

**NEW! CMAW MERCHANDISE
VISIT CMAW.CA/STORE**



CONSTRUCTION MAINTENANCE AND ALLIED WORKERS

a newsletter from the union of construction maintenance & allied workers

THE WRITE ANGLE

The Benefits of a One-Benefit Plan

By Jan Noster

CMAW is the only union of our size that manages two separate benefit plans – the Carpentry Workers' Benefit Plan and the CMAW Benefit Plan.

We have a significant opportunity to merge the two plans and move CMAW in a positive direction forward. Reduction of long-term costs and a simpler administration process will bring value to our entire union membership.

The merger will result in greater economies of scale. By having all

members under one plan, the trustees will have greater buying power with underwriters. We can also invite the Shipbuilders Local 506 to join the plan, further increasing employer contributions. In time, this will result in better coverage of items such as life insurance, wage indemnity, long-term disability and extended health care. This will have a positive impact on members' claims related to dental, prescription, vision care and other medical expenses.

Moving to a one-plan model will reduce costs associated with administration, overhead and Board of Trustee expenses. Currently, a separate service provider manages each plan. This results in duplication of benefit booklets, computer systems, claims administration and benefit agreements. Everything the union provides to members related to the plans has to be done twice. Eliminating this duplication will be a direct cost savings to each member.



“Moving to a one-plan model will reduce costs associated with administration, overhead and Board of Trustee expenses.”

spring of 2014 to work out the details on how to make the merger a reality. It makes sense and it is in the best interest of our members.

Now is the time to follow through with the right decision to merge the plans. The CMAW Benefit Plan Trustees have already voted in favor to merge the two plans and we encourage the Carpentry Workers' Benefit Trustees to do the same. The plans need to assign an interim board and dedicate a time in the

IN THIS ISSUE

- 1** The Benefits of a One-Benefit Plan
- 2** Your Support System
The Role of the Local Job Steward
- 4** Balancing Our Lives Better to Manage Stress
- 5** Unionized Workers Still Making More Money on Average, Than Non-unionized Workers
- 5** Scaffold Tragedy: Appeal Court Nearly Quadruples Criminal Negligence Fine to \$750,000
CMAW Membership Assistance Fund Policy
- 6** CCU Elects New President and Vice President at Halifax Convention
- 7** BC Carpenter Bargaining Update CMAW/CLRA Agreement Ratification
Mob-scarred Carpenters Local 608 Shut Down After Racketeering Convictions
- 8** DCM & CMAW Continue Beneficial Partnership
Increase In Hours
Scaffold Companies Pick Up More Work



WINTER 2013

www.cmaw.ca

Your Support System *The Role of the Local Job Steward*

On June 13, 2013 CMAW held a four-day Job Steward training course in Cranbrook, BC. Stewards from all over Canada attended the course led by CMAW President Jan Noster, CMAW Secretary Treasurer Paul Nedelec and CMAW Local 2300 President Dave Livingston.

"It is key to have a Job Steward in every company CMAW is signatory with. The Steward has an enormous impact on the members' work environment and provides the conduit for communication between the union and the workplace," Noster explains. "This training is so beneficial, both novice and senior Stewards benefit from the course for updating skills and building relationships with other Stewards."

Manny Foisy, a new Steward who attended the course explains, "The camaraderie is great. I know I have other Stewards I can turn to for support when I need it."

The Job Steward takes on many roles within the union. It's certainly a rewarding and important job, but undoubtedly brings challenges. The Job Steward can make a big difference to workers' rights, work place conditions, safety and overall quality of life on the job.

