

### **POWERWORKS**

#### **Provincial Parties Respond to PWU Questions**



In the run-up to the June 12<sup>th</sup> provincial election, the PWU asked each of the major provincial political parties a series of questions that reflect some of the issues facing our members in their workplaces.

While there are issues outside the workplace that members and their families will want to consider in

making their democratic choice, members have found the responses to questions posed by the PWU helpful in past elections.

The PWU does not support any particular political party. The Union does its best, however, to inform and influence decision-makers regarding policy and legislation that impacts PWU members.

The Progressive Conservative Party declined to provide answers to our specific questions and instead, sent the following letter:

Dear Mr. MacKinnon,

Thank you very much for your letter. We appreciate the opportunity to listen to your priorities for Ontario. We share your commitment to Ontario's future and believe that with more and better jobs, we can do what's necessary to bring about the change Ontario needs.

I'm excited about our Million Jobs Plan-a plan to bring jobs back to Ontario, stop overspending, balance the budget and keep our debt from growing. Our plan relies on the notion that government should be smaller, but what it does, it

does better. Our priorities for this election can be found at www.millionjobsplan.com.

We need to face our challenges honestly and compassionately. It won't be easy, but it can be done and it will be worth it. I know we can build a previously unimagined Ontario, but it's going to take some courage and a willingness to challenge the failed status quo. That's what our Ontario PC Million Jobs Plan delivers. We are asking government to tighten its belt, the way everyday Ontarians have, so that one million men and women out of work will have a shot at solid, good-paying jobs.

We've got a job to do. It's time to get Ontario working better.

Sincerely,

Tim Hudak Leader, Ontario PC Party

Here are the responses from the Liberals and the NDP:

1. If elected, what actions, if any, would your party take to ensure that Hydro One and Ontario Power Generation (OPG) remain strong companies, able to ensure the provision of clean, affordable and reliable electricity to the people and businesses of Ontario?

Liberal: We are pleased that over the past three years, Hydro One and OPG have achieved efficiency savings of approximately \$500 million driven by transformative initiatives that are tailored to the needs and realities of each organization. For example, OPG has increased productivity by centralizing and streamlining corporate and support functions, and Hydro One has improved the efficiency of its operations as result of investments in intelligence tools designed to augment the availability and performance of its key assets.

Strong public utilities are very important for Ontario, and Ontario Liberals want to see these utilities continue to provide a positive fiscal benefit to the province while maximizing the benefit they provide to Ontario ratepayers. What we are not in favour of, is the wholesale privatization of Ontario's electricity system favoured by the Ontario PC Party.

It is not in the best long-term interest of the province or the clean, reliable supply of electricity Ontarians now enjoy. OPG is now able to compete for renewable energy projects, and our Long-Term Energy Plan allows OPG

and Hydro One to explore opportunities and market their immense expertise internationally where they provide benefit to the people and businesses of Ontario.

We will continue to strive to ensure that our public utilities are as lean, efficient, and world class as they can be. Through nuclear refurbishment, transmission expansion in Northern Ontario, exploring international partnerships and public participation in renewable energy development, we are confident that both Hydro One and OPG will remain vibrant, publicly owned entities for many years to come.

**NDP:** The Ontario NDP would consolidate OPG, Hydro One, OPA and IESO and give the consolidated agency the primary mandate to develop new generation.

2. If elected, what actions, if any, would your party take to convert the mothballed Nanticoke and Lambton coal generating stations to use carbon-neutral biomass and natural gas for generation of peak electricity supply?

**Liberal:** The Ontario Liberals are committed to renewable energy and reducing greenhouse gas emissions. We are currently in a comfortable supply situation, so there are no plans to convert Nanticoke and Lambton stations. However, we will keep options open for future conversion in the interest of flexibility.

The Ontario Liberals are committed to converting the Thunder Bay and Atikokan stations, and our priority for conversion will be to get those stations up and running. We are also committed to ensuring nuclear refurbishment begins and is completed on time and on budget.

**NDP:** We would look carefully at the feasibility of converting Lambton and Nanticoke to natural gas or biomass. The Ontario NDP strongly believes that OPG assets should be utilized as much as possible in meeting Ontario's power needs.

