IMPROVING CPP?

CLC/CALM

The Canadian Labour Congress has filed an Access to Information request to find out who lobbied the federal finance minister against proposals to enhance the Canada and Quebec Pension Plans.

“Last summer Jim Flaherty said that improving the CPP was the best way to ensure the retirement security of Canadians,” says CLC president Ken Georgetti, “but the minister has changed his mind and now favours vastly inferior private sector plans.

We want to know who got to the government and we hope this Access to Information request will provide that information.” Georgetti says two access requests were filed in late December 2010. “Our sources tell us that the financial services sector was lobbying hard prior to the finance ministers meeting in Kananaskis in December,” Georgetti says.

“The banks and insurance companies want control over the retirement savings of Canadian workers and that’s a shame because they charge obscenely high management fees for investing those savings. That can reduce your pension nest egg by more than 50 per cent. The CPP is a far better option.”

CMAW AND LOCAL 1735 WELCOME LAX KW'ALAAMS BAND WORKERS

In 2010, Local 1735 welcomed the First Nations Lax Kw'alaams Band members who work as crew onboard a band-operated car-and-passenger ferry that serves the Prince Rupert Harbour.

The five employees approached the local for representation in December of 2009 and certification was granted by the Canadian Industrial Relations Board (CIRB) in March 2010.

“It was a lengthy process due to the fact that First Nations bands fall under the Federal Labour Code, and because CMAW had never been federally certified, we first had to become recognized as a national union by the Canadian Industrial Relations Bureau (CIRB),” says Ken Lippett, Prince Rupert Local 1735 business agent and CMAW 1st vice-president.

“It feels really good to know that CMAW is respected in our community and that when these workers were looking for a union to represent them, they chose CMAW,” Lippett says.

“And while achieving recognition as a national union was a long and bureaucratic process, now that we



**NEW MEMBERS ONBOARD THE SPIRIT OF LAX KW'ALAAMS.
FROM LEFT: DARYN LAWSON, EVANS MORVEN, OWEN GREEN,
AND RAY DUDOWARD**

are federally recognized, CMAW can now organize workers whose workplace falls under the Federal Labour Code.”

The Spirit of Lax Kw'alaams ferry sails between Aero Cove (at the North end of Prince Rupert's harbour) and the head of Tucks Inlet, where a road connects to the First Nations Village of Lax Kw'alaams, also known as Port Simpson. It's about a three-hour round trip.

The Spirit of Lax Kw'alaams is

leased by the band, from BC Ferries.

In January, members went on strike when talks broke down following efforts to recoup wages, unjustly cut. Wage issues were resolved in February and a collective agreement was reached on Mar. 18. Members will receive a five per cent increase in the first year, with bonuses in the second and third years of the agreement.

CMAW IS SYNONYMOUS WITH THE BEST-TRAINED MEMBERS FOR THE JOB

OSSA TRAINING UPDATE

In the spring of 2010, four of our CMAW officers became Oil Sands Safety Association (OSSA) certified instructors.

Since then, they've been busy conducting sessions in their local union jurisdictions, and also where requested.

Members who are interested in working in the Alberta oilsands must be OSSA certified, which CMAW is facilitating by offering the required courses to members around the province.

Instructor and CEP 470 vice-president, brother Dave Crosby, says, "At this time, our instructors are providing training in their respective regions, plus wherever else we have enough people interested."

Crosby says that while it's up to the union local to advise members when- and-where training will be held, members should also be proactive and keep in touch with their union office.

"If you are interested in training, and have not yet heard from your local, call and let the office know."

"We do travel outside our respective regions – we are making every effort to be as mobile as possible," he says. "If we have enough people interested – a minimum of six – we'll be there."

The following OSSA-certified courses are currently offered:

- Confined Space/Confined Space Monitor
- Fall Protection
- First aid
- H2S Alive
- OSSA

Instructors are now able to offer the OSSA Regional Orientation course.

Training is offered free to members.

Members are asked to please honour their commitment to a

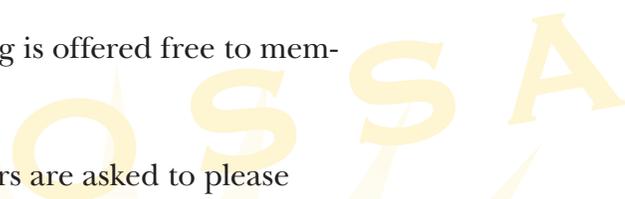
course, if you choose to sign up.

"If you cancel at the last minute, someone else might miss out," says Crosby.

If you have any questions about training, you are encouraged to contact your union local for information.

Or, you can call any of our CMAW OSSA-trained instructors, directly.

- Dave Crosby ph: 250-202-7913
- Ken Lippett ph: 250-624-5617
- Ron Kneller ph: 250-564-6043
- Paul Nedelec ph: 250-551-0049



OSSA CERTIFICATION – WHAT YOU SHOULD KNOW

- Employers in the Alberta oilsands who are looking to hire, contact CMAW with their request for workers. All workers must be OSSA certified.
- OSSA certification is valid for only three years. Members are encouraged to be on top of certifications and their corresponding expiry.
- If working in the oilsands is an option for you, participate in all training provided so that if a work opportunity presents itself, you're ready.
- Advise your local union office if you are interested in training.
- Be on the lookout for training dates in your area.

CMAW SCAFFOLDER CERTIFICATION

In 2010, CMAW worked with a Prince George contractor to develop scaffolder training that would ensure our members stay safe on the job, and that would also help put our union in the best position to compete for work.

The 80-hour course which is now being offered to CMAW members was designed to meet Canadian Standards Association and BC Occupation Health & Safety requirements.

Course organizer, Jim Salidas, says, “This training will give us a leg up to prove to contractors that we have the most qualified scaffolders in the industry.”

The cost of the course is covered by CMAW and participants will receive a certificate of completion, as well as a CMAW wallet card, as proof and confirmation of training.

Salidas says that completion of the course is a step towards achieving our new CMAW Journeyman Scaffolder Certification which requires a total of 5,000 practical experience/scaffold hours.

Five scaffolder training courses have been held so far. “Those who participated in the training are saying that their confidence level has been boosted,” Salidas reports.

Training will be ongoing and offered through our local offices. Classes will be held where we can gather a minimum number of registrants. If you are interested in training, please advise your local union office.



"Sorry your candidacy doesn't meet corporate media's criteria."

1928 ON STRIKE

Local 1928 members at Covetop Ltd. in Burnaby have been locked out since December 23, 2010.

During contract negotiations members asked for pay and benefit increases. The employer offered an increase only if members would accept lesser pay for new hires.

When Local 1928 later discovered that the employer couldn't afford to pay an increase they proposed a rollover agreement, asking to revisit the situation in the new year.

The employer then decided to lock them out, just a day before Christmas.



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