Foisy joined CMAW and became a Job Steward in October of 2012. He's a

recent graduate of the training class and reports, "It's amazing how passionate the group is about the members and their well-being. The program taught us how to communicate effectively and to treat each member's situation individually." Foisy is a Job Steward for a group of about 65 CMAW members in various trades. As Job Steward he recently tackled an issue with his group regarding the scheduling of flights in and out of Fort McMurray, AB where the crews work for DCM Construction on the CNRL project. There was a lot of ambiguity regarding flight scheduling and changes. "I coordinated meetings between CMAW, DCM management and members to clarify flight arrangements. We put the information in plain language and gave clear examples both in English and French. This process was successful with both sides understanding the parameters," reports Foisy.

Key Roles for the Job Steward

In addition to their own job responsibilities, Job Stewards also:

- Advocate on behalf of the membership
- Enforce collective agreements
- Deal with conflicts in the workplace
- Listen to members' concerns

- Empower members to help themselves by providing information and support
- Help members with support programs such as benefit plans and WCB
- Provide grievance coordination
- Provide conflict resolution

The Job Steward acts as a liaison between the union, company management and the membership. Being a Steward is not an easy job, but it's vital to the strength of the union. Job Steward training is key. It helps each Steward effectively aid, assist and guide members, so that all workers can benefit from the terms of the collective bargaining agreements and legislation related to their employment.

The training course is a great venue for Stewards across the country to come together and learn from each other. The course covers:

- Grievance protocols
- Communication and negotiations
- Conducting productive meetings with management
- Health and safety protocols
- The role of Work Safe (formerly Workers Compensation Board)
- Employment Insurance Benefits
- Understanding Collective Agreements
- CMAW Constitution and Bylaws



On June 13, 2013 CMAW held a four-day Job Steward job training course in Cranbrook, BC. Stewards from all over Canada attended the course.

JOB STEWARD

Guy Simard, a carpenter with Local 2300 in Castlegar is employed by ASL-JV (Aecon and SNC Lavalin Joint Venture) and is one of three Job Stewards looking after 80 CMAW members on the Waneta Dam Project in BC. Simard attended the Job Steward course and says, "The hardest part of being the Steward is the need for patience, knowing the agreement inside and out and learning how to talk to people; but it's so rewarding. If I've been instrumental in helping someone keep their job, I know I've done a good job in my role as Steward." Simard recently had a big win for his crew and all workers on the job site. Blasting is a regular occurrence on the Waneta Dam project and Simard felt that the protocols for the location of workers during blasting times were unsafe. He worked with the union and management to change the protocols and implement additional safety procedures. As he described it, "We really needed a Plan B for evacuation in addition to the Plan A safety protocol. Even the site project manager congratulated me on identifying a safety issue on the job site."

Kevin Bester credits the course with reinforcing his faith in himself to deal with people who are upset. "The course was beneficial in assisting me to learn the specific employment rules and laws. It gave

us solid tools to deal with day-to-day job site issues. Now I can support the guys on a broad spectrum of issues with the confidence that I know the labour relation rules," says Bester. "In camp jobs we have some unique issues, but the one issue I deal with regularly is to ensure the guys are getting fair wages. If the crew is working through breaks or over-time, I want to confirm they're getting paid according to the collective agreement. It might not seem like a big thing, but this goes a long way with the guys. Being asked to attend the Job Steward course in Cranbrook was so rewarding. It can be a thankless job sometimes, but I really appreciated the time CMAW took to conduct the course. It was great to meet with other Stewards." Kevin works as a pipe fitter and is currently on his way to Fort McMurray to work with DCM Construction on the Syncrude Mildred Lake Mine Replacement (MLMR) project.

How Can You Support Your Job Steward?

The Job Steward has a tough, but rewarding job working hard to achieve workplace harmony on a daily basis. Every member can help. Here are some tips to help them help you:

- Stay calm and rational when you bring

forth a grievance

- Be part of the solution by suggesting positive ideas and changes
- Don't sweat the small stuff
- Be truthful and factual about information and events
- Ensure you give the Steward time to thoroughly investigate issues
- Use your voice wisely. Your input is important to the strength of the union so think carefully before raising an issue

Foisy recommends, "Everyone should think about becoming a Job Steward. It is great training for communicating with other people and it helps strengthen your character."