3. If elected, what actions, if any, would your party take to ensure the timely mid-life refurbishments of six reactors at Bruce Power and four reactors at the OPG Darlington Station so that they can continue to supply abundant, reliable, low-cost, greenhouse gas (GHG) emission-free electricity?

**Liberal:** Nuclear generation will continue to be the backbone of Ontario's supply with a Kathleen Wynne government, and the Ontario Liberals have

confirmed our commitment to nuclear with the refurbishment of the Bruce and Darlington sites.

The merits of nuclear refurbishment are numerous:

- Refurbishment is the most cost-effective generation available to meet our baseload requirements
- Existing nuclear stations are located in very supportive communities, create good jobs, and have access to high-voltage transmission
- Nuclear generation does not produce greenhouse gas emissions

The Ontario Liberal plan is to refurbish units at the Darlington and Bruce plants, with the potential to renew 8,500 MW over 16 years, creating good jobs for our communities for years to come. During refurbishment, both OPG and Bruce Power will be subject to the strictest possible oversight to ensure safety, reliable supply and value for ratepayers.

Nuclear refurbishment will follow seven principles established by the government, including minimizing commercial risk to the government and the ratepayer, and ensuring that operators and contractors are accountable for refurbishment costs and schedules.

**NDP:** The Ontario NDP wants to see a solid business case for the 10 nuclear units that are being proposed for refurbishment. To date, no such plan has been released publicly.

4. If elected, would your party commit to the construction of new GHG emission-free nuclear reactors at the existing OPG Darlington site to offset the loss of 3,000 megawatts of GHG emission-free production when OPG's Pickering Nuclear Generating Station closes in 2020?

**Liberal:** The Ontario Liberal plan is to not proceed at this time with the construction of two new nuclear reactors at the Darlington Generating Station. However, we will work to maintain the site licence granted by the Canadian Nuclear Safety Commission (CNSC).

Due to lower forecast demand growth, the Wynne government recently announced that the construction of two new nuclear units at OPG's Darlington site will be deferred. This represents up to \$15 billion in capital investments that are not currently required.

**NDP:** No, the Ontario NDP wants to see a solid business case for the 10 nuclear units that are being proposed for refurbishment. To date, no such plan has been released publicly.

5. If elected, what actions, if any, would your party take to further reduce the carbon footprint from electricity generation in Ontario?

**Liberal:** The Ontario Liberals are proud to make Ontario the first jurisdiction in North America to eliminate coal-fired generation completely. The phase out of coal is the single largest climate change initiative in North America. Coal use had accounted for \$4.4 billion per year in financial, health and environmental costs.

We will continue to invest in wind, solar, and hydroelectric projects around the province. The Ontario Liberal plan will see 20,000 MW of renewable energy online by 2025, representing about half of Ontario's installed capacity. The Ontario Liberals will add to the hydroelectricity target, increasing the province's portfolio to 9,300 MW by 2025.

Recognizing that bioenergy facilities can provide flexible power supply and support local jobs in forestry and agriculture, the Ontario Liberal plan will include opportunities to procure additional bioenergy as part of the new competitive process.

As stated, we will refurbish the existing nuclear reactors at Bruce and Darlington.

**NDP:** We will implement a home retrofit program, strengthen building codes, and improve appliance energy efficiency standards.

6. If elected, what actions, if any, would your party take to protect workers' rights to free collective bargaining?

**Liberal:** Our party believes that unions play an important role in our economy, and it's too bad that we are the only party that's willing to say it aloud. We're proud of the changes we've already made to Ontario's labour laws to reverse some of the damage done by the Harris government Tim Hudak is so proud of.

We're were very disappointed that huge improvements on social issues unions have pushed for, were defeated by Andrea Horwath for the NDP's partisan political gain.

We have repeatedly repudiated the Ontario PC Party's right-to-work-forless schemes. We remain convinced that Tim Hudak can't be trusted on labour issues. Eliminating the Rand Formula would be an outrageous attack on the right of trade unions to operate for the benefit of their members. Tim Hudak's plan will lead to lower wages and less benefits for all workers in Ontario in a global race to the bottom. The NDP triggered this election - putting workers' rights at risk of falling victim to the PC's schemes.

The Liberal Party will continue to be the only voice speaking out against these schemes, and standing up for the value Ontario's unions add to our society, by building the middle class and protecting their members.

