



Saskatchewan Regional Council of Carpenters, Drywall, Millwrights and Allied Workers

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Newsletter

written, printed and delivered
by union members

Spring 2011

Executive Secretary-Treasurer's Report



Kelvin Goebel, EST
Sask Regional Council

The staff of the Saskatchewan Regional Council of Carpenters and Millwrights (SRC) has been busier than the proverbial one handed paper hanger. We have been dispatching

carpenters, scaffolders and millwrights to union jobs at an incredible pace. The Regina refinery job alone has 650 or so SRC members employed for the shutdown and tie in of the expansion to the existing plant. Every Potash mine, whether PotashCorp, Mosaic or Agrium, has a big complement of our members.

***We have never been more busy.
We have never had such high wages
and available overtime hours.***

We have never been more busy. We have never had such high wages and available overtime hours. It's good now. It's going to be good later (way later for our younger members) when our pensions reflect the effects of our pyramided pension benefits – when our pensions reflect the bonus of being



▲ *Lingenfelter promises to repeal Bill 80*

calculated on hours earned instead of hours worked. Pyramided pensions are just one benefit we would never have if we were not union members.

Pyramided pensions, a hiring board, our excellent health and welfare plans, free training and a disputes resolution procedure are some of the best reasons for being a union member. Union pride, camaraderie and that shared sense of common purpose are hard to define but are very real aspects of the union advantage. But let's face it, the best thing is the big take-home paycheques. At this moment the rewards for a hard day's work are pretty good. As they should be! We are highly

trained, superbly skilled and worth every penny.

Pyramided pensions are just one benefit of union membership.

But there are some clouds on our prairie horizon. BFI reported at a recent pre-job meeting with the Building Trades that it has lost three big bidding competitions for civil and concrete work on PCS and Agrium sites. The current industry buzz is that these jobs will be done by a PCL company that uses CLAC. It is bad enough when big jobs go non-union.

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But we, at least, have the chance to organize the employees and certify the company. The notion of PCL being allowed to do big jobs while hiding behind a sweetheart CLAC agreement is unacceptable to the Saskatchewan Regional Council. Carpenters and millwrights will join with the other building trades in opposing CLAC with every means at our disposal.

PCL may try to use CLAC on PCS and Agrium sites.

We are opposing at the LRB and in the Courts an attempt by CLAC to certify four Alberta contractors that worked briefly in Saskatchewan. We will organize and strip away CLAC's talent and work hard to convince contractors of the advantage of using our more skilled and efficient members. We need to educate all trades on what a large CLAC presence in Saskatchewan would mean – lower

wages and benefits for everyone.

I urge you all to read the article in this newsletter call, "Union Blues". It describes the current attack in the USA on unions, and even on democracy itself, by right-wing politicians, some employer groups and a few greedy billionaires. Could it happen in Canada? The Wild Rose Party in Alberta and Sask Party leaders like Brad Wall and Rob Norris would love to introduce Wisconsin-style union busting to Canada.

Building Trades will oppose CLAC with every means at our disposal.

I also urge you to read the exposé of CLAC the SFL's political action committee has produced. Get to know the facts about CLAC and be prepared to speak up. Let our organizers (Barry 537-5311 or Kerry 221-8079) know of any CLAC activity you see or hear of. Barry and Kerry need the names,

phone numbers, motel room numbers, etc. of CLAC workers. They will seek CLAC workers out and convince them of the benefits of being members of the UBC.

Sask Party is employer-biased and intends to restrain wages and weaken unions.

And please get involved politically by attending meetings, making donations and volunteering your time. Dwain Lingenfelter and the NDP have promised to repeal Bill 80 and they deserve the enthusiastic support of all construction workers in Saskatchewan. If you hear any wage earners saying they intend to vote for the Sask Party, speak up. Tell them that is crazy talk, because the Sask Party is an employer-biased party intent on cutting wages and weakening unions. ■

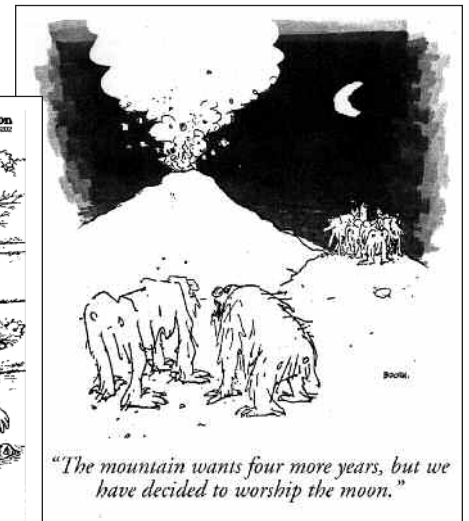
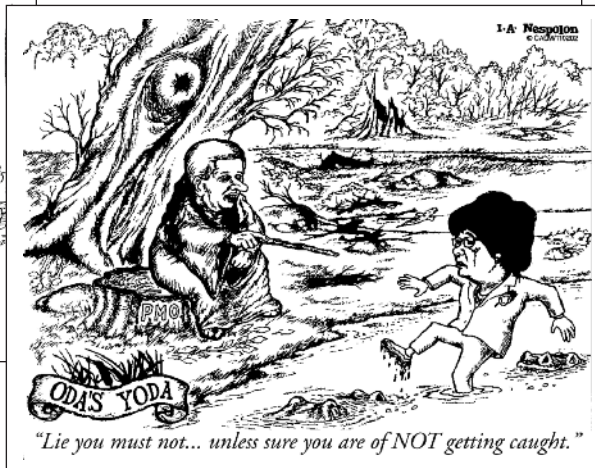
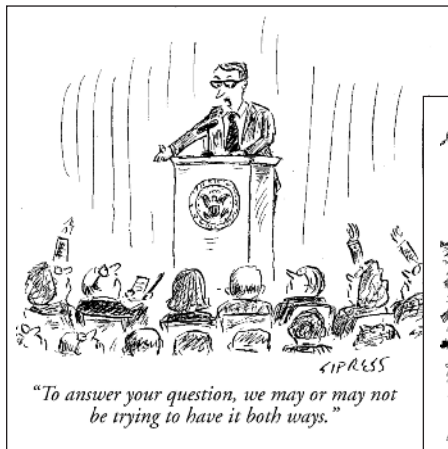
Federal Election

The May 2nd Federal Election changed the electoral map drastically. The Bloc Quebecois was demolished by the NDP. The Liberals have had a near death experience and for the first time will be neither the

governing or opposition party. The NDP nearly doubled their vote, won over 100 seats and Jack Layton will move into Stornoway and lead the Official Opposition. Progressive anti-Tory parties won 60% of the vote.

