



Carpenters Union Local 1985 Newsletter

produced quarterly by union members and printed in a union shop
Spring/Summer 2004



Business Manager Bob Todd

Business Manager's Report

This has been an eventful year so far. Our industrial agreement bargaining is concluded for another three years. We have had a reasonably successful shutdown season so far. Unfortunately the shutdown at Weyerhaeuser in Prince Albert was postponed until this fall. Employment levels have been high, particularly for the scaffolders. We are anticipating, however, a slowdown in available work for general carpenters. Any scaffolders that are interested should call Lee Naylor and take upgrading courses to improve their scaffold credentials.

We also encourage unemployed general carpenters to visit the office because we can help you find non-union work. It is easier for the organizers to do their jobs when we have union members on the non-union sites. And it pays the bills between union jobs. If you take a non-union job, please phone the office and let us know where you are.

Our off-year Local Union elections are now complete. We had arranged permission from the General President to hold these elections by mail-in ballot. We usually hold union elections in Saskatoon, Regina, Prince Albert and Lloydminster. This makes it difficult and expensive to get the election committee and scrutineers to the four locations. It also spreads out the election over several weeks and in some areas hardly anyone shows up to vote. The idea is that a mail-in ballot would also address members' complaints about working away from home and not being able to vote at all.

We didn't get to test this theory because the three positions up for office were determined by acclamations. Kelvin Goebel was acclaimed as Trustee, Richard Doege was acclaimed as Warden and I was acclaimed as Treasurer.

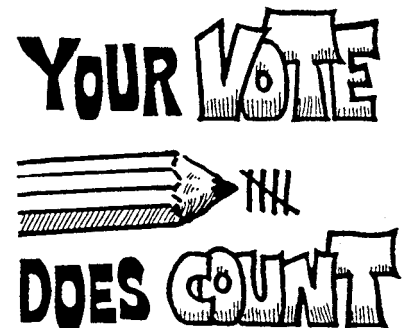
We did get to test mail-in balloting to ratify our new three year industrial agreement. It was ratified by a 90% vote. The high approval rate was gratifying but the participation rate was disappointing. Less than 30% of the membership bothered to vote. Every member was mailed details of the tentative agreement. I find it incredible that over 70% of our members did not vote on a collective agreement that has such a major influence on their lives and the lives of their families.

We get a 2.5% increase in our total package in each year. For the 1st year \$45 will go to the pension and the balance into wages. It is the same for the second year. In the 3rd year the whole 21/2% will go to wages. Subsistence will be

\$100 for days worked and 5 days sub in weeks when four 10s are scheduled. It is a handsome agreement and we owe thanks to our bargaining committee.

Local 1985 will be hosting the National UBC Apprenticeship Contest in Saskatoon at the Delta Bessborough on August 27 and 28. The Canada Council Executive will also be in Saskatoon meeting in conjunction with the apprenticeship contest. This will be an opportunity for us to showcase our talented apprentices and beautiful Province to carpenters from across Canada.

My final and most important message concerns our number one priority: organizing. This summer we are targeting Merit Shop general contractors. We need your help. Please call our organizers if you are working for, or know someone working for, these non-union contractors. Please let us know if you have any information or if you are available to be "salted in" to one of these companies. Our future depends on our ability to organize and increase the market share of union construction.



IMPORTANT PHONE NUMBERS



Bob Todd
Business Manager
Saskatoon
Ph: 382-4355
Fx: 382-5828

Kelvin Goebel
Asst. Business Manager
Regina
Ph: 585-0900
Fx: 584-7477

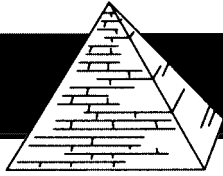
Lee Naylor
Training Coordinator
Saskatoon
Ph: 683-0269
Fx: 683-0667

Barry Holma
Organizer
Regina
Ph: 585-3015
Fx: 585-3016

Kerry Westcott
Organizer
Saskatoon
Ph: 382-4355
Fx: 382-5828

Email: ubc1985@shaw.ca or UBCRegina@accesscomm.ca

www.saskcarpenters.com



Solid Footings

A solid foundation means stability and solidarity for all members

Since our last report we have successfully organized Brand Scaffold Systems. Brand is a big player in the Alberta scaffold industry and was a very important target. We also organized the millwrights working for Wood Group which is California-based and an important industrial contractor. This summer our main organizing priority is Merit Shop general contractors. Graham, PCL, Wolfe, Westridge, VCM, RNF, Domco, Dunmac and Hipperson are in our sights. If you have information about these general contrac-