**NDP:** The Ontario NDP has a long tradition of standing up for free, collective bargaining and that, of course, applies to the hydro sector.

7. If elected, what actions, if any, would your party take to protect, and improve access to, workers' defined benefit pension plans?

**Liberal:** The Wynne government has a strong record of protecting workplace pension plans. Under Ontario Liberal leadership, the legislature unanimously passed two major pension reform packages - modernizing our system and improving retirement income security.

If given another mandate to govern, the Ontario Liberal government will continue to work to enhance the security of benefits for members of Defined Benefit pension plans while ensuring these plans remain affordable for plan sponsors, as set out in Budget 2014. In particular, we would:

- Enact regulations that define the funding level at which a contribution "holiday" can be taken and the duration and set parameters for accelerated funding of benefit improvements in underfunded pension plans, to ensure plans can manage future funding pressures and continue to pay for the benefits they offer in the longer term
- Carefully consider, in consultation with affected stakeholders, the implementation of other funding rules changes to support the long-term sustainability of DB pension plans in Ontario
- Move forward with a legislative framework to enable pooling of assets of pension plans in the broader public sector as well as endowment and other funds of public entities in order to improve their investment results, because larger pools of capital enable access to a broader range of investments, which is key to improving risk-adjusted returns

 Amend the Pension Benefits Act to facilitate the conversion of single employer pension plans to jointly sponsored pension plans

With respect to Defined Benefit pensions in the electricity sector, on December 9, 2013, Charles Sousa, Minister of Finance, asked Jim Leech, the outgoing head of the Ontario Teachers' Pension Plan, to recommend ways in which to make these plans more sustainable and affordable, focusing on the single employer pension plans at Hydro One, Ontario Power Generation, the Independent Electricity System Operator and the Electrical Safety Authority.

Mr. Leech met with employers and employee representatives on issues facing pensions at these agencies and delivered a report to our government assessing:

- Equal cost-sharing between employers and employees for ongoing contributions.
- Joint governance by employers and plan members, with joint responsibility for the sustainability of plans.
- More affordable pension benefits, such as conditional prospective benefits.
- The potential for pooling assets of the plans, as part of the government's broader initiative to develop a pooled asset management framework for broader public sector pension plans.

The Ontario Liberal government was about to respond to Mr. Leech's report, when the Legislative Assembly was dissolved as a result of the refusal of the Ontario PCs and the New Democratic Party to support the 2014 budget introduced on May 1, 2014.

We are also strengthening the defined benefit plan system by starting the Ontario Retirement Pension Plan (ORPP), which will create a predictable stream of payments in retirement.

The Ontario PCs, on the other hand, explicitly want to gut defined benefit plans by forcing new entrants in public sector plans to enter defined contribution plans.

**NDP:** The Ontario NDP is a strong proponent of defined benefit plans in the hydro sector and throughout the economy. The Ontario NDP was the first to propose an Ontario Pension Plan four years ago. We will continue to advocate for measures that reduce workplace injuries.

8. If elected, what actions, if any, would your party take to reduce the unacceptable number of work-related injuries, illnesses and fatalities in Ontario?

Liberal: The Ontario Liberal Party knows how essential it is that every single worker gets home safe at the end of the day. We have done more than any previous government to ensure the protection and safety of workers. We're focussed on ensuring work is as safe as it can be across all sectors through training, enforcement of the Occupational Health and Safety Act, and increased awareness of worker's health and safety standards. We intend to continue to implement measures that ensure today's workforce is in line with the most recent recommendations for worker safety.

Ontario Liberals have put the important work of the 2010 Expert Advisory Panel (The Dean Report) on workplace health and safety into immediate and measurable action. Demonstrating a strong commitment toward prevention, we established opened a new Prevention Office, including a Chief Prevention Officer responsible for health and safety in 2011. The Prevention Office released Ontario's first Occupational Health and Safety Strategy in December 2013, and is also responsible for ongoing prevention research, working with Health and Safety Associations for delivery of prevention programs, and the development of province-wide training and safety standards.

The most recent major step in our workplace safety strategy has been the announcement of Mandatory Basic Health and Safety Awareness training for all workers and supervisors, starting July 1, 2014. This is part of the greatest transformation of occupational health and safety in three decades. Accessible, multilingual training suites are now available through ServiceOntario, ensuring that all supervisors and workers can easily, and at no cost, access these essential training tools that are sure to prevent tragic workplace injuries, illnesses and fatalities.