The Harper Conservatives' vote was static at a little less than 40%. So it

seems unfair that due to the way the votes split, Harper won a majority government. The NDP's performance will inspire us to work hard in the November provincial election and beat the SaskParty. ■



Helping those in need

On April 20, 2011, UBC Local 1985 members working at K-2 Esterhazy for Steeplejack went down to Tantallon to move sand bags. The water levels are higher than ever. 21 Steeplejack employees started out in Tantallon and then made their way

down to Round Lake to help others in need. The water levels are devastating right now. Homeowners are dealing with flooded yards, boat houses and homes. There are well over 60 UBC members working for Steeplejack in the Esterhazy area and all had

volunteered to go place sandbags in order to help locals with the water problem. Many volunteers stayed at work to keep the job going. It just goes to show there is strength in numbers. We are all proud to be union members.

Charlie Downs



▲ *UBC members sandbag Qu'Appelle River at Tantallon."*

Union Blues

by **Hendrik Hertzberg,**
Editor, *The New Yorker*

March 7, 2011 — “Fifteen million Americans bring you Edward R. Murrow and the news.” From 1955 to 1967, that line, heard on the ABC radio network every weeknight at 7 P.M., heralded the nation’s best news broadcast. Those fifteen million Americans were the members of the A.F.L.-C.I.O., a federation that included nearly every union in the land. Organized labor was powerful and, for the most part, respected. Its economic and political muscle had played an indispensable role in insuring that the benefits of postwar prosperity were widely shared, transforming much of what many had unironically called the proletariat into an important segment of the broad American middle class.

Labor has come a long way since then—a long way down. At the outset of the nineteensixties, one in four workers had the protection of a union. By the early eighties, after President Reagan destroyed the air-traffic controllers’ union, the proportion was down to one in five. Now it’s one in eight. In a workforce twice the size it was in Edward R. Murrow’s heyday, the A.F.L.-C.I.O.’s onetime fifteen million has shrunk to twelve million, with a couple of million more in unions unaffiliated with the federation.

Organized labor’s catastrophic decline has paralleled—and, to a disputed but indisputably substantial degree, precipitated—an equally dramatic rise in economic inequality. In 1980, the best-off tenth of American families collected about a third of the nation’s income. Now

they’re getting close to half. The top one per cent is getting a full fifth, double what it got in 1980. The super-rich—the top one-tenth of the top one per cent, which is to say the top one-thousandth—have been the biggest winners of all. What is always called their “compensation” (wage workers lucky enough to have a job simply get paid) has quadrupled.

Over the same period, the composition of the labor movement, as it still defiantly styles itself, has radically changed. A few weeks ago, the Bureau of Labor Statistics reported that, for the first time, more union members are government workers, not private-sector employees. The Times quoted an official of the United States Chamber of Commerce as pronouncing himself “a little bit shocked,” and he wasn’t

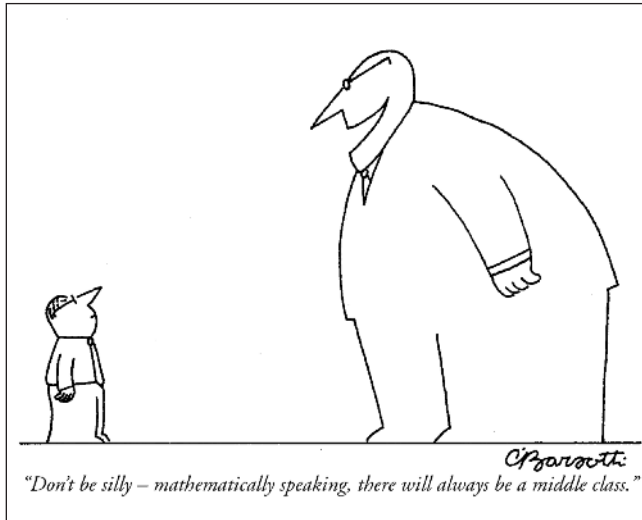
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the only one. Yet this development has nothing to do with some imagined spike in public-sector unionism. It is entirely a function of the collapse of organized labor in the private sector. For the past four decades, the portion of the public workforce belonging to unions has held remarkably steady, at a little more than one in three. In the private sector, just one worker in fifteen carries a union card.

The causes of the disparity are many and mostly familiar, the hollowing out of American manufacturing notable among them. Unlike factories, government agencies cannot be relocated to China. Nor can government agencies flout the (notoriously weak) labor laws with the insouciance of private employers, many of whom, guided by anti-union “consultants,” regard it as their fiduciary responsibility to fire troublesome workers illegally now and, in the rare cases where a worker tries to get justice, pay a trivial fine years later. In short, union-busting has traditionally been a matter for private business. But this winter it has suddenly gone public, and its weapon is not flouting laws but making them.

Last Friday—in the wee hours of morning, after two weeks of tumult and protest demonstrations—Republicans in the Wisconsin Assembly passed a bill that is breathtaking in its fealty to the ideology of the far right. The bill, dictated by the new Republican governor, Scott Walker, strips the state’s employees of their half-century-old right to bargain collectively—except over base pay, which can never be increased above inflation without a public referendum. It makes union dues purely voluntary and prohibits their collection via paycheck deduction. It requires the

unions to face a certification vote every year—and, to get recertified, a union must win a majority of all employees, not just a majority of those voting.

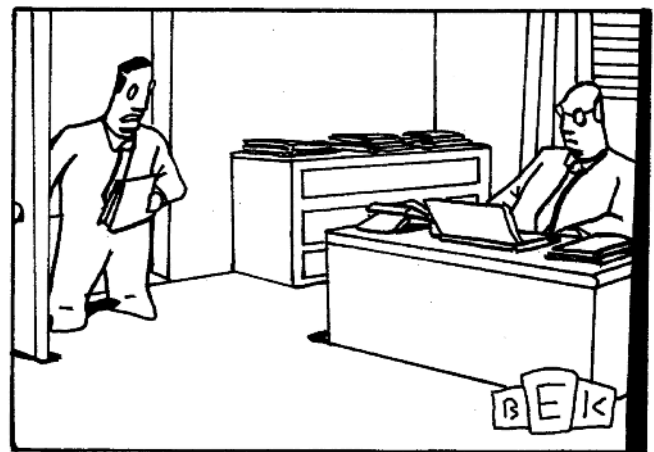


The bill has not yet passed the Wisconsin Senate, because all fourteen members of its Democratic minority decamped for Illinois, thereby depriving the chamber of the quorum required for legislation of this type. Governor Walker claims that his bill is needed to close a budget gap. That is false: the unions have already agreed to all the cuts and givebacks he has demanded. Anyhow, Walker has called his dedication to deficit hawkery into question by pushing through large tax cuts for business (with more to come) and a law forbidding tax hikes without either a two-thirds legislative majority or a statewide referendum.

Liberals who applaud the Wisconsin senators’ interstate flight have been accused of hypocrisy, given that these same liberals indignantly reject the undemocratic use of the filibuster in the Senate of the United

States. The analogy is as clever as it is flawed. The Wisconsinites are not trying to kill the bill (they can’t stay away forever); they merely want to delay a vote in the hope of mobilizing public support for compromise. And, instead of simply declaring an intention—the only effort a modern filibuster requires—they have to do something; to wit, camp out in cheap motels at their own expense, away from their families. They even have to forgo their own salaries: the Republicans have halted direct deposit to their skeddaddling colleagues’ bank accounts. If they want to get paid, they have to come back to Madison to pick up a

paycheck. And the Democrats have another point: although Walker now claims that he ran on curbing collective bargaining as well as cutting employee benefits, no one has been able to find any record that he ever said anything of the kind.



