

A Year-End Message from PWU President Don MacKinnon



As we are approaching the end of yet another year, the PWU can point to a number of accomplishments, not the least of which is the successful conclusion of negotiations with the following employers:

- Sector 1**
 - Compass Food Services – Bruce Power
 - Compass Food Services – Darlington
 - Nuclear Waste Management Organization
 - Nuvia-Canada Inc.
- Sector 2**
 - BPC District Energy
 - Brookfield Power – Mississagi Power
 - Brookfield Renewable Power Wind Operations
 - New Horizon System Solutions
- Sector 3**
 - Algoma Power
 - Great Lakes Power
 - Halton Hills Hydro
 - Hydro One
 - Independent Electricity System Operator
 - Innisfil Hydro
 - Kenora Hydro
 - London Hydro
 - Milton Hydro
 - Newmarket-Tay Power Distribution
 - PowerStream
 - Sioux Lookout Hydro
 - Whitby Hydro (Inside and Outside)

We had to weather some bad news this year as well including the closure of Lambton and Nanticoke Generating Stations and the indefinite deferral of the construction of new nuclear units.

Securing conversion of the Atikokan and Thunder Bay coal stations to biomass along with refurbishments of 10 nuclear units at Bruce Power and Ontario Power Generation's Darlington Generating Station sets out some very positive short and long-term goals. The path starts with our efforts now to make these projects a success while doing our best to ensure first class operation and maintenance of the plants.

On behalf of all PWU members, I would like to acknowledge the hard work and exceptional contributions of your elected representatives and PWU staff members over the past year. A hallmark of the PWU is that we work tirelessly together in a spirit of respectful collaboration and cooperation.

As we welcome the New Year, let us reaffirm our collective dedication to each other. Together, we will continue to evolve as a Union to ensure the best possible representation for all PWU members in ever-changing circumstances.

I wish you and your families a Merry Christmas and Holiday Season. Good health and happiness in 2014!



Ontario's Long-Term Energy Plan

In early December, the provincial government released its much-discussed Long-Term Energy Plan entitled *Achieving Balance*, an update of its 2010 plan. To read the plan, visit: <http://www.energy.gov.on.ca/en/lttep/#.UrHqiRaEvYt>. For the PWU comments on the positives and negatives of the plan see: <http://www.pwu.ca/issues/PR13-11.pdf>.

First Collective Agreement Reached with Brookfield Power Wind Operations

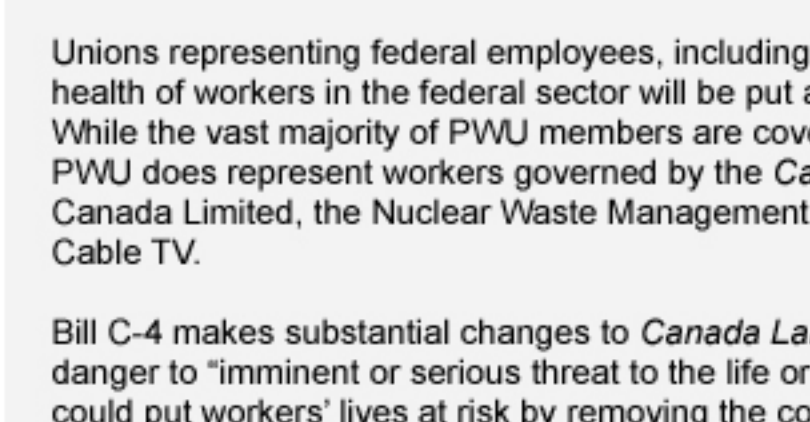


Photo: Canadian Wind Energy Association

In late October, the PWU successfully negotiated a first collective agreement with Brookfield Power Wind Operations that will enshrine many new rights for the workers at the Prince Wind Farm in Sault Ste. Marie. Along with wage and working condition improvements, the parties agreed to some important contract language with respect to health and safety, an important issue for members who work in high-hazard environments. The agreement was ratified by 89 percent of the members. This collective agreement is the first one for the PWU in the area of wind generation and we hope to expand our representation to members working for other wind energy companies who are clearly in need of representation.