Unlike the other parties, we're proud to have demonstrated that we understand the importance of workers coming home safe every day, and can be trusted to continue implementing the right actions to ensure workers' continued health and safety.

**NDP:** The Ontario NDP fought hard for the implementation of a new workplace training standard to prevent falls and improve safety for workers who work at heights. Such a regulation had been promised for two years but until The Ontario NDP started a campaign to have it released, the Liberals failed to act.

9. If elected, what actions, if any, would your party take to enhance financial supports for workers injured in workplace accidents?

Liberal: All parties agree that the most important thing for injured workers is to get them back to work whenever possible. Under our government's oversight of the WSIB, today 91 percent of all injured workers are returning to work within 12 months of their injury, and re-employment has increased: under the new Work Reintegration Program it's up to 74 percent. The WSIB has also doubled the number of Specialty Clinics so there are more expert physicians available - giving workers the care they deserve to recover and get back to work.

We're proud that benefits have increased 9.5 percent since 2007, in stark contrast to the freezes and punishment under Tim Hudak's PC Party. We also remain committed to working with our partners to ensure indexation is in place for partially injured workers, so they don't fall behind.

We know there's more to do to make sure injured workers get the support they need, which is a key part of building a stronger workforce and a stronger economy. They need the opportunity to get back to work, and, when that's impossible, the security to know they'll be taken care of financially.

**NDP:** The Ontario NDP has been fighting the proposed WSIB benefit cutbacks since they were first announced by WSIB CEO David Marshall. The Ontario NDP will continue to fight the Marshall cutbacks and promote Professor Harry Arthurs approach to dealing with unfunded liability.

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#### A Summary of What the Political Parties Have Been Saying

Liberal- The June 12th provincial election was triggered when the Liberal minority government led by Kathleen Wynne failed to gain the support of Andrea Horwath's NDP for the budget that was tabled on May 1st. Not surprisingly, the Liberal party platform is largely based on the budget, which the Liberal Party has pledged to reintroduce if re-elected. In the electricity area, the Liberals have promised to stick to their Long-Term Energy Plan, eliminate the debt retirement charge on



Kathleen Wynne Liberal Leader

residential hydro bills, create a Home Electricity Assistance Program for low income families, and to reduce electricity costs for large users.

Even before the budget was introduced, the Liberals had announced the establishment of a Premier's Advisory Council to get more value out of public



assets such as Hydro One and Ontario Power Generation to improve their returns to the government.

Ensuring sustainability of electricity sector defined benefit pension plans is a stated Liberal Party goal.

Elsewhere in their platform, the Liberals vow to create the Ontario Retirement Pension Plan (ORPP). Building on the CPP, the ORPP would enhance retirement incomes, especially for individuals who don't have workplace pensions, and would be funded by 1.9 percent premiums from employers and employees.

Progressive Conservative - The Liberal platform stands in stark contrast to the plans proposed by the Progressive Conservatives (PCs) under Tim Hudak. The most controversial provision has been to eliminate 100,000 public sector jobs over a four-year mandate, with some of those jobs being contracted out to the private sector.

The PCs have taken particular aim at the electricity sector. Mr. Hudak was quoted as saying "We need



Tim Hudak PC Leader

to pare down that massive hydro bureaucracy. They have 11,000 people in the hydro bureaucracy making \$100,000 a year, can you believe that? Eleven thousand! Let's reduce that dramatically and pass on the savings to ratepayers."

Mr. Hudak has referred to defined benefit pensions in the public sector as "gold-plated" and plans to replace them with defined contribution plans.

The PCs are also promising to implement a two-year pay freeze, by legislation if necessary, that will apply to all public servants, including MPPs, senior civil servants and the more than 4,000 collective bargaining agreements across the entire public sector payroll. (This would include the electricity sector).

According to Mr. Hudak, "For the next two years, it does not matter if you are a politician, union leader, or senior bureaucrat, if you come asking a raise - the answer will be 'NO.' I will close and lock the vault door. I won't ask taxpayers for another \$2 billion in taxes just so we can give 1.1 million government workers another raise."