“Marketing and sales has decided that we should destory all civilization.”

What’s getting awfully difficult to deny is that what the Wisconsin Republicans are doing—and they have plenty of imitators and admirers—is solely for a partisan purpose, and a potentially lethal one.

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Millwright Report



Clarence George



Dan Schimnosky

We worked the most union hours in our history in 2010, and 2011 will be even better. We have millwrights at Cory, Kalium, Campbell dam, Sandy Bay, Key Lake and Cigar Lake. Work is upcoming at Allan, Coronach, Colonsay, PA Pulp, Cory and Lloydminster. The Saskatchewan Mining Supply Conference recently predicted \$40 billion will be spent over the

next 15 years in Saskatchewan mining.

These expansions and new builds will expand the maintenance industry and require hundreds of plant millwrights. In a few years the low carbon power plant in Estevan, the BHP Jantzen mine, Shore's diamond mine, a coal project in Hudson Bay and pipeline projects will pick up slack as the existing potash projects reach completion.

We are expanding our membership to keep up with the work load. Our first priority is to sign up any local Saskatchewan talent before CEP or CLAC does. UBC millwrights are better trained, safer and more productive than our competitors. We have to maintain and improve the "union advantage" so owners aren't tempted to use non-union or rat-union contractors. One area we must improve

is absenteeism. Please take your time-off between jobs, not during jobs.



MILLWRIGHT TRAINING

If everything goes according to plan we will be moved into our new Saskatchewan Regional Council Centre in a year. The office, meeting space, classrooms and shop are being purpose-built to meet our needs for the next several decades. The new welding shop will be a valuable asset. The new space, equipment and facilities will enable us to deliver an expanded and improved course list.

The courses we deliver are mostly cost-shared with government, and most cost-effective when we have a full complement of 12 students. Last minute cancellations and no-shows cost the training trust money and waste training space. Learning new skills and achieving new safety and training certificates are the best investments of time any millwright can make.

Our high level of training enables us to negotiate better collective

agreements, out-perform non-UBC competitors, stay ahead of technological change and improve ourselves as tradespersons. Our training is free for Local 1021 members. We will reimburse you for any relevant safety or trades training you complete from other training agencies.

We have space available for CWB testing – second Friday of the month in Regina and last Friday in Saskatoon. Phone Clarence or Angie to register for testing... or for information about any kind of training. Having the best training is a UBC Advantage. Make the best use of it! ■

CWB Welding Training

Please be advised there will be CWB testing every 2nd Friday of the month in Regina and the last Friday of every month in Saskatoon.

Please call Angie at 382-4355, ext. 6 if you require access to booths for practice a few days in advance of the exam.

CODC Better Supervision Program

The UBC offers a range of post-journeyman updating and upgrading training in Saskatchewan. CODC offers a course in supervision that covers labour relations, productivity, quality control, leadership and safety.

If your back is sore and your hair is grey, but your head is full of years of experience, and you are willing to make the move to supervision, you need to take this course. It is offered once a year in Saskatoon and Regina.

Let us know if you are interested. I'm sure millwrights would rather answer to a millwright superintendent than an ironworker super.

2011 WORK SCHEDULE:

- Sandy Bay turbine refit
- Co-Gen at Spy Hill
- Work expected at K-1 and K-2
- Load-out at Rocanville
- Co-gen at North Battleford
- Agrium expansion (PCL)
- Head frames at Allan and Rocanville
- Colonsay
- Moosomin wind turbine
- Regina Upgrader
- Co-gen at Cory
- Various maintenance & shutdown jobs

Carpenter Report



Lee Naylor



Robin Mullock

The United Brotherhood of Carpenters prides itself on having the best facilities and trades training in the industry. Members who have taken courses or third year orientation at the Las Vegas Training Centre know it is the best of its kind. Our Saskatchewan Training Trust delivers the most comprehensive level training, upgrading and inspection course in scaffolding in the country. We hope to complete our new Regional Council Centre in Saskatoon next year. The classrooms, shop space and administrative offices and parking will be purpose-built to meet our needs well into the future.

We hope to complete our new Saskatoon building next year.

Training our apprentices and updating our journey people in new materials and practices is our best strategy in holding and expanding our market share. We face new competition from CEP and CLAC agreements that have lower per work hour wage costs than our Local 1985 and Local 1021 agreements. We don't want to be cheaper than CLAC, so we have to be better skilled, safer and more productive.

Our challenge is to maintain our near monopoly of engineered scaffold erection and grow the amount of union work in the ICI (Institutional, Commercial, Industrial) sector. A few non-union Albertan scaffolding contractors have done jobs recently at Lloyd, Key Lake and K-2. Their safety and production didn't impress the

owners and they didn't get additional contracts.

If you see any non-union scaffolding being erected, please call me or an organizer. We need to know who the contractor is, the names and phone numbers of its scaffolders, the jobsite, so we can follow-up. If the work doesn't meet OH&S standards, we need to know that too. Local 1985 scaffolders must refuse to work for non-union or CLAC outfits. We need to recruit into our membership any talent our competitors hire. If we maintain our lock on the training and talent, our union contractors will get all of the work.

The ICI sector is challenging. We had been getting a good share of the industrial civil work. Three big civil packages at potash expansions recently were awarded non-union or maybe CLAC. That is not good. It really hurts

to lose industrial contracts. We will have union crews on these sites. It's critically important that the union jobs are safer and more productive than our competitor's jobs.

The owners (PCS, Agrium, SaskPower, etc.) are going to be watching closely

and deciding whether it makes better business sense to use union contractors on future jobs.

The institutional and commercial sectors offer us room for growth. Except for Dominion, Gabriel and Bird, it is a non-union playground. Our legal battle against PCL and Graham's non-union spinoffs, died when Bill 80 was passed. These sectors were 80% union until the 1980's and we need to reorganize them. Non-union contractors don't often indenture their apprentices or allow them time off to go to level training. They have young

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"Worst-case scenario? The renovation goes three years and two million dollars over budget, one of you bludgeons me to death with my own hammer, and you both get the electric chair."

crews often getting fourth year or journey pay even though they have never been indentured or achieved journey status.

This creates a recruitment problem for us. These carpenters don't fit our apprenticeship system. They may not be able to prove their trade time without their non-union contractor's cooperation. If they have no status, we can't refer them as journeymen, just because Graham paid them that rate, without undermining the credibility of our own trades certification system. When they join the UBC they may be demoted to



Online upgrading course can be a good organizing and recruitment tool.

papers if they join UBC. In April, May and June we are going to have several hundred UBC members who have travelled into Saskatchewan to work the Co-op shutdown and potash expansions. We need these out-of-province UBC members to get us over a big hump of work.

