



POWERWORKS

Thunder Bay Generating Station Stops Burning Coal



On March 16th, Ontario Power Generation (OPG) announced that the Thunder Bay Generating Station had burned the last of its coal stockpiles, paving the way for the plant to run on advanced biomass. Thunder Bay was the last of OPG's generating stations to use coal as fuel. The Thunder Bay Generating Station came into service in 1963.

One Thunder Bay unit is being converted to use advanced biomass. For many years, the PWU has been the main advocate for the conversion of the coal stations to biomass. That persistence is paying off at Thunder Bay and Atikokan where OPG is also converting the generating station to use biomass as fuel. When that project is completed this summer, Atikokan will be the largest capacity fully biomass-fuelled power plant in North America. The PWU will continue to make the case for conversion of the Nanticoke and Lambton Generating Stations to biomass and natural gas.

Advanced biomass is a new, solid biomass fuel that is processed with advanced techniques. Biomass is recognized worldwide as a fuel that can help mitigate climate change. The fuel can be used at coal-fuelled plants with minimal plant modifications and can be handled and stored much like coal. OPG is currently seeking sources for the advanced biomass fuel for the Thunder Bay Generating Station and is in the process of negotiating a power purchase agreement with the Ontario Power Authority. OPG must also obtain approvals from the Ministry of the Environment for the new fuel source.

Here's what some of our members think of the conversion:

"The PWU members here at the Thunder Bay Generating Station are looking forward to this exciting new development in the electricity sector and are proud to be a part of it."

- Gene Capasso, Mechanical Technician

"The move to advanced biomass is a sign of the times, a greater focus on the environment for our future generations."

- Mike Napierala, Planning and Scheduling Technician

"Who would have thought that OPG would have seen the changes that it has, but we are moving forward."

- Trevor Koski, Thermal Operator Technician

National Day of Mourning: April 28th



Don MacKinnon
PWU President

For more than 30 years, workers have gathered on the Day of Mourning to remember those who have been killed or injured on the job, or have died from work-related diseases.

The official statistics are distressing. In 2012 - the latest year for which we have numbers - over 245,000 lost-time injuries and 977 workplace deaths were recorded in Canada. Sadly, those numbers are about the average over the past decade and we know that the real numbers are higher because hundreds more die from under-

reported illnesses and occupational diseases that aren't recognized by workers' compensation authorities.

Exposure to the 2,4,5-T herbicide, better known as Agent Orange, is a graphic example. Even though use of this dangerous chemical was outlawed for commercial vegetation control before 1980, no WSIB claims

were allowed in Ontario until late 2013. For over 35 years, people have suffered severe medical problems or have died from its effects but it was only last year that an Ontario-government-appointed expert panel officially linked adverse health conditions to exposure to this herbicide.

The PWU is representing approximately 100 members, retirees and survivors who have filed WSIB claims. Some of those claims have now been approved by the WSIB and certain illnesses and related fatalities, particularly prostate cancer and Non-Hodgkin's Lymphoma, have been linked to 2,4,5-T exposure. Claims related to other cancers and skin conditions have been disallowed by WSIB and those have been appealed by the Union.

Compensation awards from the WSIB have been woefully inadequate but at least, after all this time, some of the victims and survivors will now have a chance to achieve some closure.

Behind the black and white statistics are stories of personal loss and suffering. When a worker dies, becomes ill or is injured at work, there is a devastating ripple effect that hits family members, friends and co-workers. Accidents are not simply unfortunate events or the luck of the draw. Both management and workers have come to know and understand that every accident is preventable, avoidable and unacceptable.

I wish we could tell you that all levels of government were seized with the issue of worker safety but regrettably that is not the case. The most recent federal budget bill reduced the ability of workers under federal jurisdiction to refuse unsafe work, arguably a worker's most important right. Impartial federal government Health and Safety Officers have also had many of their powers reduced. We believe that these changes will put workers' lives at risk.

