



POWERWORKS

NEWSLETTER

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Toronto Hydro and Cogeco Peer 1 Employees Merge Into Power Workers' Union



PWU President Don MacKinnon (right), shakes hands with CUPE Local One President John Camilleri, following the unanimous vote at the 2016 PWU Council of Chief Stewards.

A merger between CUPE Local One and the Power Workers' Union (PWU) is now final. CUPE Local One Members at Toronto Hydro and Cogeco Peer 1 Communications, voted with 92% approval to merge into the Power Workers' Union on Thursday, September 15, 2016. The PWU finalized its endorsement of the merger at the 2016 Council of Chief Stewards with unanimous approval. Finally, the merger was given CUPE National assent on October 6, 2016.

This merger will provide a stronger voice for all electricity sector workers in this province and beyond. We know that decisions like the one made by CUPE Local One members and their leadership can be incredibly difficult but they have spoken in overwhelming solidarity. We admire the resolve they have demonstrated so clearly and look forward to working together to build a safer, more secure future for all of Ontario's electricity workers.

Don MacKinnon, President of the Power Workers' Union

CUPE Local One felt that they would be in a stronger position to deal with some of their issues within the PWU. The main issue facing the Union was contracting out. In recent years managements' inclination has been to turn towards the use of contractors and consultants rather than backfill full time jobs. The leadership recommended that CUPE Local One members vote to merge with the PWU to put the Membership in the strongest and most secure position possible for the future.

Another issue confronting CUPE Local One's Membership is the recent increase in the consolidation of municipal utilities and the surety that this trend will continue in the future. One such application in front of the Ontario Energy Board has been made on behalf of; Enersource

Hydro Mississauga Inc., Horizon Utilities Corporation, and PowerStream Inc.; for its approval to allow these three utilities to amalgamate. The application also requests approval for the newly merged distribution company to purchase and absorb Hydro One Brampton Networks Inc. The employees affected by the merger are largely members of the PWU and the IBEW. CUPE Local One's leadership and their Membership chose to get ahead of the distribution companies' developing agendas by making it clear that their overwhelming preference for their future is the Power Workers' Union.

John Camilleri, CUPE Local One President said, "We have much in common with PWU members across Ontario and we will work hard to make the PWU, which is already by far the largest and most powerful union in the electricity sector, even stronger."

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The Darlington Refurbishment Project Begins



PWU Vice President Sector 1 Bob Walker Speaks at The Darlington Refurbishment Kickoff Ceremony.

October 15, 2016, was a momentous day for the Province of Ontario and all Ontarians, as scheduled work began on the Ontario Power Generation (OPG) Darlington Refurbishment Project. Power Workers' Union Operators began the reduction of power at 11:00 p.m. on Friday, October 14, and on Saturday at approximately 11:30 p.m. Unit 2 was shut down. The reactor will remain offline for a period of 40 months to execute the Darlington Refurbishment of Unit 2. The complete refurbishment of all 4 Darlington reactor units is planned over the next 112 months (nearly 10 years).

This project represents numerous positive environmental and economic impacts for Ontario. The investment in the continued Operations of Darlington will support an average of 14,200 jobs per year until 2055. According to the Conference Board of Canada, the combined impact of the

refurbishment and continued operation of the Darlington Station is projected to increase employment by 704,000 person-years between 2010 and 2055 when project planning time is factored into the equation. It is forecasted that the project will increase government revenues by \$9.3 billion. The Ontario government estimates the total contribution to the provincial GDP to be approximately \$90 billion.

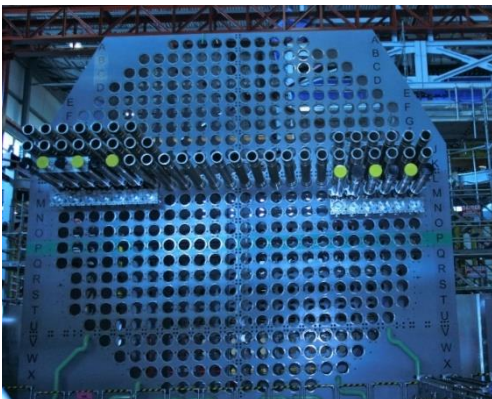
Perhaps the greatest gains will be felt in the environment and enjoyed by future generations of Ontarians. A report released by OPG on October 5, 2016, and prepared by Intrinsic Environmental Sciences, compared the environmental impact of Darlington Station against other energy supply options, such as natural gas-fired generation. The study concluded, “The total reduction of GHG emissions from 2024 to 2055 associated with the continued operation of Darlington following refurbishment is estimated to be nearly 300 million tonnes.” The environmental gain is equal to removing two million cars off of the roads.