Report any non-union or CLAC erected scaffold to our organizers.

carpenter trade on their computers or iPads and qualify to challenge the journey exam. We need to spread the word and use this online course as an organizing and recruitment tool. We can recruit the best non-union, but uncertified, carpenters by helping them get quick, relatively no hassle, journey

But there are good reasons to recruit all the talent we possibly can here at home before we bring people in from other provinces. Travellers may not be available when work picks up in Alberta and the huge Churchill Hydro project starts in Newfoundland. ■

To visiting UBC members, Thank you and welcome to Saskatchewan.

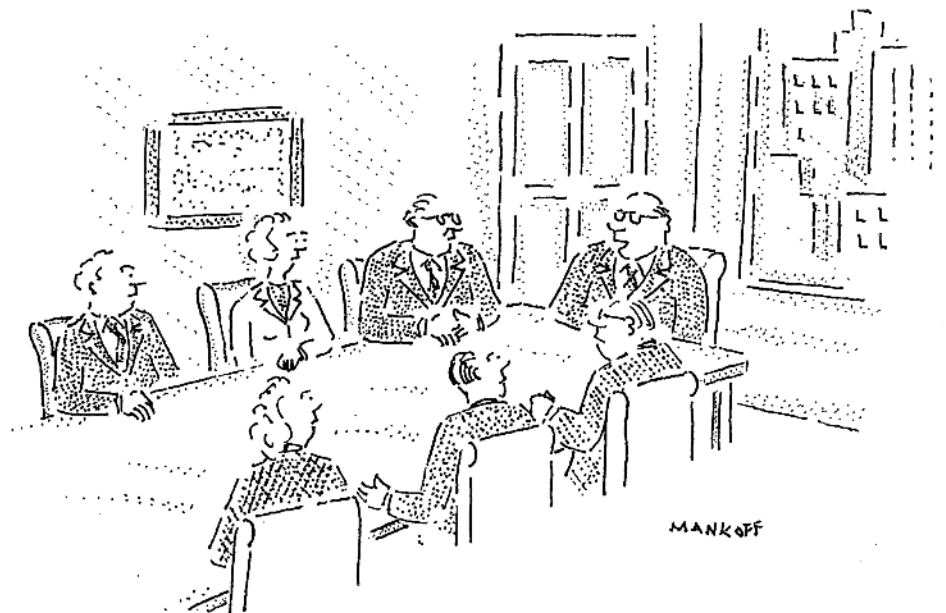


2nd year status until they go to level training and pass exams. This has made it difficult to recruit some the most talented non-union carpenters.

Sask Apprenticeship and SIAST have developed an online journey


New online journey upgrading course allows carpenters with 10,800 hours to study on their home computers and achieve red seal.

upgrading course. Carpenters with 10,800 hours can now study the



"Look, I'm for an orderly transfer of power, but all those who want me to resign immediately raise their shoe."

 Saskatchewan Carpenters Joint Training Committee							May - 2011
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
1.	2. Saskatoon Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	3. Saskatoon Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	4.	5.	6.	7.	
8.	9.	10.	11. Regina Confined Space Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	12. Regina Confined Space Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	13. Regina Shop Steward Training - 1 Day (8 hours) 9:00-5:00. (Robin)	14.	
15.	16. Saskatoon Shop Steward Training - 1 Day (8 hours) 9:00-5:00. (Robin)	17.	18.	19.	20.	21.	
22.	23.	24.	25.	26.	27. Saskatoon Scaffold Inspection - one day (8 hrs.) 9:00 a.m. to 5:00 p.m.	28.	
29.	30.	31. Regina Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	1. Regina Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.				

 Saskatchewan Carpenters Joint Training Committee							June - 2011
Sunday	Monday	Tuesday	Wednesday	Thursday	Friday	Saturday	
		31. Regina Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	1. Regina Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	2. Saskatoon Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	3. Saskatoon Fall Protection Training - Two day (16 hours) 9:00 a.m. to 5:00 p.m.	4.	
5.	6.	7.	8.	9.	10.	11.	
12.	13.	14.	15.	16.	17. Regina Scaffold Inspection - one day (8 hrs.) 9:00 a.m. to 5:00 p.m. (Robin)	18.	
19.	20. Saskatoon Rigging Training - 5 days (40 hrs.) 9:00 a.m. to 5:00 p.m.	21. Saskatoon Rigging Training - 5 days (40 hrs.) 9:00 a.m. to 5:00 p.m.	22. Saskatoon Rigging Training - 5 days (40 hrs.) 9:00 a.m. to 5:00 p.m.	23. Saskatoon Rigging Training - 5 days (40 hrs.) 9:00 a.m. to 5:00 p.m.	24. Saskatoon Rigging Training - 5 days (40 hrs.) 9:00 a.m. to 5:00 p.m.	25.	
26.	27.	28.	29.	30.			

Of the five biggest non-party organizational contributors to political campaigns in 2008, the top two were unions, both of them pro-Democratic and both composed partly or wholly of public-sector workers. The other three were pro-Republican business groups or PACs. In 2010, after the Supreme Court threw open the cash sluices in the Citizens United case, only one union made it into the top five, and it came in fifth. And from now on, thanks to five Justices, corporate campaign spending will be literally limitless.

Yes, unions will have the same freedom. But unions are already maxed out—and their resources, stretched to the breaking point, are diminishing. If, as Anatole France observed, the law in its majesty forbids rich and poor alike to sleep under bridges, the Supreme Court, in its majesty, permits both to spend as much as they can lay their hands on. If a Republican Party that has lately become rigidly, fanatically “conservative” can succeed in reducing public-sector unions to the parlous condition of their private-sector brethren, then organized labor—which, for all its failings, all its shortsightedness, all its “special interest” selfishness, remains the only truly formidable counterweight to the ever-growing political power of that top onethousandth—will no longer be anything close to a match for organized money. And that will be the news, brought to you by a few very rich, very powerful Americans—and many, many billions of dollars. ■



“As a potential lottery winner, I totally support tax cuts for the wealthy.”

TRAINING REIMBURSEMENT

Any training delivered by the Training Trust at our centres in Regina and Saskatoon is free for Local 1985 members. We have courses for Fall Protection, Confined Space Training and Scaffold Inspection available monthly. Phone the office if you are available to take these courses.

The Training Trust will also reimburse you for almost any relevant trade or safety training you can arrange with any other private training agency. If you need Confined Space, for instance, and the Training Trust cannot provide the course to fit your schedule, you may take the course wherever you can. If you have a receipt and a completion certificate, the Training Trust will reimburse you.

If you have any questions about training or our reimbursement policy, phone Lee Naylor (683-0269).

Helpful Answers to Common Questions about Organizing

Often during the organizing campaign of a workplace there are questions that often arise. Here are a few of them:

1. What does it mean to be certified?

Becoming certified means that the union becomes your exclusive bargaining agent. Because we approach the employer with the strength of all our membership, we are far better able to negotiate pay raises, safer work sites, health benefits, pension contributions, and opportunities for training and skill development through what's called collective bargaining.