At PWU workplaces throughout Ontario, Joint Health and Safety Committees conduct regular inspections and, where appropriate, take action. Our Joint Health and Safety Committees provide critical mechanisms for proactive program development, identification of problems, crafting of solutions and dispute resolution procedures. Every year, the PWU trains hundreds of Health and Safety Committee representatives to undertake these important responsibilities.

We use the Day of Mourning to remind ourselves that safety really is everyone's business. In Ontario, we have adopted the Internal Responsibility System as the best approach and this means that each and every one of us has roles and responsibilities that are fundamental to

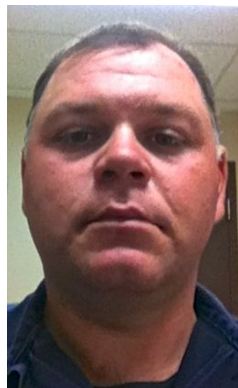
being successful in creating accident-free workplaces. Each year, on this day, workers and management collectively renew our commitment to these goals.

Far too many people have been killed or injured at work. We owe it to them and their families to learn the lessons from their misfortunes and to do everything we can to ensure that it doesn't happen to anyone else.

Sector 2 Update



Brad Carnduff
Vice President
Sector 2

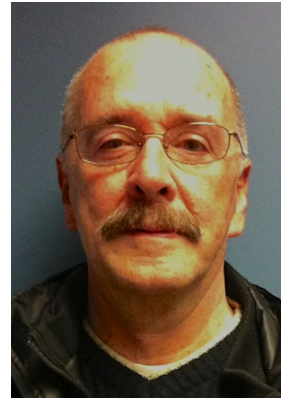


Wade Bates
New Chief Steward
in Unit 2-01
replacing
Jim Mallard



Kevin Engineer
New Chief Steward in
Unit 2-14 replacing
D'Arcy Maynard

- Mike Quinn was elected as a Sector 2 Representative to the PWU Executive Board on March 20th replacing D'Arcy Maynard. Mike is the long-serving Chief Steward for Unit 15, representing PWU members who work at Ontario Power Generation's (OPG) Head Office and other locations in the Greater Toronto Area. The next regular PWU Executive Board election will be held in September.
- Along with Bob Walker, Sector 1 Vice President, I have issued a call for bargaining submissions for this year's round of OPG negotiations. The deadline for submissions is June 2nd.
- Most PWU members who worked at the Nanticoke and Lambton Thermal Generating Stations have now left the sites and the stations are being put in a state of preservation.
- We are working through the coal closure language with OPG in relation to Thunder Bay Generating Station as it scales back to one unit to be fuelled with advanced biomass.
- No bargaining is currently being conducted in Sector 2.
- Senior Administrative Assistant Katie Lack who has been serving as our Sector 2 administrative support has been selected as the PWU Office Supervisor since Carol Zarubiak is retiring. Lisa Kim is acting in relief as the Senior Administrative Assistant for Sector 2. Congratulations to Katie and, on behalf of Sector 2, I want to thank her for her commitment and dedication.



Mike Quinn
Sector Representative

PWU Reaches Tentative Agreement with the Electrical Safety Authority



The PWU reached a tentative agreement with the Electrical Safety Authority on April 1st. The agreement has been unanimously endorsed by the PWU Bargaining Committee and was achieved without the need for assistance from a conciliation officer.

Details of the tentative agreement will be held until the ratification vote ballots have been counted at the Union Office on May 20th.

Recently Retired Staff Officer Dorothy Couvier Talks About Her Career as a PWU Representative



Dorothy Couvier

My union activism started with the Ontario Hydro strike of 1985. I marched on the picket line with my fellow brothers and sisters. Little did I realize that the strike would change the course of my life. Until that time, I was a union member working in the Construction Division for Ontario Hydro. As a result of some alleged pre-strike activity, I was disciplined. If it weren't for my Union coming to my rescue, I truly believe I would have been unemployed.