Congratulations to the Bargaining Committee.

Federal Conservatives to Undercut Right to Refuse Unsafe Work for Federal Employees



The federal Conservatives have kept up their attack on unions and workers with proposed amendments to the *Canada Labour Code* that would dramatically change the right to refuse unsafe work. The changes would roll the clock back to 2000 by removing the words "potential" and "future" from the definition of danger and limiting the type of unsafe work that employees can refuse to do. A second more sinister change would transfer the investigative powers of independent health and safety officers to the Minister of Labour.

These changes are embedded in the 321-page omnibus budget implementation Bill C-4. Another provision of the Bill would give the federal government the unilateral power to decide which of its workers are allowed to strike in violation of past practice and international convention. This government continues to cram non-budget measures into its budget legislation to limit debate. In fact, the government moved to curtail debate two days after the Bill was introduced. The existing provisions in the *Code* were the product of negotiations involving government, labour and employer organizations. They are being wiped out by unilateral fiat.

Here's how the Canadian Labour Congress (CLC) describes these proposals: "The lives of almost one million Canadian workers will be placed in danger as a result of cynical amendments that the Conservative government is making to the *Canada Labour Code*. Buried deep in the government's latest budget Bill tabled on October 22 are amendments to the health and safety provisions of the *Code* that have nothing to do with balancing the budget, and everything to do with putting workers' lives at risk." The CLC has produced a video that outlines what the government intends to do. It can be found at: <http://www.youtube.com/watch?v=Q73hgknaZxE&feature=youtu.be>.

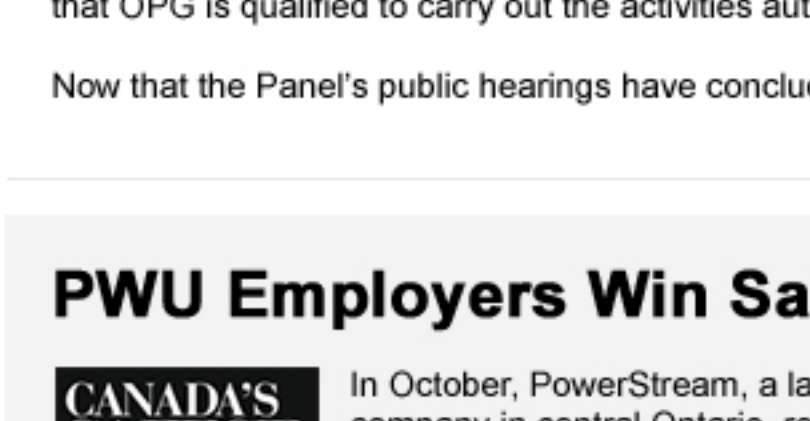
Unions representing federal employees, including the PWU, believe that the safety and health of workers in the federal sector will be put at risk as a result of these amendments. While the vast majority of PWU members are covered by provincial labour legislation, the PWU does represent workers governed by the *Canada Labour Code* at Atomic Energy of Canada Limited, the Nuclear Waste Management Organization and Rogers Kincardine Cable TV.

Bill C-4 makes substantial changes to *Canada Labour Code*. It would change the definition of danger to "imminent or serious threat to the life or health of a person." These amendments could put workers' lives at risk by removing the concept of potential hazard from the definition of dangerous work. It may also deny workers protection from activities or conditions that could cause them a long-term safety threat. The new definition of danger also eliminates complaints about unsafe work based on its impact on a worker's reproductive system, unless the threat is "imminent or serious."