PWU Vice President Sector 1, Bob Walker, was asked to speak at a celebration ceremony along with the Minister of Energy Glenn Thibeault, Mayor of Clarington Adrian Foster, Bruce Power CEO Mike Rencheck, OPG President and CEO Jeff Lyash, and others. Mr. Walker said that this was a great day for Ontario and thanked the Minister for participating in the celebration. Bob then thanked the province for the renewed investment in the future of Ontario saying, “This project will bring with it thousands of good high tech and high skilled jobs and will secure OPG as one of the largest and most valued employers in the Durham region for another 30 years.” Bob also told a little about his personal history; how he had started working with OPG at Darlington 26 years ago and that during his time as an employee he had gotten married, bought a house, and that he and his wife had raised a family in the Durham region. Like so many of his co-workers, Bob was happy that future generations were being given that same chance.

The Darlington Refurbishment will secure about 20 percent of Ontario’s electricity supply for decades and that electricity will be safe, affordable, reliable, and free of greenhouse gases. For over 100 years, Ontario has produced its own electricity and we are very pleased that Ontario’s leadership is carrying on with that tradition for the benefit of Ontario.

Bob Walker PWU Vice President Sector 1

OPG President and CEO, Jeff Lyash, spoke of OPG’s preparation and planning for the project. He also expanded on the various economic and environmental benefits that this project will bring to the province of Ontario. “When you factor in carbon taxation at \$50 per tonne, this represents an additional economic benefit of \$15 billion from refurbishing the 4 Darlington units,” he said.



A Photo of the Darlington Reactor Mock-Up

In order to ensure that this project is a resounding success, OPG built the Darlington Energy Complex, a world-class training facility. In addition to training classrooms and warehouse space for training on specific pieces of equipment, OPG built a full-scale reactor mock-up. The complete replica of a Darlington reactor helps ensure that workers are well trained by allowing for realistic training, with real tools and while wearing full personal protective equipment. OPG projected almost \$20 million in savings by having workers practice on the mock-up. [Back to Top](#)

A Life Saving Experience



It was a Monday like any other, and the six person crew assigned to brush cutting, had just finished their lunch and were getting back into the afternoon swing of things. They were working some hilltop terrain on the Midhurst M-9 feeder in Horseshoe Valley. A few crew members had already strapped on their brushsaws and were heading into the right-of-way while two other crew members were taking a minute to sharpen up their brushsaw blades. That is when a regular Monday turned into one that none of them will ever forget.

While two men shared a tailgate as a workbench for sharpening, one of them collapsed to the ground, striking his chin against a chainsaw as he fell.

Doug Chittick was right there when his co-worker went down. Doug yelled out for help immediately and the rest of the crew came running. They could see right away that their friend was not breathing and his jaw was clinched tightly shut. That's when the first aid training that they had received from Action First Aid kicked in.

They couldn't find a pulse, and it was clear that their co-worker wasn't breathing. Bob Nicholls and Lou Harvath got into position to begin two person Cardiopulmonary Resuscitation (CPR). Bob was counting out the first thirty compressions while Lou grabbed a CPR mask from the First Aid, secured it into place and gave two breaths through the one way valve. They could see that the breaths were getting in as the victim's chest rose and fell with each given breath. Lucas Ginger had the job plan in hand and was on the phone to emergency services informing dispatch personnel of their location and the casualty's immediate information. Jose Valencia moved the crew cab around in order to make room and to make sure that the area was safe. There was no Automated External Defibrillator (AED) on the scene.

Bob and Lou were continuing with two person CPR as Lucas remained on the line with the emergency dispatcher. A motorist stopped to offer some help. He happened to work nearby and he set off to retrieve an AED from his nearby workplace. Jose was on the phone with Senior Foreperson Roger Ladouceur at this time and a decision to get an AED from a nearby fire hall was made. Jose Valencia rushed off to the nearby Oro-Medonte Fire Department.