Upon my return to work, the Union approached me to become a Steward. I accepted and, six weeks later, when my Chief Steward resigned, Archie McMillan (PWU Executive Board member and my mentor) approached me to become the Chief Steward. I thought about it and decided that I would try the union side of the house. That was one of the best decisions of my life and I never looked back.

I was the first female Chief Steward at Darlington Construction. Dealing with the "old boys' club" was a bit of a challenge at first but pretty soon they knew I was a force to be reckoned with. I had a lot of support from

Archie, the other Chief Stewards in Construction, the Union staff and my Vice President.

I felt that I really made a difference. My biggest rewards were wins for my members. I won the first WSIB case for repetitive strain injuries with the assistance of PWU Staff Officer John Sarginson. I won a huge pay equity settlement, which went all the way to Divisional Court. It was worth well over \$250,000 and I saw many of my members' wages and pensions increase.

I won several grievances including reinstatement of terminated employees, failure to select cases and establishing rest periods for the clerical personnel who had been told that they weren't entitled to rest periods because they could go to the coffee machine at any time.



I was also a Health and Safety Representative and shut down the tarring of the roof during business hours with the assistance of the PWU Health and Safety Officer and my Vice President, despite the company insisting it was safe to tar while we were working below.

I was soon recruited by the PWU to sit on the Pay Equity Committee. What was supposed to be a "few days work" turned into 18 months of rating over 3,000 PWU jobs through a pay equity plan. Although a lot of work, it was very rewarding to see hundreds of our members receiving pay increases.

When Archie McMillan passed away, I stepped into his big shoes, became the Divisional Chair and represented the Construction Division on the Executive Board. This experience was very rewarding. The Board is the heart of the union; major issues were debated and decided there.

I chaired the construction sub-committee in the negotiations with Ontario Hydro. As the new kid on the block, I took on one of the sacred cows of management when we successfully negotiated the right for our PWU construction members to ride the buses



Old Ontario Hydro logo

to and from the Bruce site. It seemed pretty straightforward to me but this issue had been a bone of contention between the parties for years. After promising (jokingly) to sit at the back of the bus, the company relented and we were on the buses - at the front!

I was appointed as a Job Evaluation Officer at the union office in 1993. When I started there were over 300 backlogged cases that eventually went through an expedited arbitration process. We were successful in over 80 percent of the cases, again with our members receiving wage increases and retroactivity. That was another rewarding experience.

I was active in the Staff Union and, as President for a few years, I negotiated the Pay Equity Plan and Collective Agreements and enjoyed working with my colleagues.

After eight years of job evaluation, I moved over to become the Sector 3 Staff Officer. This job came with a whole new set of duties including the negotiation of a number of collective agreements and servicing a very diverse and geographically widespread sector. With collective agreements from Sioux Lookout to Simcoe, I spent a lot of time on the road. It was an interesting, busy and gratifying job and I was proud to be the Sector 3 Staff Officer for those eleven years.

I transferred to the Training Department in 2012 and started my wind down to retirement. I oversaw our Stewards Level 1 and Level 2 Training, the Member Awareness Sessions and the Chief Steward Orientation and Training. I met a lot of enthusiastic new members and Stewards who will take up the torch in the years to come.

I worked very hard over the years; I took my elected union position and my job seriously. I believe I was well respected and I was always there for the PWU including the time that Don MacKinnon called me on my cell looking for information while I was on vacation on a boat in Chile. Don, likewise, was always there for me. When I was in negotiations, I would call him and, whether he was standing in the security line-up at the airport, having his eyes tested or busy in meetings, he would always answer.

I appreciated my family's support over the years especially my daughter Lindsay and my partner Jim. The PWU was like a second family to me. Although I retired in October, I will cherish the many friendships I made there and the fond memories will last my lifetime.

PWU Contributes to Radio for Radiology Campaign in Owen Sound



PWU President Don MacKinnon recently stopped by Owen Sound radio station, 92.3 The Dock, to present a cheque to the station's 'Radio For Radiology' campaign. The station is seeking to raise \$250,000 purchase of a much-needed new CT Scanner at the Owen Sound Regional Hospital.

