

A Holiday Message from President Mel Hyatt



"It has been an extremely eventful year. 2017 has brought change, growth, prosperity and success for the Power Workers' Union.

As we near the end of the calendar year, I would like to take a few moments to thank the dedicated people who have worked to make our lives better and have helped strengthen our Union.

Thank you to all of the PWU Chief Stewards, Principal Stewards, Stewards, Health and Safety Representatives, our PWU Staff, and

members of the Executive Board.

I am grateful for the work that you are doing and the contributions you are making. On behalf of all members, I sincerely thank you and your families.

Lastly, I want to thank the Executive Officers. My esteemed colleagues, with whom I have the pleasure of working with on the Executive Committee.

From my family to yours, I wish each of you a very Happy Holiday.

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The PWU Wins a Positive Decision Regarding Lyme Disease



Andrew Kolar, Staff Officer – WSIB

On October 30th, 2017 the Power Workers' Union (PWU) received a landmark decision from the Workplace Safety and Insurance Appeals Tribunal (WSIAT). This decision marks the first time that a PWU member will receive compensation for Lyme disease. The WSIAT decision states that the two-tier serology (bloodwork) testing is unreliable and that according to the Public Health Agency of Canada and the Centre for Disease Control (CDC), a diagnosis of Lyme disease is primarily a clinical diagnosis, supported by a history of possible tick exposure.

Andrew Kolar is the PWU Staff Officer for the WSIB Department. He has been working hard on getting entitlement for Lyme disease at the Workplace Safety and Insurance Board (WSIB) for PWU members. When asked about the recent WSIAT decision and what it means for workers in Ontario he replied:

"I am pleased with this result. I am aware of a previous WSIAT decision released in September 2016, but this latest decision is very different. It removes the WSIB's ability to deny a worker entitlement to Lyme disease based on bloodwork. Even if the initial bloodwork comes back negative, it may not necessarily mean that you do not have Lyme. This decision establishes a clinical diagnosis as an accurate determinant of Lyme disease and establishes blood testing as an additional diagnostic tool. Furthermore, the Public Health Agency of Canada recommends treatment to patients based on their identifiable localized symptoms of Lyme disease."

Andrew Kolar, Staff Officer - WSIB

The reported number of Lyme disease cases is growing. It's worth keeping prevention at the forefront of daily planning. To learn more, visit the Public Health Agency of Canada [webpage](#). An up to date PowerPoint presentation on Lyme disease prevention is available to all PWU members on their [member portal](#) homepage.

The Darlington Refurbishment Open House



PWU member Rebecca Burrill (left) stops to talk to PWU Chief Steward Martin Wagget at the PWU information booth, during the Darlington Refurbishment Open House.

Approximately 1,800 people toured through the Darlington Energy Complex on Saturday, April 18th, where Ontario Power Generation (OPG) hosted its fourth annual open house.

OPG transformed the Darlington Energy Complex into a nuclear energy information centre with the help of the nuclear supply companies and stakeholder organizations. People of all ages engaged with the collection of fun and interactive learning opportunities. Each one of the displays helped to enlighten visitors about the size and scope of both the Darlington Refurbishment Project and the many benefits that Canada's nuclear industry provides.

The refurbishment at Darlington Nuclear Generating Station (DNGS) is Canada's largest clean energy project. It officially began on October 15th, 2016 when Unit 2 was taken off line. After one year the project, which will be completed in 2026, remains on time and on budget.

This mega project will allow DNGS to continue generating safe, reliable and affordable power for 30 more years - through to 2055. It will employ an average of 8,800 people per year and 11,800 people per year during the peak periods of 2014-2023. Nuclear power is virtually free of greenhouse gas emissions, and operating Darlington through to 2055 will reduce greenhouse gas emissions by an estimated 297 million tonnes which is equivalent to removing 2 million combustion engine vehicles from Ontario's roadways per year.

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PWU Staff Officer Kim Doyle-Maloney pauses for a photo in front of the Women in Nuclear Canada banner. Kim is Vice-Chair for the Durham Chapter.

The Power Workers' Union (PWU) was well represented at the open house. Kim Doyle-Maloney, Staff Officer Sector 1 and Martin Wagget, Chief Steward 1-18, welcomed attendees to the PWU booth and introduced them to some of the high-value careers available in the nuclear industry. Bob Walker,

Chairman of the Board of Directors – Canadian Nuclear Workers' Council (CNWC) was joined by Scott Thomson, PWU Chief Steward 1-18 at the CNWC booth. The CNWC is an umbrella organization of Unions, representing workers in all sectors of the Canadian nuclear industry.



Bob Walker (left) and Scott Thomson were on-hand to help inform visitors about the Canadian Nuclear Workers' Council and their role in nuclear energy.



The MacDonald family while enjoying the Darlington Refurbishment Open House. (Back left) Penny, Tucker and Jay. (Front left), Tyson and Molly.