2. Why do I need a collective agreement?

Without a collective agreement, your employer can take away benefits, avoid training and ticketing you, neglect your future by failing to provide pension contributions, pay you when he feels like it and take disciplinary action against anyone at anytime. Collective agreements are contracts that protect you and provide better working conditions by making conditions of employment enforceable.

3. Will union take away any of my current benefits?

No! Unions strive to improve wages and working conditions, it is important to have these conditions recognized in a collective agreement. They are only enforceable if a contract is recognized by the Labour Board.

4. Do I have any say in what goes into a collective agreement?

YES! All negotiations are done in consultation with the workers. All collective agreements are ratified by the employees before they are signed by the employer and the union.

5. Why do I have to sign a petition / or union card?

The Labour Board requires that each worker supporting the union sign a petition or union affiliation card that says, "In applying for a membership, I understand that the Union intends to apply to be certified as my exclusive bargaining agent."

6. Will my employer or boss find out that I signed a petition or union card?

NO! Confidentiality is our top priority. The only people who know that you signed are yourself, the union representative and the Labour Board and they are bound by the law to conceal your identity. Almost all card signing is done in the employee's home to protect his/her privacy.

7. Is there anyone else who will know that I signed a petition card?

That is up to you. The union will never tell anyone that you signed. The Labour Board is bound to protect your privacy, especially to your employer. So that leaves you, to be aware that every employee might not want union representation. Those individuals usually sit in the highest paying positions, have the most company

benefits, or have been with the employer for a long time.

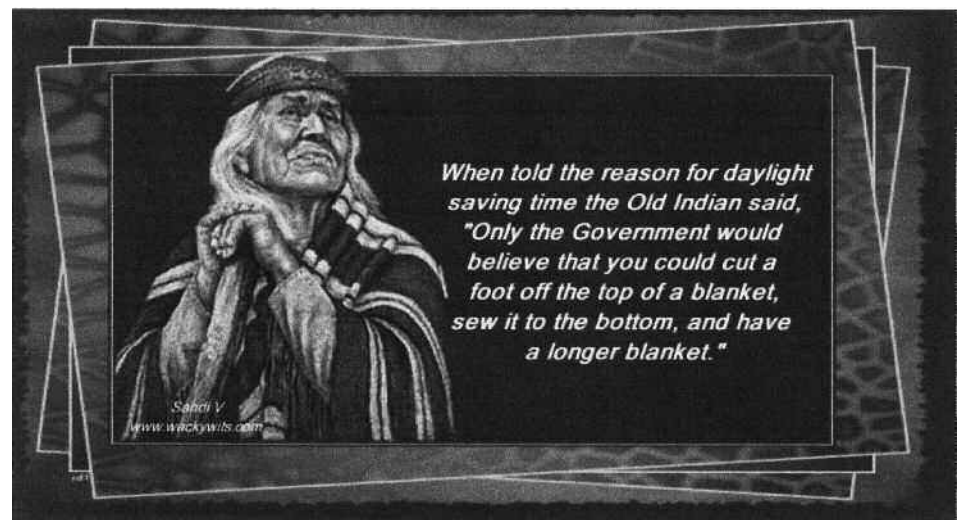
8. When does our company become certified?

The union becomes certified to represent the workers after a vote is had on site with supervision from the Labour Board. If 55% of the workers voting vote in favour of the union, the company is then legally bound to engage into a collective agreement.

9. Will I have to strike or wobble if the employer does not cooperate?

NO! Our collective agreements are in place to improve the quality of life for workers. Not working means no paycheque! The union will negotiate with the employer while the members continue to work, and further to that in our collective agreements we include a, "No strike or Wobble," clause. Together we will bring employers over to our side and develop a relationship in which we all prosper. After all, the employer's success in his field means the opportunity for employees to continue working. Win Win is what we work for.

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IMPORTANT

Remember that when you sign a petition card, not only are you a part of unionizing your workplace, you are also protecting yourself against unfair labour practices.

When you sign a petition/union card, the union commits to protect you with legal representation, if you are discharged from work unfairly.

The employer cannot, by law, engage in any activity that interferes with a union's campaign to organize a company, here is a list of things your employer cannot do, but, will definitely try to get away with:

- a) Interrogation of employees to find out their union feelings
- b) Surveillance of organizing

activities or of employees

- c) Promises or granting wage increases or other benefits to discourage support for union affiliation
- d) Threats of retaliation against union sympathizers, such as loss of job, pay cuts, or benefits or threats of closing down operations because of unionizing
- e) Suspending, transferring, or disciplining employees without just cause

If you have experienced any of the above, it is important that you write down details of the event such as names of people involved, place where the exchange took place, times and dates, other people who may have

witnessed the incident, what was said, how it was said (whether aggressively or passively) and how you felt after what you heard or experienced, i.e. Whether you felt scared, threatened, intimidated or anything similar.

An easy way of remembering everything that employers cannot do is with the acronym SPIT, which stands for:

- a) No Spying
- b) No Promises
- c) No Interrogations
- d) No Threats and Discrimination based on union affiliation

Contact Kerry Westcott (221-8079) or Barry Holma (537-5311) for more information

In Memoriam

Local 1021 is sad to report the passing of two longtime UBC millwrights. George and Moe will be lovingly remembered.



George Norman O'Neil Hallen

August 13, 1947 - February 24, 2011

What matters is not the dates of the beginning nor the end, but the dash. The legacy we leave behind is determined with how we lived the dash.

George lived that dash with gratitude and purpose and his legacy lives on.



In Loving Memory of Maurice "Moe" Mallory

July 7, 1948 - February 7, 2011

who passed away Monday, February 7, 2011 at age 62.

Donations in memory of Moe may be made to Regina Palliative Care Inc., 4F-4101 Dewdney Avenue, Regina SK, S4T 1A5 or to the Regina Humane Society, Box 3143, Regina SK, S4P 3G7

The Triangle Shirtwaist Inferno

March 2011 marked the poignant 100 year anniversary of the Triangle Inferno in New York. In 1911 there were no unions, no labour standards and no OH&S regulations for garment workers. But then, as now, there were rapacious bosses willing to cut corners to maximize profits.

A fire broke out on the upper floors of a New York high rise building at the Triangle Shirtwaist company. The fire escapes had been locked by the boss to prevent pilferage. 146 workers, mostly young women, died horribly, either burned to death or by defenestrating to escape the heat.

This spectacle happened in

downtown New York and was witnessed by thousands. Out of this tragedy came a tremendous surge of union organizing by the Ladies Garment Workers Union. Some historians say it was a major impetus to FDR's New Deal. FDR's first Labour Secretary, Francis Perkins, was an eyewitness to the fire and deeply moved by witnessing so many young women leap to their deaths to escape the flames because the fire exits were locked.

This tragedy inspired the greatest organizing drives in North American history. It also inspired the landmark legislation ensuring workers had the

right to organize, that defined labour standards and raised the expectation of a safe workplace.