Mr. Hudak said he would open up contracts to competition, "to get the best deal for taxpayers. If you can find the service in the phone book, why should government automatically pay for a unionized 'government' worker to do it?" (This means you!)



In the electricity sector, the Conservative platform states that the party will "stop expensive and counterproductive power subsidies, pare down costly and unnecessary bureaucracy, invest in affordable and clean nuclear and hydroelectric energy, import hydro

from Quebec and other jurisdictions as required and take advantage of cheap and abundant natural gas."

The PCs also plan massive changes to provincial labour laws including:

- Making it more difficult for workers to unionize in the construction industry;
- Allowing union members to opt out of paying union dues that are used for political causes. Such a measure could limit the ability of unions like the PWU in advocating on behalf of our employers, nuclear refurbishments, new-build nuclear, conversion of coal stations, good pension plans, strong Local Distribution Companies, strong health and safety legislation and the list goes on. Like their federal Conservative

counterparts the PCs want to stifle the voice of working people; and
 Public financial disclosure of union financial information. The PWU already provides members with access to the annual audited financial statement of the Union and so do all other unions as required by the current statute. Making the union's financial information public under the guise of improved transparency for union members would provide employers and others who would attack workers and their unions with information that should only be accessible by union members.

The PCs would eliminate the College of Trades, which administers and polices trade Certificates of Qualification. They would also allow employers to opt out of WSIB and buy their workplace insurance from private insurance companies (this could jeopardize injured workers significantly).

New Democratic Party - The NDP platform is much more modest in scope than the other two parties. In the electricity sector, the NDP has promised to take the sales tax off electricity bills. The NDP platform rather vaguely suggests that an NDP government would "clean up the mess in Ontario's hydro system and pass the savings on to consumers." The NDP also pledged to introduce assistance for people who want to install solar panels and make energy efficient retrofits.



Andrea Horwath NDP Leader

The NDP would merge Hydro One, OPG, Independent Electricity System Operator and the Ontario Power Authority.

The NDP platform as is relates to labour legislation and pensions is supportive of the rights of working people. The NDP did not, however, support the Liberal

budget that included the creation of a new Ontario Retirement Pension Plan.



A centerpiece of the NDP platform would be the appointment of a Minister of Savings and Accountability to find \$600 million in spending cuts. The party would also spend more on retraining programs for workers over the age of 55.

## **Anonymity Cannot be Guaranteed When Calling the Ministry of Labour**

We have recently learned that a PWU member made what he or she thought was an anonymous complaint to the Ministry of Labour regarding a health and safety concern. Anonymity was initially protected by the Ministry, but only until someone was charged with a violation of the Occupational Health and Safety Act (OHSA), at which point the



Ministry disclosed the identity of the tipster to the employer as required by law. Once charges are laid, full disclosure to the person(s) and/or company charged is required.

This is one of the many reasons members are advised to deal with safety issues right in the workplace through established procedures that include your PWU Joint Health and Safety Committee (JHSC) so that unsafe practices can be challenged in a timely and effective way. As this case illustrates, once a third party is involved, the workplace parties can lose control of the situation.

The best way of ensuring a safe workplace is to make sure that: the employer plans work safely; the employer informs workers of hazards and the plan to eliminate or control those hazards; the employer trains and equips workers properly; and everyone works safely and works to the plan. There are nowhere near enough Ministry inspectors in the province to police workplaces on a day-to-day basis. For that reason, *OHSA* puts legal obligations on everyone in a workplace - workers, supervisors, employers, owners and constructors - to ensure work is done safely. The Internal Responsibility System (IRS) is, by design and necessity, the first response to any safety issue. The most effective way of dealing with a safety issue is immediately, locally and with the people concerned.

It is important to resolve health and safety issues internally for several reasons. First, problems should be resolved by those responsible for the work because this is the quickest way of getting at the problem. Second, resolving problems internally promotes the safety culture that is ultimately the best way of ensuring a safe workplace. Third, Ministry resources are limited and should not be taxed unless necessary. Finally, it is important to

understand that a problem between two parties put into the hands of a third creates a situation where control is lost by the parties and where results are not always predictable. There is always a risk in this regard and it should not be taken lightly. Nobody is as familiar with the workplace as the people that work there.