Tyson MacDonald testing out OPG's Emergency Response vehicle.

Past and present members of the PWU came to the Open House. Jay and Penny MacDonald brought their family to the event. Jay is a Crane Operator from Local 793 and is working at Darlington on behalf of Aecon while Penny is a PWU member who has been working for OPG since 2003. They took the time to pose for a family photo in front of OPG's Emergency Response equipment, a display their son Tyson thoroughly enjoyed.

The open house is an annual event which allows the public to receive an update on the progress of the refurbishment project at Darlington. It also provides an opportunity to talk with the knowledgeable people who work in Canada's nuclear industry and learn about Ontario's nuclear advantage.

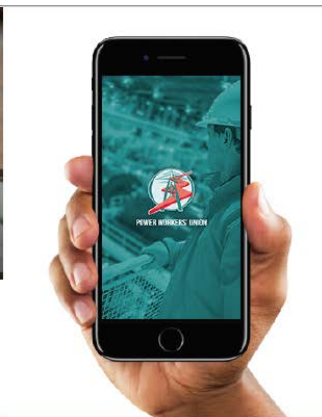
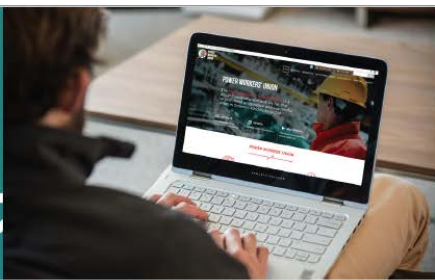




Students get a chance to try on the Radiation Personal Protective Equipment that is essential to the safety of all station personnel.

Your Union Mail Email Account and Mobile App Credentials

The Power Workers' Union (PWU) recently completed a mass mail-out of an information package to all PWU members and members of the Retired Workers' Chapter (RWC). The information package contains the unique login credentials required to sign into your newly created Union Mail email account and to download the PWU mobile app. Access to these communication channels is restricted to current members and protected by this unique username and password.


If you have received the mail-out, please proceed to download the new PWU mobile app. It's available on the Google Play store for Android devices and through the App Store for Apple products. The PWU mobile app is a communication platform, developed to help PWU members stay up to date on all the latest PWU communications. It's a newsfeed for all PWU social media, opinion editorials, and newsletters. It gives you access to your new Union Mail and provides a link to the PWU member portal.



STEP 1 

Visit **pwumember.ca** to access your new PWU Union Mail account.

Log in using your credentials below.

STEP 2 

Download the **PWU Mobile App**, and log in using your credentials below.



YOUR CREDENTIALS

EMAIL:	PASSWORD:
<input type="text"/>	<input type="text"/>

DOWNLOAD OUR MOBILE APP!

GET IT ON Google Play | Download on the App Store

PROUD PARTNERS

POWERING THE MAPLE LEAFS

Once you've successfully downloaded the app; sign into your new PWU Union Mail email account. It's easy to do. You can sign in through the PWU mobile app, or visit www.pwu.ca and select the [Union Mail button](#) in the top right-hand corner of the page. Enter the email and password – supplied to you through the mail-out. The email and password are case sensitive and need to be entered in those information fields **exactly** how they appear in your information package.

If you have not received the initial mail-out, it is because the mailing address associated with your PWU member profile is incorrect. Fear not, a Union Mail account has been created for you and your unique login credentials can easily be obtained by emailing support@pwumember.ca. Once you receive your credentials, you will then be able to access your Union Mail account and download the PWU mobile app.

Use of the new PWU Union Mail email accounts and the PWU mobile app is reserved for current members only. As such, PWU Union Mail accounts and access to the PWU mobile app will be disabled when an individual ceases to be either a PWU member or a member of the RWC.

FAQs

1. HOW CAN I ACCESS THE MEMBERS' PORTAL?

You can access the Members' Portal by visiting pwu.ca, clicking on **"Member Login"** and logging in using your current username and password.

2. HAVING PROBLEMS SIGNING ON?

Email us at support@pwumember.ca and we would be more than happy to assist you through your problems or questions.

3. HOW CAN I CONTACT MY CHIEF STEWARD, PRINCIPAL STEWARD, OR A MEMBER OF THE EXECUTIVE?

Contact information for Stewards and Executives can be found on our website - pwu.ca - under **"Our People."**



4. WHERE CAN I LEARN ABOUT UPCOMING INITIATIVES AND EVENTS?

Information about upcoming initiatives and events is posted regularly on our website - pwu.ca.

5. ARE THERE OTHER WAYS TO CONNECT WITH THE PWU?

The PWU is on **Facebook, Twitter, Instagram, and YouTube!** Get exclusive access to member information and news; see instant updates about the issues affecting our union.



PWU CONNECTS

FOLLOW OR LIKE US!