Our brothers and sisters in the American trade union movement are under attack in Wisconsin, Ohio and elsewhere. Right-wing politicians bankrolled by corporate interests are trying to legislate a 100 years of progress away. Judging from the 100,000 strong demonstrations and the strong fight back campaigns to recall anti-union politicians in Wisconsin, the attack on labour is provoking the kind of reaction it did in 1911.

A hurt to one is an injury to all. ■

Organizer Job Posting

Our organizers have been ridden hard, and soon will be put away wet. Kerry Westcott has given notice that 2011 will be his last year. Like Kerry, Barry Holma is nearing the home stretch. Kerry held elective and appointive offices in the Operative Plasterers and Cement Masons for 20 years and has been an organizer / recruiter for local 1985 and the Saskatchewan Regional Council for ten years.

Barry has been a job steward and activist for Local 1021 for longer than he cares to admit. Barry has been a charter member and architect of the Regional Council and an organizer / recruiter for ten years. There is a lot of institutional memory in those two heads. As they say, old age and treachery will beat youth and beauty most days.

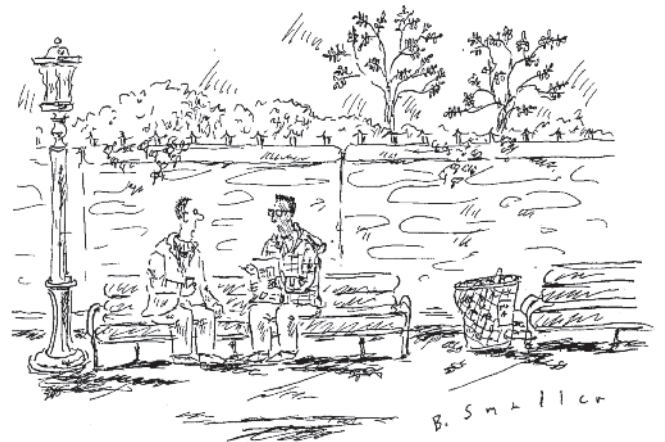
And yet, youth and beauty must have their day, as well. So the Regional Council is giving notice of the start of the selection process for replacement organizers. Step one is to advertise the vacancy and see if any

members step up. There will then start an evaluation and training process. This may involve training at the UBC centre in Las Vegas. It may mean an internship in the second half of this year on a fixed term provisional contract. Our preference is to find a suitable journey member of Local 1985 or 1021 to assume a full-time position on January 1st, 2012.

Candidates must be fully committed trade unionists convinced of the union advantage. Ideally the candidate would be young, an excellent verbal and written communicator with good computer skills, including social networking. The hours can be long and there is considerable travel involved. Candidates must be able to conform to Council policy and

take direction from the EST. But candidates must also demonstrate good common sense, an ability to innovate and perform without constant supervision.

The first step is to provide EST Kelvin Goebel with a resumé and a 500 word letter making your case for the job. Fully trained Organizers / Recruiters can expect foreman's rate and benefits. Intern and trainee rates are yet to be negotiated. ■



"On the bright side, ever since the layoff and my divorce it's been much easier to balance work and family."

Asbestos

The United Brotherhood of Carpenters has long lobbied against the production and use of asbestos because of well known asbestos-related diseases. NDP Member of Parliament, and former UBC business manager of our Manitoba carpenters' local, Pat Martin, has worked tirelessly to raise public awareness about the dangers of asbestos exposure. The Saskatchewan Regional Council participates in the Saskatchewan-based asbestos awareness committee, headed by Bob Sass, past-director of the U of S Labour Studies Program.

While the use of asbestos has been banned in Canada for decades, the mines concentrated around the town of Asbestos, Quebec long continued to produce and export asbestos to

third world nations, for use in such products as corrugated concrete roofing sheets. In poor countries these sheets are cut with handsaws by workers without respiratory safety equipment. One hundred thousand citizens of India are estimated, according to the World Health Organization, to die every year of asbestos-related disease.

Canada bears a load of guilt for those deaths. Incredibly, Quebec and Canada are currently giving consideration to re-opening a mothballed mine and exporting boatloads of asbestos to India. Shamefully the United Steelworkers union supports this proposal and the QFL and CLC have so far failed to unequivocally call for a complete ban on the production and export of

asbestos. Can the creation of a few hundred new (and highly dangerous) jobs in Quebec be worth the inevitable deaths of thousands in poor countries like India? The UBC doesn't think so.

Nearly everyone in the construction industry knows someone who has COPD or mesothelioma as a result of asbestos exposure. Not long ago asbestos was added to stucco mixes, used in brake linings and pipe wrap. The headframe at PCS Lanigan was once sheeted in asbestos board. Almost all of our older members have had some exposure. For more information, consult the excellent website at,

www.asbestosdiseaseawareness.org

or call Bob Sass at
(306) 249-0206.

PharmaChoice

We try to better service UBC members by directly billing FAS.

Your Healthcare Team is Ready to Advise You on Your Prescriptions and to Answer All of Your Healthcare Questions

College Avenue Drugs

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Sunday & Holidays CLOSED
Jack Mullock, BSP
636 College Ave
Ph: 525-2513
Fax: 789-4493

Lakeshore Pharmacy

Monday - Saturday 9 AM - 6 PM
Sunday & Holidays CLOSED
Manager: Brian Gray, BSP
1380 - 23rd Ave
Ph: 584-0717
Fax: 584-0719

Towers Pharmacy

Monday - Friday 9 AM - 9 PM
Saturday 9 AM - 5 PM
Sunday & Holidays 12 PM - 5 PM
Manager: Kimberly Sentes, BA, BSP
2713 Avonhurst Drive
Ph: 586-9377
Fax: 586-9306

Lorne Drugs

Monday - Friday 9 AM - 8 PM
Saturday 9 AM - 6 PM
Sunday & Holidays 12 PM - 4 PM
Chris Perentes, BSP
2255 - 14th Ave
Ph: 757-9667
Fax: 569-2316

Stapleford Pharmacy

Monday - Friday 9 AM - 6 PM
Saturday 9 AM - 4 PM
Sunday & Holidays CLOSED
Manager: Megan Zmetana, BSP
4113 - 5th Ave
Ph: 545-5900
Fax: 54-4919

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*Advice
for Life*

SFL Organizers Meeting



Kerry Westcott

MARCH 27, 2011 –

The SFL coordinates a meeting for union organizers in Davidson twice a year. These meetings provide a forum for SFL affiliated unions and non-affiliated unions to discuss

issues of common concern. One issue that concerns all unions is the perception that the Labour Relation Board (LRB) is biased towards employers and against unions.

Almost the first action of the Wall government was to fire the chairperson and two vice-chairpersons of the LRB, without cause, in the middle of their terms of appointment. The SFL sued the Wall government on the grounds that these dismissals were not legal. Based on the government's own public statements, the Saskatchewan Court of Appeal recently concluded that the government removed the incumbent chairs because it lacked confidence in their "willingness or ability to give effect to the legislative policy choice embodied in Bills 5 and 6."