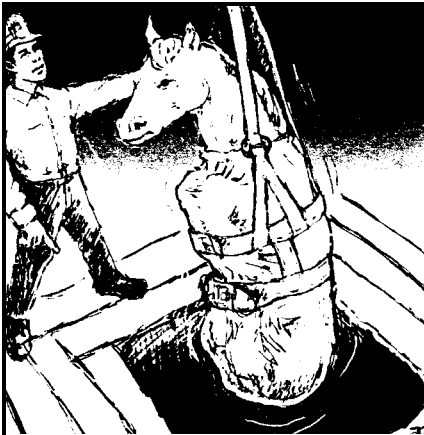
tors, please phone the office or one of the organizers.

We are reprinting two excellent articles in this *Solid Footings*. The first is an inspirational message written by Carlos Pimental who is the UBC's Organizing Director in Ontario. The second article about our Labour Relations Board was written by Garnet Dishaw and was first published in the SFL's Labour Reporter. It is an excellent article outlining some of the problems Local 1985 encounters at the Board.

benefits, pension and regulated work weeks, we members enjoy being part of the Union. We know more about education, agitation and we know more about organizing. In the beginning McGuire shared his message and our challenge should be to share our benefits with non-union workers.

My challenge to you is to talk to a non-union worker the same way McGuire did one hundred and twenty years ago. Educate, agitate and organize.

A Labour Minute



The one way trip

In the mountains of western North America countless small hard rock mines operated in years past, usually to extract some precious metal such as silver or gold.

Typically these small mines had narrow shafts and drifts. Two or four man cages were used to drop miners to the working levels.

To haul the ore, horses and mules were often used in these mines. But with shaft diameters of four feet or less, getting the animals down into the mine was a challenge.

Some veteran miners and horse handlers developed the skill to persuade a horse to lie down on a piece of heavy canvas. Then the canvas was wrapped around the animal and strapped tight.

Once trussed up like this, with its legs folded close to its body, the horse could be lowered bum first down the narrow mine shaft.

But if the ore ran out, or the concentrations dropped off, the mine was quickly abandoned.

More than a few horses were never hoisted back up out of the mines, because of the time, trouble and expense involved. The mine managers had them shot or clubbed and left to die, a fitting testimony to the mining company's compassion.

Labour Minutes recount the history of working people and take just a minute to read.
- Dishaw-Roy

EDUCATE AGITATE AND ORGANIZE

A hundred and twenty years ago, Peter J. McGuire, founder of the Carpenters Union used the following slogan to rally workers to join his union: "Educate, agitate and organize." With that maxim, McGuire was able to empower workers to stand up and demand a fair day's pay for a fair day's work, a primary concern to the Union movement which continues to be a focus for us today. The approach adopted by Mr. McGuire hasn't changed: As organizers, we travel out and communicate with non-union workers and, as Mr. McGuire did, we educate workers to give them the knowledge they need to organize. We agitate to give workers a reason to take action to organize and ultimately we organize them into our organization to expand our market share and maintain our strength.

The question I have to ask is: Why has it become more difficult to organize? We can blame the law makers for making labour-oriented laws so difficult, we can blame the economy that causes workers to fear that they will be unable to provide for their families if they attempt to organize, and, in many ways, we can blame ourselves. As Union members many of us have become complacent and have taken for granted many of the privileges that we enjoy.

McGuire used the slogan "educate, agitate and organize" to bring more members into our union, but he also trained the membership to use the phrase as members. With the knowledge of the benefits of organizing, such as health

WORKERS NOT WELL SERVED BY SOME LABOUR RELATIONS BOARD DECISIONS

Millwrights - Procon

The Millwrights Union applied for certification to represent millwrights employed by Procon Miners Inc, a contractor doing work at the Agrium Potash Mine near Vanscoy.

The union organizer, Kerry Westcott, filed his application on August 2, 2002 and had it accepted and stamped at the Department of Labour's Saskatoon office.

However, the LRB vice-chair hearing this certification application, decided that the office should not have been open that day and he would only accept August 6 as the filing date. This permitted the employer to layoff two employees.

The rationale for re-dating the application was that "All parties must have equal access to the Board." The fact is they did have equal access. If the owner or manager of Procon had walked in to the Saskatoon office on August 2 they could have filed documents just as Brother Westcott did.