Training course
of the course.





Balancing Our Lives Better to Manage Stress

For many of us, life is hectic to say the least. It seems like there are never enough hours in the day and you keep getting asked to do more with less. You tell yourself that if you could just work harder and get more organized, you might manage to fit it all in. Sound familiar?

We call it balancing our lives—juggling multiple responsibilities

and hoping we don't drop too many balls. For most of us, growing job demands are constantly causing us to borrow from the energy we'd allocated to responsibilities and activities outside of our jobs. The added work, the stress and anxiety and the lack of time for our personal lives can make it feel more like surviving than living in balance!

Real balance isn't just about time management. It's about continually assessing how your life is and how you want it to be. Remember to put yourself at the top of the list sometimes. Decide what is important to you and focus on what makes life meaningful or fulfilling. Here are some tips to help you balance your life...

1

Get perspective in life.

- When faced with a problem or decision, first decide how important it is in the big picture of your life.
- Evaluate how much control you have over the situation or decision. This can make it easier for you to take action or accept things the way they are.

2

Enjoy the moment.

- Try not to spend too much time worrying about tomorrow or feeling guilty about yesterday. This simply serves to ruin today!
- Ask yourself if there's anything you can do about what is worrying you.
- If the answer is "Yes", do it! If not, let it go.

3

Don't be so tough on yourself.

- You don't have to do everything perfectly—and you don't have to do everything.
- At work, learn to be more assertive.
- At home, enjoy yourself and your family. Make sure there is time in your life for relaxation.

4

Nurture relationships.

- Connect daily with at least one important person in your life.
- During family time, try not to be distracted.
- Focus on your family and let their energy replenish yours.

5

Start some great rituals.

- Wake up early to read, meditate or exercise on your own.
- Start a personal journal.
- Remember that "good habits" can help keep you grounded and in control.

6

Create your own PAUSE button.

- Chances are, the demands in your life aren't going to let up any time soon. Start doing small things to re-energize yourself and build a buffer against unhealthy stress.
- When you feel pressure or anxiety starting to build, take time out.
- Take a break from work. Walk around the block at lunchtime, or sit in the park with a book.
- At home, walk the dog, water the garden or read a book. Have a good laugh!

7

Avoid burnout.

- Burnout is an extreme stress response that includes being unable to cope or function.
- By becoming aware of what causes your stress, finding ways to reduce it and better managing its effects, you can avoid burnout.
- You can't always control what's causing your stress and you don't have to solve it alone.

Don't let personal, financial or work-related stress get you down. Establishing a sense of balance will help you feel more rested and energized and allow you more time for yourself or with loved ones. There are many ways to achieve a degree of stability but only you can determine what "balance" means to you.

QUICK UPDATES

Unionized Workers Still Making More Money on Average, Than Non-unionized Workers

The Canadian Labour Congress released updated numbers for the “Union Advantage,” demonstrating how important unions are as economic drivers in towns and cities across Canada. In Ottawa-Gatineau alone, the CLC estimates that the difference in non-unionized and unionized wages puts an extra \$78 million into the economy. Unionized workers across Canada make an average of \$5 more than non-unionized workers. Carleton Business Professor Ian Lee argued that the CLC’s argument is bogus, because union wages are forcing companies to leave Canada and the government to increase taxes. But Lee didn’t cite any evidence that shows a correlation between a tax increase and the wage increase of a unionized worker. He also didn’t mention that many international companies that are leaving Canada, like Caterpillar Inc, are simply seeking higher profits.



Scaffold Tragedy: Appeal Court Nearly Quadruples Criminal Negligence Fine to \$750,000

The Ontario Court of Appeal nearly quadrupled a fine for criminal negligence causing death in the Christmas Eve fatality of four workers. The judge found that Metron Construction had workers using a scaffold with defective design that couldn’t stand their weight. There were also not enough lifelines on the scaffold for the workers. Owner Joel Swartz already faces a \$112,500 fine for other violations of the Occupation Health and Safety Act. Dilshod Marupov, a surviving crew member who was permanently disabled by the accident, has sued the Ministry of Labour and three companies implicated in the event.