New LRB chairs are alleged to be illegally appointed...and are perceived to have a pro-employer bias.

This remarkable conclusion prompted law professor, Ron Ellis, to write in *The Lawyers Weekly*, "It's official. Saskatchewan's adjudicative tribunals are biased...The Saskatchewan Court of Appeal confirms the Saskatchewan government's success in destroying the impartiality of its Labour Relations Board." The SFL is now proceeding with its lawsuit in hopes of having these new chairs removed by court order, because the LRB is required by rule of law principles to be and to appear to be independent and impartial.



"They want to trade for food, but all they have to offer is representation."

Unions don't trust LRB to make fair and impartial changes to Trade Union Act's Regulations.

While this case proceeds, the new chairperson of the LRB has announced his intention to make procedural changes to the Regulations of the Trade Union Act. One of the changes proposed is to do away with the Statement of Employment the employer must file when a union files an Application for Certification. Unions need an accurate Statement of Employment to monitor the fairness of the certification process. No union wants the changes proposed. Every proposed change fits the employers' wish list. Unions don't trust this chair to make changes that are fair and impartial and they have good reasons to perceive pro-employer bias.

In a round table discussion at the SFL Organizers Meeting, many organizers reported on perceived LRB pro-employer bias, particularly in the conduct of the certification elections required by Bill 6. Unions are required to attach signed support cards to their

Applications for Certifications. The employer is required to file a Reply and a Statement of Employment. Before Bill 6, the LRB would count the union support cards and check the Statement of Employment to see if the union had majority support. If so, the LRB issued a Certification Order. With Bill 6, the LRB checks for 45% union support and then orders an election that the union must win with 55% support.

Certification elections stacked against unions.

In certification elections the devil is in the details. The union will want the quickest possible election because the job may end and the crew may scatter from Fort Mac to New Brunswick. Delayed elections allow time for employer interference in the election. A favourite employer tactic is to threaten layoffs or company closure if the union is certified. Bill 6 contains a big gift to employers called "the right to communicate." Employers can use Bill 6 to make threats that used to be illegal unfair labour practices under the unamended Trade Union Act.

(continued on page 15)

Employers often pad the Statement of Employment to drown out the union's majority. For instance, if the UBC is filing a carpenter majority, the employer may put carpenters and labourers on the Statement of Employment. If we are trying to organize millwrights, the employer may add ironworkers to the millwright list.

CEP and CLAC perceived to get priority treatment at LRB.

Unions rely on an impartial and independent LRB to resolve disputes between unions and employers fairly. When rat unions like CLAC and CEP file applications, they get very quick elections, sometimes before the Hearing and just days after filing the Application. The UBC, however, gets its elections after the Hearing – weeks or months after the Application is filed.

To us, the pro-employer, pro-rat union bias is apparent. The proposal to do away with the "Statement of Employment" is just another obstacle in the employee's ability to organize. Without a verifiable Statement of Employment, a union can never be sure a card count or certification election is being conducted fairly. One of the SFL's affiliate unions is collecting affidavits from organizers in an attempt to demonstrate that the LRB's Registrar is interfering with union applications. This is a new low for the LRB. Never before has an LRB Registrar been suspected of interference in union rights or partiality.

This SFL organizers' forum has developed a series of educational pamphlets outlining the reasons for our opposition to Bill 5, 6 and 80. Of particular interest to tradespersons is its

The Sask Regional Council is fighting for fairness in the workplace with a coalition of unions

excellent pamphlet about CLAC. It delivers a series of Direct Action workshops for union activists as part of our larger fight back campaign and coordinates its activities with labour's Political Action campaign. ■

The Saskatchewan Party started union busting with Bills 5 and 6.

Before the election, they said essential services legislation wasn't necessary.

After the election, they pushed it through anyway, without consulting the people of Saskatchewan.

Now they are doing it again – with Bill 80.



Saskatchewan people are asking:

- Why is the government putting the strength of our construction industry in jeopardy?
- Why is the government meddling in an industry that hasn't seen a strike in 17 years, and has growth that is the envy of Canada?
- Why is the government more interested in what's good for out-of-province construction companies than Saskatchewan-based contractors and Saskatchewan workers?
- And why is the government doing this without first talking to the men and women who work everyday in the industry?



Bill 80

The construction industry isn't broken. Tell the government not to fix it.

For more information, go to saskbuildingtrades.com



"We were hoping that you could work from work today."

Please let us know if your address or phone number has changed. Inform FAS as well.

Five Things About the Protests in Wisconsin

ICEM/CALM — Just a month into office, Wisconsin governor Scott Walker wasted no time starting a major union-busting effort.

Walker used budget deficit hysteria as an excuse to eliminate public-sector unions by ending their right to bargain wages and benefits. The firestorm of

to education by \$976 million over the next two years, and allows the governor to privatize any state public utility without soliciting bids and without Public Service Commission consent.

In one further insult to public workers, the proposed law mandates a five per cent cut in wages with the savings going to public-sector pension funds.

The battle in Wisconsin has become a vanguard against right-wing extremism in the U.S. But why should it matter to the rest of the world?

Here are five things to understand about the Wisconsin struggle.

1. It is not really about deficits or austerity measures.

Wisconsin was on track for a modest budget surplus of \$120 million this year. However, by taking a worst-case estimate of some real and potential shortfalls in Medicaid, legal aid, prisons, and debts owed to other states, Walker created the appearance of a \$137 million shortfall.

To put Walker's budget deficit fabrications into perspective, the documentary producer Robert Greenwald points out that withdrawing just 151 U.S. troops from Iraq would save more money than Walker's trumped-up deficit. The earnings of just the top 13 U.S. hedge-fund managers (about \$1 billion each), if taxed as ordinary income instead of capital gains, would provide enough new revenue to hire 68,000 teachers.

2. It is not about union intransigence.

Public sector unions in Wisconsin have agreed to cuts in wages and benefits. However, they will not agree to permanent removal of their right to negotiate future wages and benefits.

3. Public sector workers are not the cause of Wisconsin's problems.

Public sector workers are the last major segment of the U.S. workforce with significant rates of unionization. Resistance in Wisconsin is resistance to a new demagoguery inside the U.S. to destroy public sector unions as the final bastion of union strength. A defeat in Wisconsin means sweeping attacks on unions elsewhere.

4. Well-funded business organizations and right-wing media outlets are trying to turn American mainstream against public sector workers.

Their ploy is to direct private-sector worker resentment on the things that they do not have, or have been taken from them like adequate pensions and benefits, towards public-sector workers who still have them. To divide and conquer, and distract from the rich who have sucked up nearly all of the wealth in the U.S., is the name of the game.

5. The battle in Wisconsin is about national political credibility of the U.S. union movement.

There are many politicians who do not believe it is worth their while to pay any attention to union demands. A loss in Wisconsin would cement the view that unions are too weak to matter.