The PWU Supports the Move to Electric Vehicles

Using Ontario's low-carbon hydroelectric and nuclear generation to power Made-in-Ontario zero-emission electric vehicles represents a significant opportunity to reduce greenhouse emissions while creating high value manufacturing.



Quick Facts:

- Transportation is Ontario's largest source of greenhouse gas emissions.
- Ontario's vision is to have 1 out of 20 cars in Ontario electrically powered by 2020.
- Over 70 percent of Ontario's electricity is provided by the province's greenhouse gas emission-free hydroelectric and nuclear generation. Converting Ontario's coal generating stations to use carbon-neutral biomass for electricity would add to this low-carbon footprint.
- Annually, Canada's nuclear reactors help avoid about 90 million tonnes of greenhouse gas emissions, about the same amount as taking 81 percent of Canada's cars off the road.
- Base-load nuclear power generation is well suited to power electric vehicles because its safe, greenhouse gas emission-free, reliable 24/7 power aligns well with the overnight, off-peak charging of these vehicles.
- Most of Canada's \$6 billion-a-year nuclear industry including its 160 supply chain companies, 60,000 direct and indirect jobs and millions

- a year in research and development is hosted by Ontario.
- Ontario's automotive sector supports over 400,000 direct and indirect jobs, 350 parts manufacturers and research at over 30 publicly-assisted research facilities.
 - Ontario's world leading automakers are well positioned to build the next generation of electric vehicles. Toyota recently chose its Woodstock plant to manufacture its RAV4EV.

The PWU has a seat on the Board of Directors of Plug'n Drive, a non-profit organization committed to accelerating the adoption of electric cars to maximize their environmental and economic benefits.



To help drivers make the switch, Plug'n Drive is focused on three key programs: education, home charging infrastructure and public charging infrastructure.

The PWU also has a seat of the Board of Directors of Electric Mobility Canada, a national not-for-profit industry association that is Canada's leading voice for the adoption of electric mobility technologies by Canadians.



Its members include the auto industry, utilities, research centres and fleet managers from across Canada.

The PWU at the Canadian Nuclear Association Annual Conference



Sector 1 Senior Administrative Assistant (Relief) Keri Borg and Sector 1 Representative Larry Alderdice staff the Canadian Nuclear Workers' Association booth at the Canadian Nuclear Association Annual Conference and Trade Show in Ottawa in February.

The PWU Contributes to Kidsport London at Ontario Electrical Utility Workers Hockey Tournament



Mel Hyatt
Vice President, Sector 3
second from the right

From *London Community News*.

The Ontario Electrical Utility Workers Hockey Tournament took a timeout Saturday (April 12) to donate \$10,000 to Kidsport London.

Every year a different charity is picked to receive a donation from the competition with the funds

coming from the tournament. This time around the company Real Clean Gear also helped pitch in some money.

The tourney, now in its 39th year, originally started with just six teams. Last weekend more than 60 squads headed to the Western Fair's Sports Centre with players coming from all over Ontario to represent 12 different utility companies.

Kidsport helps children who are less likely to play sports due to financial barriers and gets them into the game.

"Getting kids active in sports in this day and age in particular with all the distractions we have is a really worthy cause," said Mel Hyatt, Power Workers' Union Vice President. "Sports aren't cheap anymore and a lot of families need the support."

Union Office Staffing Update

Carol Zarubiak will be retiring as Office Supervisor on April 30th.

Katie Lack has been appointed as the new Office Supervisor as of May 1st.

Lisa Kim is the relief Senior Administrative Assistant in Sector 2.

Marianne Vinton has moved from the Communications Department to become the Senior Administrative Assistant for Bargaining Resources.

Amanda Theobald is currently on maternity leave.

Ridhi (Dee) Kaur is the new Senior Administrative Assistant in the Communications Department.

Barb Duncan has moved from being Staff Officer in Job Classification to the Hiring Hall.

Lauren Avery is the relief Senior Administrative Assistant in Sector 3.

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