The Millwrights' application was dismissed on the basis of the Board permitting the employer to submit a list of employees, each of whom was identified as a "tradesmen." (An individual employee can be a tradesman but not a "tradesmen." The whole decision is not too precise. Brother Kerry Westcott is listed as "Terry Westcott" on the front page of the document.)

This LRB decision apparently adheres to the view that if a labourer holds a flashlight for a millwright, that makes them both millwrights. Or if a welder occasionally hangs on to the other end of a tape measure for a millwright, then that welder is a millwright too.

This attitude is completely at odds with the long-standing practice in the construction sector of organizing trade by trade and not across trade lines.

Recognizing and respecting "Appropriate Trade Divisions" is a prominent part of the laws of Saskatchewan, such as the Construction Industry Labour Relations Act.

Previous LRB decisions have endorsed the trade by trade organizing model of the craft unions belonging to the Building Trades.

If Millwrights – Procon decisions persist, Building Trade unions will be compelled to sign up all journeymen, apprentices and helpers in all trades just to make sure they can get a certification. This will be a prescription for conflict and chaos in the construction industry.

It could be noted too that Procon has some history in the industrial relations area. Procon supplied scabs to Royal Oak Resources when that union-busting company provoked the year and a half long and very brutal dispute at the Giant Mine in Yellowknife N.W.T. in the early 1990s. To help the likes of Procon stay non-union is hardly a noble activity.

Carpenters – Graham

On November 4th last year the Saskatchewan Labour Relations Board handed down a decision in a highly significant case involving Building Trade Unions and Graham Construction.

Unfortunately the ruling seemed to lack logic and ignore history. Here, briefly, is some background to the case.

In 1982 the Devine government came into office with its "Open for Business" philosophy and obvious anti-union bias.

The Blakeney government's Construction Industry Labour Relations Act 1979, which required province-wide bargaining by unionized construction companies, was repealed in 1983. The new Tory administration also saw to it that employer-friendly appointments were placed in control of the Labour Relations Board.

Industrial relations in the construction sector came to be dominated by the "merit shop" non-union employers. A kind of chamber of commerce boosterism replaced the normal collective bargaining relationship.

Unionized contractors spun off non-union subsidiaries, or simply opted to begin operating as entirely open-shop employers.

The Conservative government eagerly endorsed and aggressively encouraged this process by awarding tenders for public sector and crown corporation construction projects to non-union companies.

Spin-off companies regularly were awarded projects when bidding against unionized firms. The larger general contractors claimed they couldn't compete using the unionized part of their operation, so stopped bidding for work with their certified subsidiary.

When the unions attempted to reorganize the employees and certify the spin-off companies, contractors simply stopped bidding for work with those spin-offs and laid off the workers. They then bid on projects using yet another spin-off.

One construction company had some 50 spin-off subsidiaries.

Membership in the Building Trades fell off sharply, seriously eroding the resources of the unions and damaging their ability to confront hostile employers and an unsympathetic Labour Relations Board and government.

Not until 1992 was there any restoration of a legal framework that would permit the Building Trades to even partially recover their lost ground. In the fall of that year a new Construction Industry Labour Relations Act was passed by the Romanow government. It banned any further spinning-off of non-union companies, but it contained no "reach back" to re-certify the spin-offs of the 1980s.

The reach back issue was only addressed years later, in July 2000, when amendments to the CILRA were passed by the legislature. These changes to the CILRA banned "double breasting," which is the term applied to the practice of a contractor operating both union and non-union subsidiaries.

It was in this environment then in 1985 that Graham Construction and Engineering Ltd—a unionized contractor—changed its name to Graham Construction and Engineering (1985) Ltd and began operating as an entirely open shop employer.

The new, now non-union Graham company stopped calling the Building Trades hiring halls for employees and started recruiting workers through a number of labour contractors—a practice which was sanctioned by the Devine government appointed LRB in 1986.

Graham rejected all attempts by the unions to re-establish any kind of normal collective bargaining relationship. The LRB decision in the Graham case indicates that the Iron Workers Union, for example, contacted Graham in 1985, twice in 1987, 1990, 1993 and 1998. The union was attempting to have the company recognize its provincial agreement with other employers or enter into negotiations. When Graham bothered to respond at all it told the Iron Workers "it was not certified" or it was "not a signatory to the Provincial Iron Workers Agreement" or "that it did not have an agreement with the Iron Workers Union" or that the company "did not have any direct hire employees."