Within five minutes the firemen were on the scene. Doug, Bob and Lou had already cut the brushsaw harness and work shirt away. The two man team continued to provide fresh air and circulate the oxygenated blood, as the firemen positioned the AED. They got the pads in place and everyone stayed clear as the AED scanned for a heartbeat. "Shock advised."

With everyone standing clear, the volunteer fireman hit the button and the AED sent its electrical pulse into the victim's body. "Continue CPR," was what the AED advised and with that Bob continued on with chest compressions as Lou provided the two breaths after every count of thirty. That's when the ambulance arrived and a crew of paramedics took charge of the scene. The paramedics connected an air tube from an oxygen tank right to the CPR mask and Bob continued on with the chest compressions. "Shock Advised." Everyone stayed back as the AED delivered its life saving charge for the second time. The paramedics made a decision to quickly slide him onto a board and load him into the ambulance. To everyone's relief the casualty started to breathe.

The crew had done what they could and had executed their training perfectly. They still hadn't processed what had taken place as their thoughts were with the man in the ambulance which had started to make its way down the road to the hospital. They didn't even know what had caused him to collapse in the first place. That's when one of the firemen returned to the scene to deliver some great news.

The fireman told the crew members that their friend was alive and that he was talking to the paramedics while in the ambulance. He was unsure of what had transpired but he was complaining that his chest was quite sore.

The crew let loose with emotion. Bob Nicholls described the experience as, "the most awesome, most freaky, most emotional thing that I have ever experienced."

"In the first aid training they say that you get tired when you're giving the chest compressions but I didn't feel like that at all. I could have stayed with him all day," he added.

Senior Foreperson for the group Roger Ladouceur, said that he was very proud of the crew for how they responded. "This has been an emotional event for everyone," he said. "It's a pleasure to work with people who take the training, and preparation seriously. It really showed when it mattered the most." Roger has since been keeping in touch with the family via text messages. He was happy to say that the surgery was successful and that a full recovery is expected. He also said that the paramedics were very impressed with the casualty's immediate care and commended the crew members for their actions during this life saving experience.

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Brad Carnduff, PWU Vice President Sector 2 Retires



Brad Carnduff officially announced his decision to retire on September 16, 2016. He had been the PWU Vice President of Sector 2 since being elected to that position at the 2009 PWU Election Convention. He served as the lead negotiator for members at New Horizon System Solutions and numerous private natural gas, wind, biomass, energy from waste, and hydroelectric generation companies. He helped negotiate gains in bargaining Collective Agreements with OPG in 2009, 2012, and 2015 including job security, pay increases, benefit improvements and inflation index protection. He was proud to have helped negotiate and manage mid-term agreements that protected the affected PWU members during the coal closure process at both the Lambton and the Nanticoke Generating Stations. Through it all Brad remained true to his nature as someone who was always looking out for the well-being of others.

Brad began working for Ontario Hydro as a licensed Truck Mechanic at the Gravenhurst Service Center in 1987. He was soon elected as the Local Shop Steward and not long after that as the Health and Safety Representative and was a member of the very first PWU Accident Investigation pool of investigators. Brad was elected as Chief Steward in 2005 and served for several terms representing members from Gravenhurst to New Liskeard.

PWU President Don MacKinnon recently acknowledged the hard work that Brad has done throughout the years. "Brad has been an asset to this Union and a real pleasure to work with," he said while addressing the assembly at this year's Council of Chief Stewards. "We have always maintained a great working relationship throughout the years."

The vacant Vice President position for Sector 2 has been filled by the election of Jeff Parnell as per Article 14, Section (6) of the PWU Constitution and By-laws. Jeff has been employed with OPG/Ontario Hydro for 29 years and has served as Chief Steward in Unit 2-12 for 7 years. He and Brad have worked closely together on important initiatives such as negotiating to keep the OPG machine shop open in New Liskeard. Jeff has also been a Health and Safety Committee member for 4 years in addition to being a PWU Accident Investigator for 9 years. Brad Carnduff

has graciously offered to provide Jeff with any assistance that may be required in helping him make a smooth transition into the Vice President's office.