The interface between the government and the PWU is best conducted centrally through the representative structure of the PWU to maintain consistency in safety standards that are often better or more clearly defined by jointly established workplace rules than those prescribed in the *OHSA*. Contact your JHSC/Health and Safety Representative for assistance if you are having difficulty resolving a particular issue directly with your supervisor or a co-worker.

There are times when the Ministry of Labour should be involved in safety matters, e.g., work refusals or critical injury investigations. The Ministry is an extremely valuable resource and is the body that ultimately polices the *OHSA*. However, the Internal Responsibility System is the way we govern ourselves and ensure a safe workplace. We must deal with issues ourselves when possible so that health and safety is protected best - by the people whose health and safety is actually on the line.

Please be vigilant every day and help your co-workers protect themselves and help the JHSC protect the workplace.

# PWU Members Overwhelmingly Ratify New Collective Agreements at AMEC NSS, AECL and ESA

PWU members at AMEC Nuclear Safety Solutions (AMEC NSS), Atomic Energy of Canada Limited (AECL) and the Electrical Safety Authority (ESA) approved new Collective Agreements in May.

This was a long and difficult round of bargaining with AMEC NSS that was concluded a full year after the expiry date and only after a strike vote was scheduled. The parties reached a



tentative agreement on the day of the scheduled strike vote and the agreement was ratified by 100 percent of the voting members. The new

Collective Agreement will run until March 31, 2015. It includes wage increases in each year along with improvements to benefits.



The newly-negotiated AECL Collective Agreement enjoyed 95 percent support of members at ratification vote meetings and runs until March 31, 2016. It includes wage increases in each year. For the first time in many

years, the PWU reached an agreement through negotiation with AECL. In previous rounds of bargaining, agreements were achieved by binding arbitration since our members were deemed to provide an essential service. With the company up for restructuring into a public-private partnership, the essential service designation was dropped. After many previous attempts through the arbitration process, the PWU was able to negotiate a new provision that will require payment for workers required to be on standby.

The recently-negotiated ESA Memorandum of Agreement was ratified by a 97 percent margin and runs from April 1, 2014 to March 31, 2017. It includes wage increases in each year with cost of living protection in the third year along with benefit improvements.



#### **Sector 1 Update**



Bob Walker Vice President Sector 1

- The Ontario Power Generation (OPG) Chief Stewards in Sector 1 recently updated their strategic plan. Key focus areas included communication and member engagement.
- In late March, we held Joint Unit Advisory Committee (UAC)
  meetings at OPG's Pickering and Darlington Nuclear Generation
  Stations to discuss the strategic plan. Under the PWU Constitution,
  a UAC is the organizational group in the Unit composed of the Unit
  Chief Steward or Principal Steward and Stewards.
- In April, the strategic plan was the subject of General Membership meetings and a UAC for OPG's Western Waste Management. We have one more General Membership Meeting scheduled for our members at Western Waste Management in Tiverton on June 17th. Following that meeting, we plan to release a summary of what we heard from our members in OPG-Nuclear. Depending on what is discussed, we may schedule additional General Membership Meetings in the fall.
- In May, we started a new round of Pension Information Sessions.
   The pension presentations for all Sector 1 employers have been updated for 2014.
- In an effort to continue offering meaningful Steward Training, we are looking at expanding the use of Joint UACs with presentations from PWU Staff or external experts on relevant topics.

#### National Day of Mourning: April 28th

Pictured here are participants in the Day of Mourning ceremony at the Hydro One Grid Control Centre in Barrie. From the left, Sante Giordano (CUSW), Tom Irvine (Hydro



One Management), Colin Ruttan (PWU Chief Steward), Andrew Jackson (Hydro One Management), Andrew McPherson (Piper and PWU Member), Aydin Yuce (Society of Energy Professionals).

## Workers Fined for Conventional Safety and Radiation Protection Violations



Two recent cases, one in the context of the *Occupational Health and Safety Act (OHSA)* and the other in the nuclear regulatory context, highlight the potential financial penalties to workers who violate their legal obligations.

### Case 1: Worker Fined \$1,500 for Not Using Fall Protection

A Toronto worker was fined \$1,500 for a violation of the *Occupational Health and Safety Act (OHSA).* 

On October 12, 2011, the worker was on a hoist tower at a construction project located at 717 Sheppard Avenue West in Toronto. He jumped from the tower to a nearby roof. The jump was seen by a Ministry of Labour inspector. The inspector saw that the worker was wearing a fall protection

harness and lanyard, but the lanyard was not tied off to anything. The hoist tower he jumped from was approximately 15.24 metres (50 feet) above the ground.