The unions got tired of this and took Graham to the Board. Initially the Carpenters Union asked for successor



cartoonbank.com

rights in 1998. After the July 2000 change to the CILRA other unions joined the action.

Graham's lawyer, Larry Seiferling, asked for an almost endless list of union records and other material including membership and executive minutes over a very extended period of time.

The company also objected to what it claimed was a perception of bias on the part of the chair of the LRB and went to court in 2001 where it got a favourable judgement. Chairperson Gwen Gray and Vice-chair Jay Seibel were both objected to by Graham, in what was as much as anything a stalling maneuver. The case was therefore assigned to the newest LRB vice-chair, Wally Matkowski.

The LRB decision released November 4, 2003 did find that Graham 1985 is a successor company to Graham Engineering. Given the obvious facts in the case no other finding would have been reasonable.

The other important issue the Board was asked to decide was the employer's assertion that there had been abandonment.

On that point the decision reads "It became obvious to the Board that there had been a significant period of inactivity on the part of the Unions in regard to the enforcement of their collective bargaining rights."

This conclusion is troubling. It ignores the chaos that prevailed at the time in the construction industry and the thoroughly hostile statutory and regulatory environment that faced the unions. The decision is also apparently oblivious to the decimation of the local Building Trades membership base and finances. It also seems as if the ruling is unrealistic when it insists that the unions should have immediately pursued and organized any new non-union company. Remember that a company could reincarnate itself in one or more spin-offs the next day.

The decision sets out some criteria for determining if abandonment has occurred; among them is "extenuating circumstances." If there were not extenuating circumstances in this case, when would there be?

This judgement also cites a set of factors to guide Board deliberations on questions of abandonment. It reads: "The Board should be reluctant except in the most extreme circumstances to find that a trade union has abandoned its certification without a rescission application." This Graham decision

doesn't seem to reflect any reluctance at all by the Board.

This LRB decision also seems to ignore the important fact that the Carpenters Union had an arbitrator's ruling from the 1980s which held that there was no collective bargaining agreement in place with Graham. This arbitrator's award was later upheld in court!

The Graham case is another very questionable LRB decision.

The decisions described here come out of LRB panels chaired by Board vice-chair Walter Matkowski.

Our aim isn't to single out any individual, but rather to express to the chairperson and all other LRB officials, our serious concern over these recent decisions.

In the opinion of many in the labour movement, these rulings are out of step with the spirit, intent and letter of the Trade Union Act, and a departure from the best traditions of the Saskatchewan Labour Relations Board.

If trade distinctions and craft qualifications are to mean nothing in Board decisions in the construction sector (as with the Procon case), then we are likely to have endless confrontation among the Building Trades promoted and encouraged by the LRB. That too we must oppose.

And for a decision to allege abandonment when a union had nothing of the kind in mind (Graham case), is a finding we question as well.

Let us just say that certain Labour Relations Board decisions leave much to be desired.

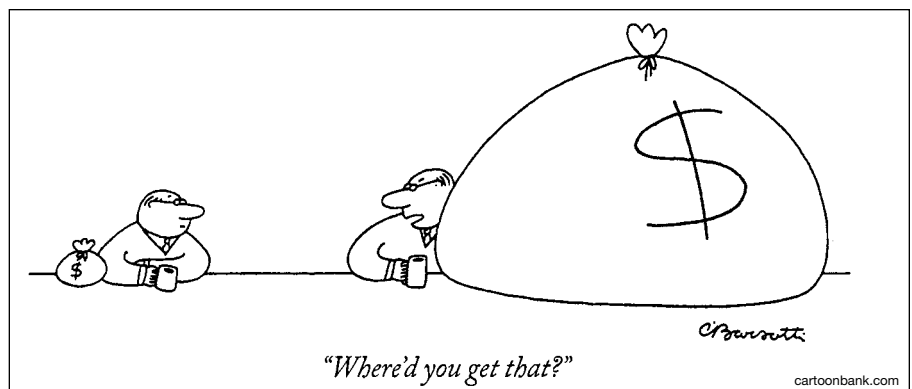
EI FUND SURPLUS

Paul Martin gets a lot of credit for turning around the big federal deficits of the Mulroney years. But the labour movement and employer's organizations have many complaints about how he achieved his surplus budgets. A chief complaint is that he balanced his budget on the backs of unemployed workers. Workers have a substantial amount of money deducted from every paycheque for employment insurance (EI). Their employers more than match that amount and the combined total is submitted to Revenue Canada.