CMAW Membership Assistance Fund Policy

Chris Grootendorst, Alberta VP

The CMAW Membership Assistance Fund has been established for the benefit of CMAW members. The contributions are paid by the employer at \$0.05 per hour for those members working under specific collective agreements. The funds are used to support members in emergencies and/or unforeseen circumstances.

THANK YOU

Just a note of thanks from myself and my family – I recently received a cheque for member assistance.

This was completely unexpected, but greatly welcomed! Thanks to all who made this possible.

Proud Member
Jim Warren & Family



John (JJ) Jensen receives his 50 year honorary membership card at a local 1081 meeting.

JJ was instrumental in sowing the seeds of discontent with the UBC that eventually led to the formation of CMAW.



Brother Dave Spencer, along with some other CMAW members, hosted a BBQ fund raiser for a few CMAW members facing hardships in their lives. Funds to hold the BBQ were paid for by the Member Assistance Fund. Thanks to all the members who helped out and supported; also special thanks to United Rentals for the deluxe BBQ trailer.

Requests for assistance can be

submitted to the CMAW office or any CMAW Vice-President. This policy has been included in the Alberta and Saskatchewan collective agreements and in its very short existence assisted several members to date.

I’m glad the CMAW Membership Assistance Fund Policy is in place; let’s hope we don’t need to use it, but we should all be comforted it’s there.



CCU Elects New President and Vice President at Halifax Convention

By John Hanrahan, President, Confederation of Canadian Unions

The Confederation of Canadian Unions held its biennial convention on September 29th and 30th in Halifax, Nova Scotia.

Convention kicked off with a labour school presented by Joanie Cameron Pritchett on the Together Fairness Works campaign, which highlights communication strategies with union and non-union workers, and the general public about the gains the labour movement has achieved and continues to strive for to the benefit of all Canadians.

Also on the agenda was Max Haiven, a professor of social sciences at the Nova Scotia College of Art and Design in Halifax.

Haiven enlightened delegates about the recent struggles of educational and public sector workers in

Canada, and the fight back campaign against the corporatization of colleges and universities throughout North America. Haiven's enthusiasm energized the delegates, many of whom work in the education sector.

Another keynote speaker was NDP Member of Parliament for Dartmouth-Cole Harbour, Robert Chisholm, who discussed the issue of growing inequality, and what unions, workers and progressive Canadians can do to work together to fight the pro-corporate agenda of Stephen Harper and right-wing governments throughout the country.

A new executive was also elected to lead the CCU. Delegates chose John Hanrahan as the new President, and Frank Robertson as the new Vice President.

Both have years of leadership experience in the labour movement in Canada. John Hanrahan is President of the Nova Scotia Union of Public and Private Employees (NSUPE), while Frank Robertson is Vice President of the Pulp, Paper, and Woodworkers of Canada (PPWC).

Michael Belanger was re-elected as Secretary and Janet Brewer was

re-elected as Treasurer. Both are from the York University Staff Association (YUSA). The Confederation was also proud to welcome the Construction Maintenance and Allied Workers (CMAW) as its newest affiliate. President Hanrahan and outgoing President Joanie Cameron Pritchett were joined by all delegates in expressing the CCU's pride in being affiliated with CMAW. The union is a prime example of an independent and democratic Canadian union, and will feel very much at home inside the CCU. CMAW will also add strongly to the fabric of the CCU.

In the spirit of international solidarity, and in order to stand with workers worldwide to defend and improve workers'

rights on a global level, delegates at convention voted to seek affiliation with the International Trade Union Confederation, the world's largest trade union federation which represents over 175 million workers from 311 affiliated organizations within 155 countries.