The powers of health and safety officers throughout the *Code* would be transferred to the Minister of Labour. The Bill does not say how these powers would be delegated, but it is clear that this amendment opens the door to politicizing health and safety. This radical departure from the existing *Code* may lead to unreasonable restrictions being put on worker health and safety. For example, the Minister may decline to conduct an investigation upon receiving a report of an employee's continued refusal to work and effectively force an employee to return to work. Health and safety officers are autonomous professionals who specialize in workplace health and safety. In taking away their investigative and decision-making roles and responsibilities, a valuable source of expertise and impartiality is lost.

The PWU will continue to work to ensure the safety of PWU members in the workplace and to ensure that legislation that protects workers is improved and not diminished.

Proposed OPG Deep Geological Repository



In January 2012, the federal Minister of the Environment and the President of the Canadian Nuclear Safety Commission announced the establishment of a three-member joint panel to review Ontario Power Generation's (OPG) proposed project to construct and operate a facility for the long-term management of low and intermediate level radioactive waste in Ontario. This project known as the Deep Geological Repository or DGR would be located at the Bruce Power Nuclear Generating Station in Tiverton near Lake Huron. The Panel is conducting an examination of the environmental effects of the proposed project to meet the requirements of the *Canadian Environmental Assessment Act* and is

collecting the information necessary for the consideration of the license application under the *Nuclear Safety and Control Act*.

OPG has safely transported, processed and stored nuclear waste for more than 40 years. At present, low and intermediate level radioactive waste is processed and stored on an interim, above-ground basis at the Western Waste Management Facility on the Bruce site. With the support of Bruce County municipalities, OPG has proposed to construct and operate a DGR that would safely isolate and contain low and intermediate level waste 680 metres below ground, in stable rock formations over 450 million years old.

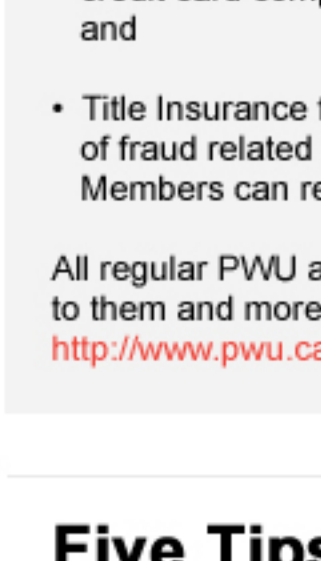
Low level waste consists of minimally-radioactive materials such as mop heads, rags, paper towels, floor sweepings and protective clothing used in nuclear stations during routine operation and maintenance. These items do not require shielding and are packed in plastic bags and shipped to the current waste management facility in licensed steel containers for processing and storage. Intermediate level waste consists mostly of used reactor components, as well as the resins and filters used to keep reactor water systems clean. These items are loaded into specially reinforced and shielded transportation packages for handling and shipping.

Over the past few months, the Panel has been conducting hearings in Bruce County. The PWU made both oral and written submissions to the Panel. Without understating the importance of this Panel's obligation to ensure that the proponent's proposal is compliant with all technical requirements of relevant legislation, the PWU urged the Panel not to overlook the larger perspective in which this application is being brought, namely that the waste would be relocated from the existing above-ground facility operating under a CNSC-approved license to an underground one nearby. The principal difference is that the current proposal involves a permanent, rather than interim, management solution. The PWU believes that the DGR Project is the best solution - it provides safe, long-term, deep underground emplacement of existing and future low and intermediate level radioactive waste storage and it has a supportive and informed host community.

The PWU contends that the DGR Project satisfies the applicable regulatory expectations and that OPG is qualified to carry out the activities authorized by the licence.

Now that the Panel's public hearings have concluded, a report is expected early in the New Year.