What is happening in Wisconsin is nothing less than a class war.

• *International Federation of Chemical, Energy, Mine and General Workers' Unions*

He's a winner

Internet/CALM

"IF CLASS warfare is being waged in America, my class is clearly winning."

— *Warren Buffet, one of the world's richest men*



"They're always so surprised when someone disagrees with them."

protests that has overtaken Madison, the capital of Wisconsin, has spread to other states, where different legislative measures have surfaced that would overnight turn the clock back by 80 years.

In Madison, and throughout the U.S., and in many places of the world, resistance to Walker's draconian public spending cuts has drawn an ideological line in the sand. In the early morning hours of February 25, Republicans who control Wisconsin's lower legislative chamber used tomfoolery to pass the cuts.

The regressive measure would have been signed into law by Walker's pen had it not been for Wisconsin Democrats in the state senate. Republicans hold a 19-14 in that chamber, but need 20 senators present to take legislative action. All 14 Democrats left the state to prevent a quorum.

The 144-page bill also contained sweeping cuts to health care for low-income families. It will reduce state aid

Noise Levels and Hearing Damage

Many of our members have hearing damage due to noise on construction sites. Saskatchewan Regional Council President Warren Sauder recently conducted some tests in our Regina Shop and recorded the decibel range of some common construction noises.

Skilsaw	91-95 dB
Dropping a 3 foot tube on to concrete floor	99-100 dB
Dropping an 8 foot tube on to concrete floor	100-102 dB
Hitting clamp with a hammer	86 dB
Hitting tube with a hammer	90-94 dB
Hitting a scaffold frame with a hammer	87-95 dB
Hitting an Aluma beam with another Aluma beam while stacking	99-100 dB
Hammering a nail	85-92 dB
Radial arm saw	88-92 dB

On the decibel scale 0 is near total silence, a sound 10 times more powerful



is 10 decibels, a sound 100 times more powerful is 20 decibels and a sound 1000 times more powerful is 30 decibels. A gas lawnmower is 90 decibels and a heavy metal rock concert or jet engine is 120 decibels. The scale

works like the Richter earthquake scale. So, 100 decibels is one hundred times more than 80 decibels.

Protect your ears

Know which noises can cause damage. Wear appropriate hearing protection when you are involved in a loud activity.

- **110 Decibels** – Regular exposure of more than 1 minute risks permanent hearing loss.
- **100 Decibels** – No more than 15 minutes of unprotected exposure recommended.
- **85 Decibels** – Prolonged exposure to any noise at or above 85 decibels can cause gradual hearing loss.

Warren's tests show that hammering scaffold tubes, or dropping them on concrete, produces sounds that sometimes exceed 100 decibels. The results are clear — you will lose your hearing if you scaffold without hearing protection. ■

Health and Welfare News

Recent Benefit Improvements!!

When is prudent to do so, the Trust Fund looks for ways to enrich your benefit plan. Here is a summary of the recent benefit improvements. For more detailed information please visit the website (www.fasadmin.com) or contact the Fund Office.

Increase to Weekly Disability Benefit

In conjunction with the Employment Insurance increase, the Board is pleased to announce that the weekly benefit for all new disability claims incurred on or after April 1, 2011 will increase to \$468 per week, from \$457 per week.

Dental Fee Guide Increase

The Trustees make every effort to ensure that your benefit payments are kept current. As a result, we are pleased to announce that effective April 1, 2011 all dental claim payments will be based on the reasonable and customary fees published in the 2011 Dental Fee Guide.

Paramedical Practitioners

Effective for claims incurred on or after January 1, 2010, the paramedical practitioners limit is increased to \$400 per practitioner year.

Dependent Life

Effective for claims incurred on or after January 1, 2011, the Dependent Life benefit has been increased from

\$5,000 to \$10,000 for Spouses; \$2,000 to \$5,000 for each eligible Child.

Orthopedic Shoes

Effective for claims incurred on or after January 1, 2011, the Orthopedic shoes maximum has been increased from \$200 to \$300 per year.

Dental Benefits

Effective for claims incurred on or after January 1, 2011, the Dental Benefit will include White coloured fillings on molars. For all claims incurred on or after January 1, 2011, Dental Implants will be covered under Major Services at the 80% co-insurance up to the current combined maximum for Basic and Major services of \$3,000 per individual, per calendar year. ■

Third Year Apprentice Program

The 3rd Year Apprentice Program is designed to give third year apprentices a better understanding of the Brotherhood and our industry, and the important part they and all members play in the success of both. The program includes:

- Discussion with one or more Officers
- The UBC: A 21st Century Union/Our Vision for the Future
- Understanding Our Industries and Our Contractors
- Taking Care of Our Customers: Skill, Productivity and Attitude
- Contractor Panel: industry insights, with questions and answers
- UBC History and Heritage
- A Spirit of Activism: What Can I Do?
- Mentoring Others Back Home

This year the program was held at the UBC Centre in Las Vegas from April 7 to 10. Dale Sayese, Jerad Schellenburg, Matthew Klassen, Jonathan Carey, Mitchell Slorstad, Eric Farries, Brian Drulard, Kristopher Burrirt, Clinton Davies, Jeff Andrews, Justin Waddington, Fathe Mohamed and Gary Ecklund attended and represented the Saskatchewan Regional Council of Carpenters and Millwrights. ■



▲ UBC Centre classroom



▲ Some SRC attendees



▲ General President McCarron addresses attendees



▲ McCarron and Saskatchewan Third Year Apprentices

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SRC 3rd Annual Golf Tournament



Location: The Willows Golf and Country Club
South on Clarence Avenue - Saskatoon

Date: September 17th - @ 11:00 A.M.
(shotgun start)

Format: Four man best ball - teams to be drawn
BBQ to follow tournament
Many door prizes to be awarded

A \$20 refundable deposit required (refunded at tee off)
Four mulligans allowed per team at a cost of \$20
Registration at 9:30 A.M.

Deadline for entry is September 3, 2011

There is a limited number of spaces available – **SIGN UP EARLY**

*Sign up is at Saskatoon and Regina Union Offices &
at the Monthly Union Meetings*



Monthly Union Members' Meetings

MILLWRIGHTS

Local 1021 meets every second Saturday of the month at the Town Hall in Davidson.

Executive Board Meeting.....9 a.m.
General Members'
Meeting10 a.m.

CARPENTERS LOCAL 1985

Regina:

Every Second Tuesday of the month at 7:30 p.m.
Regina Union Centre
at 12th and Angus

Saskatoon:

Every third Wednesday of the month at 7:30 p.m.
Ramada Hotel
Idylwyld Drive and 30th Street

LATE BREAKING NEWS

- A billion dollar build in Regina
- A billion dollar low carbon power plant in Estevan
- NDP gains in Federal election give us new hope of defeating the Sask Party in November.

NOTICE OF RESPONSIBILITIES

- Pay any \$20 monthly dues arrears
- Maximize your training opportunities
- Represent your union well – at home and at work
- Attend union meetings