The ITUC traces its origins back to the First International and in 2014 will commemorate its 150th Anniversary at its world congress in Berlin. The CCU is proud to join three other Canadian union confederations, including the Canadian Labour Congress (CLC), Le Centrale des Syndicats Democratiques (CSD), and Le Confederation des Syndicats Nationaux (CSN) in becoming a full member of the ITUC.

"I look forward to working with all affiliates of the CCU to continue the organization's fine tradition of defending workers' rights, democracy and social justice in Canada," said President John Hanrahan.

"In this time of growth for the CCU, we look not only to expand throughout Canada, but to help fight for the rights of working people around the world."



BC Carpenter Bargaining Update CMAW/CLRA Agreement Ratification

Several weeks ago we asked you to vote NO in the ratification vote on the arbitrated settlement between CMAW and CLRA. As you may be aware, CMAW and CLRA were unable to reach an agreement through negotiations. The Union was left with no other option other than to proceed to arbitration. The arbitrated settlement made cuts to the agreement that took the Union back decades.

We are pleased with the strong message that the CMAW members have shown with their rejection of the arbitrated settlement.

So where are we at now?

- The CMAW/CLRA Collective Agreement has now been ratified by the Bargaining Council of British Columbia Building Trades Unions (BCBCBTU) which is composed of

fifteen (15) Building Trade Unions.

- All of the Building Trades Unions voted on their proposed agreement whether the agreement was achieved through collective bargaining or the arbitration process.
- For the agreements to pass, the vote has to achieve a double majority.
 - » A majority of the participating Unions Vote in favour and
 - » A Majority of the total votes cast of the membership of the participating member Unions have voted in favour
- The results received by the CMAW members are as follows:
 - » 502 Ballots were returned
 - » 69 voted Yes
 - » 430 voted No
 - » 3 Spoiled Ballots
- It is apparent that CMAW members

felt that any monetary gains that were achieved are outweighed by the cuts from the arbitrated settlement.

- Even though CMAW members voted to reject the agreement, the Building Trades Unions voted 76% to accept the agreement.
- The Bargaining Process between BCBCBTU and the Construction Labour Relations Association is not working when it takes 2 years to achieve an agreement and by the time the agreements have been ratified, we are into the next round of bargaining.



Mob-scarred Carpenters Local 608 Shut Down After Racketeering Convictions *Another reason why CMAW is not working with UBCJA*

The city's largest and most corrupt carpenters union local was permanently closed Tuesday in the wake of racketeering convictions and the firing of five presidents.

The international United Brotherhood of Carpenters dissolved crime-ridden Local 608, which controlled carpenters on Manhattan's West Side and the Bronx, and transferred its 7,400 members to rival East Side Local 157.

The move, which creates a union local with more than 11,000 members, will not affect carpenters' benefits, dues payments or work seniority, said District Council of Carpenters supervisor Frank Spencer.

Founded in 1918, carpenters in Local 608 built virtually every high rise on the West Side skyline. But for decades, it was under the thumb of the mob and plagued with corruption.

It is the largest of 11 locals in the District Council of Carpenters, which has had a succession of federal anti-corruption monitors for the past 20 years.

This year, Local 608 president John Greaney and six business agents pleaded guilty to federal racketeering charges. They were included in a sweeping federal indictment that saw District Council of Carpenters boss Michael Forde - a one-time Local 608 president - put behind bars for 11 years.

Greaney's last four replacements toppled amid allegations of financial skullduggery, rigging job referrals and other infractions.

The smaller Local 157 has had its fair share of corruption problems, too, and was placed under supervision of the international from 2007 to late 2008. The timing of this action, just a week after

Local 608 members elected new leaders, left many carpenters shaking their heads in disbelief.

"They went through the charade of appointing one [Local 608] president after another then waited until after the rank-and-file elected a reform ticket," said Local 157 member John Musumeci. "It doesn't make sense."