The worker pleaded guilty to failing to be adequately protected by a method of fall protection while exposed to a fall of more than 3 metres (9.8 feet). He was fined \$1,500 by a Justice of the Peace. In addition to the fine, the court imposed a 25 percent victim fine surcharge, as required by the *Provincial Offences Act*. The surcharge is credited to a special provincial government fund to assist victims of crime.

### **Case 2: CNSC Fines Worker for Radiation Protection Regulatory Violation**

The Canadian Nuclear Safety Commission (CNSC) recently issued an Administrative Monetary Penalty (AMP) in the amount of \$1,658 to a worker in Fort MacKay, Alberta for a violation of the General Nuclear Safety and Control Regulations (Obligations of Workers - Failure of a Worker to Properly Use Equipment and Devices). AMPs are penalties in a regulatory context that are similar to "tickets" issued for driving offences and they can result in a substantial fine. A regulatory officer spotting a violation of a regulation can issue an AMP on the spot.

In this case, while on a site visit, a CNSC inspector observed an employee of an industrial sector non-destructive materials testing services company conducting a radiographic exposure in an unsafe manner - without possessing and properly using radiation safety equipment.

When asked by the inspector to provide his survey meter and personal

dosimetry, the worker was only able to provide his Health Canada Optically Stimulated Luminescent Dosimeter badge. The worker's survey meter, alarming dosimeter and direct reading dosimeter, which are required to be with him during exposures, were in the darkroom truck located elsewhere on site. The worker was fined for this incident.

PWU members working in nuclear facilities should remember that the CNSC has the authority to issue AMPs to individuals found to be violating

nuclear safety laws. An AMP is analogous to a traffic ticket requiring payment of a sometimes substantial fine by the worker.

The penalty in this case was imposed in a swift manner on the spot.

Workers violating their legal obligations under occupational health and safety legislation and other regulatory legislation may also be subject to further penalties such as fines and workplace discipline.

All PWU members should work safely and adhere to their obligations under applicable legislation. The best reason to work safely is to protect yourself and others, but members should be aware of potential penalties when unsafe work becomes unlawful work.

#### **PWU Participates in CLC Convention**



In the first week of May, the PWU sent a 17-person delegation to the Canadian Labour Congress (CLC) Convention in Montreal. The CLC is the national voice of the labour movement, representing 3.3 million Canadian workers and the convention was the largest in the CLC's history.

The CLC brings together Canada's national and international unions along with the provincial and territorial federations of labour and 111 district labour councils.

The CLC holds a convention every three years and the theme of this year's convention was Together Fairness Works. Affiliates sent delegates to the convention to debate and vote on proposed resolutions and policies presented to the floor of the convention. The resolutions were debated and policies were adopted. Among the actions supported by the convention floor was an emergency resolution reaffirming the CLC's commitment to supporting and promoting defined benefit pension plans and opposing the conversion of defined benefit into target benefit pension plans.

The CLC rolled out its latest television ads highlighting the importance of unions to the progress of Canadian society.

At the end of the five-day convention, the congress developed an action plan based on the resolutions, committee reports and policies discussed amongst the members of the labour movement.

The greatest excitement at the convention was generated by the election of the four CLC officers. With over 4,800 delegates eligible to vote, Secretary-Treasurer Hassan Yussuf narrowly defeated 15-year incumbent Ken Georgetti for the office of President. Barbara Byers was elected as the new Secretary-Treasurer, and Marie Claire Walker and Donald Lafleur were elected as Executive Vice Presidents.

#### **Bruce Power Picks Up Two Awards**

For the third year in a row, Bruce Power (BP) was included in a list of Canada's Top Employers for Young People, a competition organized by the editors of Canada's Top 100 Employers, Mediacorp Canada Inc. This award recognizes companies that are able to attract and retain younger workers.



For the second consecutive year, Randstad Canada has named BP one of the most attractive places to work in Canada. Based on large public opinion poll, BP was named the ninth best of the 150 companies in the survey, up from 14th in 2013.

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