Brad will be missed by many people that he worked with, a testament to a very successful career. When asked about his future plans, he answered that he was looking forward to spending more quality time at the cottage with his wife Lidia and his two sons, Chris and Mitchell. He added that he was very thankful for the personal development that had occurred through the course of his employment and his involvement with the PWU.

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Important: Confidential Union-Member Communications

Confidential communication between a Union and its' Membership is paramount. An employer may at any time choose to block you from your work email account or block you from Union correspondence. Therefore, the PWU is advising all members to sign into the secure Members' website (members.pwu.ca) to keep their contact information up to date. In order to receive current information from the Union, please ensure that a personal email account is on file rather than an employer issued email account.

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CUPE National President Mark Hancock Speaks at PWU Council of Chief Stewards

Mark Hancock, newly elected President of the Canadian Union of Public Employees (CUPE) accepted the opportunity to speak at the Power Workers' Union Council of Chief Stewards. He first extended greetings from the 639,000 CUPE members across the country and acknowledged the presence of two of his friends that were guests in the audience, John Camilleri, President of CUPE Local One, and Richard Perreault, the President of CUPE Local 1500. Mr. Hancock thanked PWU President Don MacKinnon for the invitation and said that he was excited to be at his first PWU Council of Chief Stewards as CUPE's National President.

Mr. Hancock then delivered a heart-felt speech that focused on the role that Unions continue to play in ensuring safe workplaces. He maintains that the most important role of the Union is to protect workers by fighting for safe workplaces. It is with this mandate in mind that at the CUPE National Convention in Vancouver, they decided to declare 2016 the year of workers' health and safety. "Unions should continue to demand accountability when it comes to health and safety matters," he explained. "We cannot rest or relent. Workers need to know how to speak up in unsafe work situations, and their representatives need to continue fighting for safer workplaces." Hancock spoke strongly in favor of criminal charges



and jail sentences for negligent employers, “It’s just not acceptable to put workers’ lives at risk of injury or death just for doing their jobs.” He then outlined to the audience various ways to effect change. He talked about fairness and equality, “CUPE has the responsibility to advance equality in society. And so, we are working to put pressure on the government to do more for workers.”

Mr. Hancock then congratulated the Council of Chief Stewards on the recent merger between CUPE Local One and the Power Workers’ Union. He said that it was an exciting time for electricity workers in Ontario and that the merger, “ensured that power workers in Ontario will have an even louder voice all across the country.

“A stronger PWU means a stronger CUPE, and a stronger CUPE means a stronger Canada,” he concluded.

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Mental Health Awareness Video – Tony Hall



Tony Hall is an incredible man of tremendous courage. It is with the hope of helping others that he shares his tragic story of the loss of his son Jordan to suicide. Few will ever understand the depth of emotion that he and his family along with their friends have experienced. This video will help to ensure that fewer still will ever have to.

[Click here](#) to view the video or visit the media section at www.pwu.ca.

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PWU Health And Safety Activist Award Winners

Each year, the Power Workers’ Union (PWU) identifies those members who have demonstrated a passion for Health and Safety Initiatives through the PWU Health and Safety Activist Award. PWU President Don MacKinnon presented this year’s PWU Health and Safety Activist Award winners, Kelly St. George, and Dave Trumble, with their awards at the 2016 PWU Council of Chief Stewards.

Kelly St. George has worked in the utility sector for over 20 years. He is currently employed with Grimsby Power as a Power Line Technician. He has made contributions in Health and Safety in a number of ways. At work, Kelly is a Joint Health and Safety Committee Member. In Grimsby and in surrounding communities, Kelly helps to educate young children about the importance of electrical safety. He delivers the Hazard Hamlet program and the Community Helper program. These fun, interactive and informative programs use colouring books, interactive displays, and safety literature to help explain how electricity is generated and delivered. They also educate children about the importance of electrical safety. Kelly also participates in the “Touch a Truck Event” where young people can see and touch industrial vehicles such as diggers, and emergency service vehicles. The event serves as an opportunity to educate, inform and showcase to the public, the essential role that Grimsby Power plays in the quality of their community life. In addition this event raises money for local charities and local non-profit programs. Kelly St. George has distinguished himself as a strong Health and Safety activist and is certainly deserving of this award.