"The rank-and-file didn't have anything to say about this," said newly elected Local 608 president Tommy McGonnigle, who is now out of a job. "We didn't expect they'd pull the rug out from under our feet a week after we were elected."





CMAW Members & Family Have Access to Annual Education Bursary

CMAW Offers an Annual Incentive Bursary to Qualifying Apprentices

Tuition & Training Reimbursement: Apprenticeship: \$500.00, First Aid: from \$125 - \$750.00, H2S Alive: \$185.00, CSTS: up to \$50.00, Welding Tests: must be pre-approved by CMAW.



CMAW

Contact Us | Construction Maintenance and Allied Workers
1450 Kootenay Street, Vancouver, BC, V5K 4R1
Telephone 604.437.0471 | Fax 604.437.1110 | council@cmaaw.ca
This newsletter is published quarterly for the 6,000 CMAW Members.
President: Jan Noster | Secretary: Paul Nedelec

www.cmaaw.ca

DCM & CMAW Continue Beneficial Partnership

DCM is one of Canada's most respected and fastest growing integrated industrial construction companies in Canada. Headquartered in Quebec, this 60 year-old privately held business has a presence across Canada and the globe on some of the largest industrial projects including oil refineries, thermal power plants, potash processing plants and aluminum smelters. DCM also offers specialized consulting services in the field of project controls, efficiency, maintenance, environmental, energy management and industrial construction management.

Currently, DCM's subsidiary DLI employs over 600 people working in the Fort McMurray, Alberta oil sands. Canadian National Resources Ltd. (CNRL) Horizon Oil Sands Project and the Syncrude Mildred Lake Mine Relocation Project (MLMR) are two primary projects that keep CMAW members employed.

DCM has an office and a fabrication plant just outside of Edmonton and handles an integrated suite of services from construction contracting to engineering and project management. CMAW is the labour partner that provides a steady stream of personnel such as pipefitters, welders, scaffolders and electricians to the seven Horizon projects underway.

Recently, CMAW and DLI entered into another two-year collective agreement for the maintenance workers at CNRL. DLI Vice President of Corporate Services, Richard Gadoury was the lead negotiator for the DCM bargaining committee. The signing of another collective agreement is a positive continuation of a relationship that was forged in 2008 when CMAW President Jan Noster approached DCM to strike up a partnership. At that time, DCM was battling a manpower shortage in Alberta and needed to tap into a larger pool of skilled tradespeople.

A cold-call from Noster became a solution for the labour shortage DCM was experiencing. "As a company, we have historically always worked with unions," reports Gadoury. "As a family owned employer we value the importance of respecting the employees. CMAW also has a great philosophy and we share the same interests to ensure good working conditions, compensation for the employees and competitive bid rates. CMAW discussions are positive and constructive. We negotiated an agreement that is beneficial for both parties."

One of the primary issues with large capacity sites

is having a steady stream of talented employees. DCM Operations Manager, Rob Dowler is responsible for the execution of the DCM Western Canada Projects. "Contractors need to be competitive and in order to be successful we need solid relationships with our signatory union," states Dowler. "We have enjoyed working with CMAW, they find a good balance between representing the workers' best interest and ensuring the contractor can be successful in procuring long term work for those employees."



Increase In Hours

Over the last two years the hours worked by CMAW members has increased significantly, in fact hours are up over 40% since 2010 and is expected to reach 3 million hours for 2013. This is one of those good problems; this increase in hours has put demands on local supply of skilled labour. Some locals have been able to increase their membership to address the extra work opportunities, some as much as 60%. Other areas have not been this fortunate and are still in need of more trades people. If you know of a tradesperson that is looking for increased work opportunities have them contact your local union office.

Scaffold Companies Pick Up More Work

CMAW scaffold contractors have picked up new jobs. CMAW members will now have new work opportunities at the Harmac Pulp Mill and The Canexus Chemical Plant. If you have not taken a scaffold training course or would like to upgrade your tickets please contact your local union office.