If you require any further assistance in accessing your new Union Mail account or downloading the PWU mobile app, please email support@pwumember.ca.

Ontario Legislature Passes Landmark Bill 148, *Fair Workplaces Better Jobs Act, 2017*



C. Michael Mitchell provided an in-depth account of the Changing Workplaces Review on September 27th at the PWU Council of Chief Stewards.

On Wednesday, November 22nd, 2017 Bill 148, *Fair Workplaces Better Jobs Act*, was passed in the Ontario Legislature. The landmark labour reform legislation was introduced by the Liberal government, supported by the New Democratic Party and passed by a vote count of 67 (Ayes) to 26 (Nays). Only the elected members of the Progressive Conservative party voted against the Bill.

The Bill, which was introduced into the House by Kevin Flynn, Minister of Labour, was the result of a review of labour law in the province called the Changing Workplaces Review. The Review was based on the principle that Ontario's labour laws should provide all of Ontario's workers with a chance to succeed and share in the province's prosperity. In 2015 Minister Flynn appointed C. Michael Mitchell and the Hon. John C. Murray, two well respected Ontario employment and labour law experts, as special advisors to the Changing Workplaces Review. They produced a 419-page report that contained 173 recommendations including proposed amendments to *Ontario's Employment Standards Act, 2000* and *Labour Relations Act, 1995*.

The highly publicized political debate that took place while the Bill made its way through the Ontario Legislature focused largely on the potential effects that an increase in the minimum wage might have. The Bill raises the "general minimum wage" from \$11.60 per hour to \$14 per hour on January 1, 2018 and to \$15 per hour in 2019. Liquor servers, students under the age of 18, hunting and fishing guides, and homeworkers are still designated as "special minimum wage rate" but will receive the same percentage increases in their minimum wage. However, Bill 148 goes much further in creating a fairer future for all workers in the province.

The less publicized changes that Bill 148, *Fair Workplaces Better Jobs Act*, will bring to Ontario workplaces include:

- A requirement that equal wage is paid to all employees who perform “substantially” the same kind of work in the same establishment. An employee who believes that the employer has contravened this obligation can require the employer to conduct a review of the issue, and provide a written response to the employee. This change takes effect April 1st, 2018.
- The establishment of certain rights in regards to scheduling, including minimum notice and call-in pay, both of which are subject to collective agreement terms. Employees who have worked for one employer for more than three months can ask for a schedule or location change, and the employer must provide reasons for a denial of the request. These changes take effect January 1st, 2019.
- Employee entitlement to three weeks of paid vacation after an employee has been with the same employer for five years. This change takes effect on January 1st, 2018.
- Requirements for all employers to give all employees ten personal emergency leave days per year - two paid days for employees employed for one week or longer. This change takes effect January 1st, 2018.
- Domestic or sexual violence leave entitlement of ten individual days of leave and up to 15 weeks of leave if an employee of 13 consecutive weeks or their child experiences domestic or sexual violence. This change takes effect on January 1st, 2018.

Positive reforms to labour standards like these are rare, and the PWU commends all those whose hard work and expertise have brought these changes to fruition. Bill 148 will bring more fairness to Ontario workplaces, make it easier for workers in certain industries to unionize, and ultimately provide workers with more opportunities to share in the success they help the businesses of Ontario achieve.

Valuable Information to Protect Against Cyber Fraud

Knowing how to protect yourself and the people or organizations that you interact with electronically is very important. Malicious programs (malware) intended to cause harm and mislead users, are being discovered at an alarming rate. They have been reported through the media and have been the focus of many public awareness campaigns. You might already be aware of the high-profile scams, but do you know how to protect yourself from being victimized?

The key to protecting your personal information, that of the people and organizations you communicate with, as well as your expensive electronic devices - is knowing what to look for and what to do.

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Christopher M. Dassios is the General Counsel for the Power Workers' Union (PWU). He recently issued a PWU member bulletin to provide members with helpful information about this very subject. Here is a list of precautions that he suggests members take to protect themselves against cyber fraud.

1. Never click on an attachment that appears to be from your own or any other financial institution that seeks to have you provide information. Legitimate financial institutions never request information in this manner.
2. If there is any doubt about whether an email is actually from whom it claims to be; click on the sender address (or hover over it with your cursor) to see the actual address of the sender. Look at the actual address carefully. The name on the sender line of the email may say "UPS", for example, but if the address reads differently, it's a scam. Do not open it. [Click here](#) to see an article about the Netflix email scam that targeted millions of subscribers and was discovered on November 5th, 2017.
3. Even an email from the address of someone you know may be a scam (email addresses can be spoofed). If the email is asking for you to send money or do anything else that seems suspicious (whether from a company or personal email account), call the person to verify that they have sent you the email.
4. Keep your built-in or installed anti-virus software up to date. Even the best anti-virus programs can leave your personal information exposed if they don't have the latest updates. The high-profile [WannaCry ransomware attack](#), which took place in May of this year, was a worldwide cyberattack that targeted a vulnerability in the Windows XP operating system years after Microsoft stopped supporting that version of Windows. This malware infected more than 230,000 computers over 150 countries. At least one expert in the field estimates that the economic losses from the attack could reach up to \$4 billion, even though the attack was effectively stopped within four days.