What happens to these combined contributions received by Revenue Canada for employment insurance? If you think the government gathers the contributions and then pays them out to the unemployed workers, you are off the mark. \$45 billion off the mark! Since Paul Martin started his first day as Finance Minister, the Federal Liberal government has diverted \$45 billion from the EI fund

to the government's general revenue fund. This sleazy practice has outraged the unions, the employers, the Auditor General and even the Conservative Party. The Conservative Party's labour critic, Brian Palliser has said, "This is a tax grab. The Liberal government is using EI surpluses to fudge the books and to fund pet projects. The EI money belongs to hardworking Canadians, and it should not be used as a Liberal slush fund."

Quebec's unions, supported by employer groups, petitioned the Quebec Superior Court to end this practice and to restore the missing \$45 billion to the EI fund. Outrage was heaped on outrage, when the judge (a Liberal appointee, of course) ruled against the unions and declared the \$45 billion was the Liberal government's money. These unions are currently deciding whether to take the case to the Supreme Court. Cynics point out that the Supreme Court is itself a panel of Liberal appointees.



HABITAT FOR HUMANITY

Local 1985 members Scott McRoberts, Mike Atchison and Elleiry Dustyhorn took part in last year's Habitat for Humanity build on Atkinson Street in Regina, and Ron Jensen took part in the build in Saskatoon. UBC Carpenters throughout North America have long been generous in donating skilled labour and enthusiasm to Habitat's projects. Habitat relies on volunteer workers, material donations and sweat equity from recipients to build housing for low income families at a price they can afford. The plumber and sheet metal unions in Saskatchewan are also involved in suppling volunteers to help in the builds that take place.

To be eligible to receive a Habitat home a family must demonstrate clear need, have an annual income of less than \$31,000 and volunteer 500 hours of their time. If the family is eligible and keeps up their end of the bargain, they will usually have a new home within 3 years. Habitat has offices in Saskatoon and Regina that will be happy to answer any questions you may have about their activities.

Scott, Mike, Elleiry and Ron deserve recognition for their selfless contribution to last year's build. And Local 1985 encourages all members to find some time to volunteer to these very worthwhile projects that build inexpensive homes for the deserving poor. If you can find the time to volunteer even a day or two for the builds this summer in Saskatoon, it would be greatly appreciated and would also give some recognition to the union. If you are willing to help, please let us know.

This year there will be builds in Saskatoon on July 6, August 3 and September 7. The build beginning on August 3, has been named the Cameco Women's Build. If you know of any woman apprentices or journeypersons, encourage them to volunteer some time to this build. For more information about Habitat builds in your area call (306) 343-7772.



Mike Atchison helps Habitat
Do you?

A Labour Minute



Martin Luther King's last battle

The 1,300 black men who worked for the sanitation department in Memphis, Tennessee in the 1960s were little better off than their slave ancestors.

Wages were so low men on garbage truck crews could work full time and still qualify for partial welfare if they had a family, and an injured worker could be fired.

The Memphis sanitation workers asked the American Federation of State County and Municipal Employees (AFSCME) to organize and represent them. The union agreed.

Shortly thereafter a rain storm caused an electrical short in a garbage truck compactor and two men were crushed to death. There was no compensation paid to the dead workers' families.

Frustrated and angry, the sanitation workers walked out on strike.

The city management brought in scabs and refused to recognize the union.

Peaceful picketing, marches and sit-ins were met with mass arrests, tear gas, attack dogs and brutal beatings by the police riot squad.

Civil rights leader Martin Luther King was busy planning the Poor People's March on Washington, but he came to Memphis anyway and helped organize support for the strikers.

On April 3rd 1968, King delivered his famous "I have been to the mountain top" speech to a hall filled with strikers and their families. The next day Rev. King was murdered by a racist gunman.

The assassination prompted people to travel to Memphis by the thousands and march and demonstrate in support of the strikers.

The city caved in and bargained a decent contract, which not only ended the 63 day strike, but gave AFSCME the momentum to organize municipal workers across the southern states.

Martin Luther King was a long-time friend of organized labour. It's perhaps fitting that the last great struggle of his life was on behalf of a group of downtrodden and oppressed workers and their union.