Dave Trumble (Left) and Kelly St. George receive awards.

Dave Trumble has been a trade union advocate for more than 33 of his 40-years in the electrical industry. It would be impossible to list all of the contributions that Dave has made throughout it all, suffice to say that Dave has been very busy. Dave has been a PWU representative in one form or another since 1982 when he first became a Steward. He devoted much of his career to strengthening the processes that make the internal responsibility system for health and safety so effective. He retired from his position as PWU Health and Safety Staff Officer in the fall of 2015 but his passion for the well-being of workers across the Province continues. He is an active member of the Grey Bruce Labour Council where he served for many years as President and he still uses his exceptional knowledge and experience to ensure that the voice of workers are heard loud and clear. Dave is also a certified Workplace Health and Safety Center Instructor and facilitates high level training of PWU representatives and workers in various communities. The Power Workers' Union is thankful to Dave for the many contributions that he has made throughout his career. He is certainly deserving of this award.

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The 2016 PWU Community Volunteer Award Winners

A heartfelt congratulations to the 2016 PWU Community Volunteer Award Winners. PWU President, Don MacKinnon, presented each recipient with an award certificate a Canadian made winter jacket and a cheque for \$1000 to be donated to the non-profit organization or charity of their choice.



Community Volunteer Award Winners from left to right: Phil Weller (RWC), Shelley Mason (Sector 3), Lisa Robertson Taylor (Sector 1), Andre Gagnon (Sector 2).

Each of this year's winners chose to donate their cheque to non-profits near and dear to their hearts. Phil Weller, who spends many of his days volunteering at the Ajax and Pickering Hospital would like to donate the funds to the Cardiac Unit at the hospital. Shelley Mason selected 1st Courtice Pathfinder Ranger Guiding Unit, as her organization of choice. Lisa Robertson Taylor requested the PWU's \$1000 donation go to Progressive Supranuclear Palsy, a neurological disease without a cure. Andre Gagnon would like the funds to go to Remi Ski Club, incorporated as a non-profit for about 14 years and the Ski Club in which he is actively involved as a volunteer.

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The PWU Participates in Labour Day Parades Across Ontario

Approximately 350 PWU members along with their families gathered together at the corner of University Avenue and Dundas Street in Toronto to get organized on the morning of September 5th. Each received specially designed PWU Labour Day T-shirts and hats and proudly waved PWU flags and banners. Together they walked with the estimated 25,000 union members at this year's Toronto Labour Day Parade. This parade is among the largest in North America and travels along Queen Street West from University Avenue and terminates at the Canadian National Exhibition.



The PWU was also well represented this year in both the Port Elgin Labour Day Parade and The Labour Day Parade in Oshawa. There were approximately 40 PWU members in Oshawa and another 40 strong in Port Elgin. The Port Elgin Labour Day celebration is one of the largest in Ontario.

Part celebration and part political statement, the Labour Day Parade is all about recognizing the many contributions that organized labour has made to Canadian society. Labour Day Parades began in the 19th century following a

protest by the Toronto Printer's Union. At that time, they were fighting for a shorter work day, a campaign called the 9 hour movement. The resulting Legislation eventually led to an eight hour work day as well as a national holiday. The Canadian national holiday known as Labour Day has been celebrated on the first Monday in September since 1894.

Societal improvements such as health and safety regulations, parental leave, a minimum wage, and a 40 hour work week, are standards that workers enjoy today as a result of the hard work, dedication, and sacrifice of the men and women of the union movement. Labour Day is a chance to give thanks to the labour movement for its struggles and to rededicate ourselves to keeping the momentum going forward.

Thank you to all of the organizers and participants in this year's parades. We look forward to having you participate again next year in a growing display of organized solidarity.

[Click here to view a slideshow of photos from Labour Day](#)

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The Veterans: A Documentary Series

The Veterans project recognizes the dedication, bravery and skill of those men and women who served in Canada's military during World War II and those who are serving today. In each episode, veterans provide first-hand accounts of their experiences and how they have affected their lives. [Click Here](#) to learn more.



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