Members of the Power Workers' Union Protection Plan (PWUPP) are reminded that they can obtain assistance with issues such as personal email hacks and proper security settings on social media sites by contacting CyberScout at 1-866-272-1223. All PWU members are eligible to register for the PWUPP and are encouraged to do so. It's free for all active PWU members and consists of legal expense coverage, title insurance and identity theft protection. It only takes a few minutes to [complete the registration process](#).



Changes to Ontario's Pension Funding Requirements Under Bill 177 – the Stronger, Fairer Ontario Act (Budget Measures)

Bill 177, the Stronger, Fairer Ontario Act (Budget Measures) (the "Act"), was introduced in the Ontario Provincial Parliament on November 14, 2017 and received Royal Assent on December 14, 2017.

Schedule 33 of the Act makes changes to the funding framework of certain defined benefit pension plans. The changes do NOT apply to pension plans governed by federal law (such as the Bruce Power and NWMO plans) and those that are multi-employer pension plans (such as OMERS).



Up to this point in time, pension solvency funding rules have required, in all cases, that a defined benefit pension plan be funded at a 100 percent solvency level, meaning that contributions to the plan must be sufficient to pay retirees the expected cost of their pensions (WITHOUT inflation protection) assuming the plan is wound up today. This funding requirement will be reduced to something below 100%, but the exact amount has not yet been determined. It has been speculated that the proposed solvency funding level may be reduced to 85 percent from the current 100%.

The Act also brings a requirement for ongoing funding valuations called the Provision for Adverse Deviations (PfAD). The PfAD is to provide a means of added benefit security, acting as a system check without requiring full exposure to the costs of funding all pension plans on a solvency basis. The PfAD will likely create more security for those PWU members who are involved in direct benefit pension plans affected by the Act.

In conjunction with the new solvency funding framework changes, there are other changes to the Pension and Benefits Act (PBA) to report as well.

The ability of employers to reduce or stop their contributions to a pension plan (take a "contribution holiday") when the plan is in surplus would now be restricted.

Section 43.1 has been added to the PBA to provide a statutory discharge to an administrator who purchases a "pension, deferred pension or ancillary benefit from an insurance company". This means that an administrator (a person responsible for the management and investment of the pension fund), who purchases, among other things, an annuity (a lump sum of money in exchange for a guaranteed payout), for a beneficiary, will now be discharged from liability for the benefit that is being annuitized.

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Note one exception, however, that when there is a surplus, annuitized members will remain entitled to any surplus that is paid to members upon wind up.

Section 10 of the PBA will be amended to require that the documents that create and support a pension plan include funding and governance policies for the plan. This will have a retroactive effect and may require amendments to previously formed plan documents, to bring them into compliance with the Act. This is a positive development because it will improve plan governance and transparency for members.

A change to Section 33 of the PBA will increase the monthly guarantee for a member's pension guaranteed by the Pension Benefits Guarantee Fund by 50 percent, from C\$1,000 a month to C\$1,500 a month. The most vulnerable pensioners will benefit from this development.

In summary, the new rules make some changes that lower the funding targets, but others that improve pension security. The solvency funding requirement will be reduced, but at the same time, rights to take a contribution holiday are being limited through the establishment of a provision for adverse deviations and maximum payments from the Pension Benefits Guarantee Fund will be increased.

PWU December Word Search

WORD LIST:

CANADIAN
DARLINGTON
HOLIDAYS
LEGISLATION
LYME
NUCLEAR
POWER
PWUCONNECTS
REFURBISHMENT
UNION

Y F C A N A D I A N Q S C W I
T P B P Z A L T L S J V K K F
K M U I S F P E C K A V V E
H C X M C R G V R G Q T N
K W N W V C I K E R N R S
W J K O B S Q W A L W G
N Y O X K L T O E O K Y J
P C G U A X P L C X P T
B L K T U O C U O G R
P C N I N P U D Y F E
M R O J K N W W P F B
A I N A Z P V N N U A
L Z A O R S H U K R V
J D H T B Y Y J R B R
G S G I A G J H E O
A K N S D X A U R Q
Z I H I H L Y M E
V L M L O J A O L
R E O Z L F O D
A N H Q X Q D Q
D T H S V S Q C H
I Q X T I M M N
F Y Z V C E D U
L E T N N H P J
Q N R B I C K
A A N B Z O Y
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D O C C Q
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