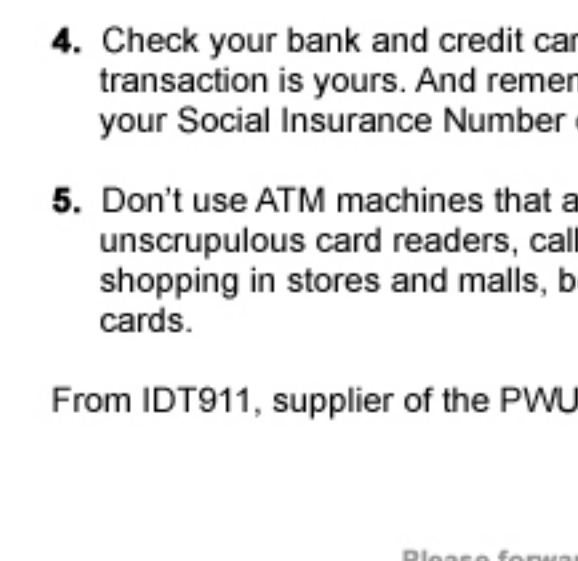
PWU Employers Win Safety Awards



In October, PowerStream, a large PWU-represented local distribution company in central Ontario, received two of Canada's Safest Employers Awards from the *Canadian Occupational Safety* magazine, a gold in the utilities and electrical category and a silver in the wellness category. A panel of thirteen judges selected PowerStream for these awards through a rigorous selection and judging process.

In September, another PWU employer, London Hydro, announced that it was the recipient of five safety awards, three President's Awards from the Infrastructure Health and Safety Association (IHSA) for achieving specific milestones for consecutive hours worked with no lost-time injuries, a gold from the IHSA's Zero Quest program and a Powerline Safety Award from the Electricity Safety Authority.

PWU Training Schedule January to June 2014



- Health and Safety Accreditation 1:** February 5, 6 and 7
- Member Awareness Session:** February 10 and 11
- Level 1 Stewards Training:** March 26, 27 and 28
- Level 2 Stewards Training:** April 2, 3 and 4
- Member Awareness Session:** April 22 and 23
- Health and Safety Accreditation 2:** June 18, 19 and 20
- Member Awareness Session:** June 23 and 24

Have You Signed Up For The Power Workers' Union Protection Plan?



The Power Workers' Union has arranged for the provision to its regular and PWU Hiring Hall members, by reputable insurance companies, a group of benefits called the Power Workers' Union Protection Plan (PWUPP). The PWUPP is designed to provide you with protection in the event you are defrauded or you have to defend yourself in a civil or criminal legal suit. It also provides title insurance for one property you own for as long as you own it.

Members can take advantage of:

- Insurance providing coverage of legal expenses incurred if you have to defend yourself in a civil, criminal or family law case;
- Identity Theft coverage that goes beyond the resolution services offered by the banks or credit card companies and provides solid assistance with recovery of your stolen identity; and
- Title Insurance for new and existing property owners that kicks in should you be the victim of fraud related to your property or if you have to resolve any title issues that arise. Members can register ONE property they own for coverage.

All regular PWU and Hiring Hall members in good standing are eligible for the Plan at no cost to them and more than 10,000 have registered to date. To register go to: http://www.pwu.ca/protection_plan/index.php.

Five Tips for Safer Holiday Shopping:

1. When shopping online, look for the small "padlock" icon in your browser, often in the address bar or in the lower right-hand corner of your browser window. If the icon appears, it means the site has been verified to be secure (and is likely legitimate).

2. Use credit cards instead of debit cards. Debit cards are the gateway to your bank or checking account, while credit cards offer greater liability protections.

3. Keep your credit cards with you. Don't store credit card and personal information in any online accounts, especially if you use the same password for several different ones. Be sure to keep receipts in your wallet or purse instead of in the shopping bag at retail stores.

4. Check your bank and credit card statements and accounts every day to make sure each transaction is yours. And remember that shopping Web sites have no reason to ask you for your Social Insurance Number or passwords, so do not ever provide them.

5. Don't use ATM machines that are in secluded areas. They are more likely to be equipped with unscrupulous card readers, called "skimmers," than an ATM in or near a bank. And when shopping in stores and malls, be sure to safeguard your purse or wallet — and your credit cards.

From IDT911, supplier of the PWU Protection Plan.