Labour Minutes recount the history of working people and take just a minute to read.
— Dishaw-Roy

In Memoriam: WALTER GNIUS

Walter Gnius passed away in Regina on October 30, 1986 after a brief illness at the age of 75 years. For many years the chairman of the Saskatchewan Provincial Committee of the Association of United Ukrainian Canadians, Walter also served as an auditor to that committee, was active on the executive of the Regina branch of the AUUC, serving as chairman for 15 years and several more as dues secretary, and participated in the performing arts groups of the AUUC.

Walter's parents, Samuel and Anne, came to Canada from Western Ukraine in the early 1900s and settled in Yorkton, Saskatchewan, where Walter, the first of their four children, was born on July 19, 1911. In 1927 the family moved to Regina.

Walter Gnius joined the mandolin String Orchestra at the Ukrainian Labour Temple in 1929, the year in which the Ukrainian Labour-Farmer Temple Association and its performing groups moved into the newly built hall at 1809 Toronto Street. His father had

supervised the construction of the building, mostly with volunteer help which included Walter.

Walter Gnius was a member of the United Brotherhood of Carpenters and Joiners of America for 35 years, participating actively in union affairs, on the executive (including six years as Past President) and the bargaining committee. At the 1973 convention of the Saskatchewan Federation of Labour, he presented the resolution which, after approval by the government of the province, made the first Monday in August of each year Heritage Day in Saskatchewan.

A man of peace, Walter Gnius looked forward to the time when humanity would live in everlasting peace and friendship. His concern was for the future of his children and all others.

The contribution of Walter Gnius to the progressive Ukrainian Canadian community, to the labour movement and to the cause of peace are not forgotten.

FEDERAL ELECTION

On May 23rd Paul Martin called an election for June 28th. Paul Martin is no friend of workers! He got filthy rich through his ownership of Canadian Steamship Lines. Martin's hugely profitable Canadian company is registered in Bermuda and its ships in Panama so it can avoid Canadian taxes and labour standards. His cargo ships are staffed by Bangladeshis and Filipinos who get pathetically low wages.

When Martin thunders around the country calling Conservatives un-Canadian for advocating tax cuts, recognize him for what he is: a hypocrite! On Martin's watch the Liberals have moved from scandal to scandal. The gun registry has wasted a billion dollars, the Grande Mere scandal, the sponsorship scandal, the HRDC scandal... the list goes on and on. And this is the same Paul Martin who ripped off \$45 billion from the EI fund.

Some of us may be tempted to vote for the new Conservative party just so we can see the end of this corrupt and incompetent Liberal government. But think twice before drinking the Conservative's poison kool-aid. Their leader, Stephen Harper is busy masquerading as a worker friendly moderate who only wants to improve the efficiency of government so he can cut taxes.

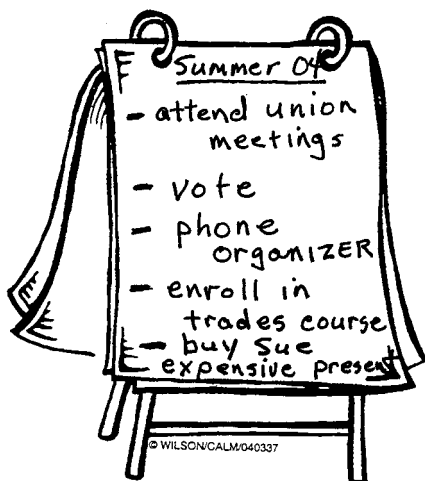
Don't be fooled! Harper's previous job was head honcho for the National

Citizens Coalition, and the NCC is a very right wing group with a strongly anti-union bias. The NCC calls labour unions "labour market distorters" and even flirts with "right to work" ideology. A "right to work" sounds like a good idea, but what the NCC means is that Canadian Steamship Lines has the right to work its Filipinos for a small fraction of a usual Canadian wage. Carpenters who vote Conservative are like mice electing cats.

What about the NDP? Carpenters across the country worked hard to get Bill Blaikie elected NDP leader. But the NDP, which frequently shows signs of having a death wish, chose Jack Layton. Layton was previously a Toronto civic politician. Is he glib, misandrous, politically correct, heterophobic, economically innumerate, a sucker for junk science, anti-GMO, globophobic, anti-trade, pro long gun registry and flakey as a pie crust? Yes, he is all that. He is also a third generation professional politician and the kind of champagne socialist that could only be spawned in Toronto. He is even a buddy and defender

of Adrienne Clarkson, our profligate Governor General.

But carpenters must look beyond the current leader and remember that the NDP is the party that best represents the interests of working people. Layton may be a bit of a twit, but he is not a Panamanian robber baron or a right wing ideologue. And there will be many sincere friends of labour in the NDP caucus, including Pat Martin who was previously the UBC's Business manager for Manitoba and is standing for re-election in Winnipeg.



SUE TURNS TWENTY!

Sue Arling started work at the old Saskatoon Local 1895 in July of 1984. Office equipment included a Gestetner machine, carbon copy paper and a typewriter. Computers, photocopies and other types of modern office equipment hadn't been introduced yet.

Sue is a modest person who does not expect any thanks, in fact, she says it would be sufficient if everyone just sent her expensive presents. Thanks Sue! How about 20 more years.



Each year Carpenters Local 1985 enters a team in the Annual Drive Against Diabetes Golf Tournament. The tournament will be held on Thursday July 29 at the Willows Golf Club in Saskatoon. Anyone interested must forward their name to the Union Office in Saskatoon before June 30th. Names will be drawn to make up the 4 man team.

Training Matters...



Lee Naylor
Training Coordinator

SCAFFOLD UPDATE

Scaffolding classes are now complete until early fall. Over the past year there were 7 scaffold classes held, five in Regina, one in Saskatoon and one in Prince Albert.

Over the course of the year a total of 84 members attended scaffold training and 12 wrote their proficiency exam. Please remember that your eligibility for scaffold classes is based on scaffolding hours.

Scaffolding classes will resume about September 13th/04 and we need your Form 6 by August 4.

SAFETY DISK AND R&R TRAINING UPDATE

Safety Disk and R&R Training has been available at the Union Office in Saskatoon since early January/02. As of April/04 this training is also available at the Regina Union office.

Our Provincial Industrial and Commercial Agreements require that all members have this training. Please make arrangements to renew your CSTS and R&R 6 months before expiry.

If you have any questions, please contact the Training Dept. @ (306) 683-0269 to book a date and time. Or call the Regina office @ (306) 585-0900

Arrangements for member training in the Prince Albert and Lloydminster areas can be made through this office.

TOTAL STATION

Total Station classes will be available in both Regina and Saskatoon. If you are interested, please call the training office.

ICF (Insulated Concrete Form work)

Please call the training office for further details. We plan to hold one course in Saskatoon and one in Regina. Dates will be announced once enough members have signed up.

RIGGING

A rigging class was held in Saskatoon on the weekend of March 27th - 28th/04. Contact this office so that arrangements can be made to schedule this training.

H2S ALIVE/ CONFINED SPACE

Over the past six months, many contractors have been requesting that members have H2S Alive training before being dispatched to certain jobs. This training is available from the following:

Saskatchewan Construction Safety Assoc.
2665 - Ave C North, Saskatoon
Ph.# 652-0907

In Regina:
1939 - Elphinstone St.
Ph.# 525 - 0171

Job Source Safety Services
Saskatoon: 652-5627
Regina: 781-5627

Please submit your receipt to either the Saskatoon or Regina Office to receive reimbursement.

WHAT IS THE ROLE OF THE JOURNEYPerson IN THE APPRENTICESHIP TRAINING PROGRAM?

Apprenticeship training is a structured system of supervised training leading to certification in one of Saskatchewan's designated trades.

An apprentice spends approximately 85% of the time working on the job, learning the knowledge and skills associated with a trade from a certified journeyperson. The remaining time is spent in theoretical and technical in-

school training, which reinforces and expands upon what the apprentice learns on the job.

An apprentice receives a broad range of trade experience on the work site. As a journeyperson, it is your responsibility to teach the apprentice to the best of your ability to pass on your trade skills to the apprentice. You are responsible for providing the appropriate supervision and feedback. The role of the journeyperson, as trainer of the apprentice, is crucial.

As a journeyperson providing training, you play a key role in maintaining the integrity of your trade and of building the workforce of the future.

BEST PRINCIPLES FOR JOURNEYPersonS

Don't assume the apprentice knows what to do: break the task down step by step; explain what is to be done, show how it is done and then let the apprentice do the task.

Be patient. There is no such thing as a stupid question. It is your job to explain until the apprentice understands. Each person learns in a different way. You may have to try several approaches to help the apprentice accomplish a task.

Provide constructive feedback to the apprentice on a regular basis, and take the time to show the apprentice how he/she can do a better job.

Provide continuous feedback on how the apprentice is doing. If an apprentice has not done a job right, take the time to show him/her what was done wrong. When he/she has done a job right, take the time to recognize their success.

Recognize the apprentice as learners and co-workers.

Treat the apprentice fairly and with respect.

(Adapted from: Making It Work. On-The-Job Training in Apprenticeship. Canadian Labour Force Development Board National Apprenticeship Committee, 1998)

Training continued on next page

JOURNEYPERSON CERTIFICATION IN SASKATCHEWAN

The requirements for certification are two-fold:

- 1) work experience is broad and in depth. Work experience is based on criteria developed by industry.
- 2) the examination pass mark is 70%. Trade examinations are developed and validated by industry, and administered by the Saskatchewan Apprenticeship and Trade Certification Commission.

CAMECO & POTASH AGMs

Local 1985, with help from UBC's International staff, is continuing it's program of pension fund activism. On May 5th and 6th Kelvin Goebel and Kerry Westcott attended the Annual General meetings of Cameco and the PotashCorp to present ideas about the appropriate compensation of corporate executives.

The greed of some corporate CEO's exceeds reason. Grasso of the NYSE is in the news for receiving \$170 million in severance compensation. Frank Stronach, Magna's CEO, is accustomed to receiving \$100 million a year. Conrad Black of Hollinger is being sued under

REMINDERS/NOTES:

There are reimbursement policies in place for First Aid/ CPR, Confined Space/H2S Alive training as well as Carpenter Apprenticeship Registration fees and 4th level scaffold registration. Those who were on permit and have become members are eligible for reimbursement of CSTS costs. If you feel you are entitled/eligible for a reimbursement for any of the above, please call the training office.

Please keep your address and phone number current with the office.

RICO statues (anti-organized crime law) for billing his company for his "head butler, butlers, underbutler and footmen."

In 1982 CEOs of large companies were paid about 42 times the wage of their average employee. Today CEOs make over 280 times more than their average employee. The UBC thinks that charismatic CEOs and their tame compensation committees have gone way too far. We think sensible guidelines for CEO compensation ought to be put in place and we are going to continue attending shareholders meetings until we get satisfactory responses.



A Labour Minute

Western Federation of Miners



John "Eight Hour" Murphy

In the spring of 1907 John "Eight Hour" Murphy was deathly ill with consumption. Murphy, a Denver, Colorado labour lawyer, took up the law after being fired and blacklisted from his job as a railway mechanic, because of union activities.

There was no effective medication to treat tuberculosis at that time. TB patients, if they were to have any prospect of recovery, had to have complete rest in hospital or at

a spa in a warm dry climate.

But John Murphy, who earned his nickname getting laws passed limiting the workday of underground miners, was preoccupied with something other than his own health.

Murphy was legal counsel for the Western Federation of Miners – the union that represented hard rock mine, mill and smelter workers from British Columbia to New Mexico – and three of the top leaders of the WFM were facing the hangman's noose in Idaho.

Former Idaho governor Frank Steunenberg had been assassinated by a miner – a Canadian named Harry Orchard.

Because Orchard had briefly been a union member, the Mine Owners Association concocted a scheme to implicate WFM president Charlie Moyer, Secretary-Treasurer Big Bill Haywood and WFM advisor George Pettibone in the murder, claiming they had directed Orchard.

Although very frail and ill, John Murphy went to Idaho to assist the great Clarence Darrow prepare a defense.

Haywood was tried first. Murphy concentrated much of his efforts on influencing the judge's final charge to the jury.

When the trial ended with an acquittal, jury members told reporters it was the instructions from the judge that caused them to bring down a not guilty verdict.

John Murphy, now extremely weak and exhausted, went to work on the acquittal of Pettibone and getting the charges dropped against Moyer. At times he worked from his sick bed.

The last of the three union leaders was finally released in January 1908. Within days John "Eight Hour" Murphy died of the tuberculosis that had raged untended while he saved his colleagues from the gallows.

Labour Minutes recount the history of working people and take just a minute to read.
– Dishaw-Roy

www.saskcarpenters.com

It's been over a year since we started our local union website. The website has a home page, history, contact us, newsletter, apprenticeship, links and membership sections. By clicking on our website you can access information about the wage rates we have negotiated or what our benefits package covers. The first month our website received about 500 hits, and this month it will have over 2000. We are always interested in ways to improve the website. Any ideas or suggestions for improvement you may have will be welcomed.