

POWER WORKS

Spring NEWSLETTER



WITHIN

WHAT'S INSIDE THIS ISSUE



03

PRESIDENT'S
MESSAGE



07

AVAILABILITY OF
COVID-19 VACCINES
FOR ESSENTIAL PWU
WORKERS



10

COVID-19 & MENTAL
HEALTH



12

JHSC'S CONTINUE TO
PROTECT OUR
MEMBERS THROUGH
PANDEMIC



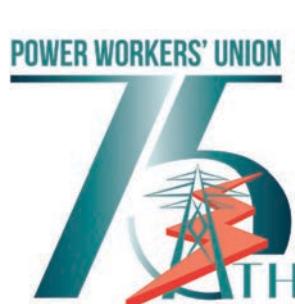
14

NATIONAL DAY OF
MOURNING



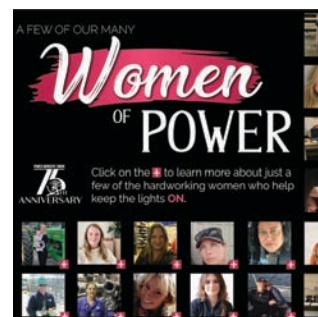
15

A SOLEMN REMINDER
OF THE IMPORTANCE
OF STAYING
DILIGENT DURING
COVID-19



17

75TH ANNIVERSARY:
OUR HISTORY



22

PAST EVENTS



23

UPCOMING EVENTS



24

SOCIALS & CONTACT



A MESSAGE FROM THE PRESIDENT

Seventy-five years ago, 2,600 employees at the Hydro Electric Power Commission of Ontario decided to join forces and become a Union. When I look at the challenges we have faced together over the last 12 months, I think it is very fitting that this year marks the PWU's 75th Anniversary. The past year has demonstrated the PWU's ability to adapt to all challenges we face in a seamless manner. Throughout the pandemic and without hesitation, our Membership has continued to show up to work, providing the essential baseload energy to Ontario's electricity grid needed to keep homes, hospitals and grocery stores powered. This is a testament to the resolve and strength of the PWU Staff, Chief Stewards and Elected Representatives who work so hard to ensure that PWU Members are represented to the highest possible standards.

After an eventful 2020, we are all looking forward to 2021 with hopes it will bear better fruit. For the first three months of 2021, Canada's focus has been primarily on vaccines and the new more contagious and serious COVID-19 variants. The PWU Pandemic Team continues to work closely with the PWU Physician Consultant Dr. Bindu Kumar, to ensure the Membership is updated with correct and factual COVID-19 information as often as it is required. As we endure the third wave of the pandemic, it is apparent that Ontario will require tough and constantly changing restrictions to prevent infection transfer for some months yet while the race for vaccinations and herd immunity continues. For most of us, the vaccines cannot arrive soon enough, but the wait for life to return to normal still seems distant. With the vaccination deliveries increasing rapidly, it appears this race has an end in sight, but we are not there yet.



For our own protection and that of our families, friends, and coworkers, we must not let our guard down and continue to follow public health advice and workplace protocols, including social distancing and wearing a mask until this pandemic is over.

During the last year, some employers have taken it upon themselves to attempt to make unilateral changes to health and safety policies and procedures that were jointly developed by Union and management, as it has been done in past practice for decades. These jointly developed policies and procedures have helped ensure the safety of PWU Members and were developed using the knowledge and expertise of our Members who perform the work.

The PWU was one of the first Unions to enshrine Joint Health and Safety Committees in our collective agreements and we believe workers and their representatives have an important role in developing safe work practices and procedures. Any unilateral change to a health and safety procedure will be opposed by the PWU because without crucial input from the people who do the work, we will never reach the highest standard of safety for our Members. The ability to adapt and make changes can be required, especially in response to a pandemic, but only if the safety of our Members is improved, will the PWU agree with any changes to existing policies and procedures. It is this involvement in health and safety practices that we reiterate one of our core values; that all workers have the right to return home safely at the end of the workday.

A MESSAGE FROM THE PRESIDENT

CONTINUED

During the first year of the pandemic and the associated lockdowns, the bargaining process has continued despite many obstacles. Some of our Bargaining Teams were able to negotiate improvements to Collective Agreements using virtual meetings and following social distancing guidelines. In some instances, particularly in those Bargaining Units affected by Bill 124 (the Ontario government's restrictions on compensation increases), one-year renewal agreements with some enhancements were negotiated. The PWU along with other affected unions are challenging Bill 124 in the courts, but this kind of legal proceeding can take a long time to reach a conclusion. In each instance, the PWU looked at the options and the issues of the Bargaining Unit and proceeded with the interests of the Members at the forefront. Although very competent with virtual Bargaining, there will be a sense of relief when the pandemic ends and our PWU Bargaining Teams return to "normal" face-to-face negotiations with all our employers.

Electrification will help phase out fossil fuel combustion in building heating, manufacturing processes and transportation. The most visible example of this change is the emergence of electric vehicles.

Clean hydrogen is seen as a viable option to replace fossil fuels used in larger commercial vehicles, long-haul transport, public transportation and manufacturing processes. It is also being considered as a method of reducing the emissions from natural gas-fired generators by blending clean hydrogen with natural gas. The production of hydrogen requires large amounts of energy. An ideal manufacturing method is to use clean electricity to power the electrolysis process for hydrogen production from water.

It is important that the PWU continues to encourage both the Federal and Provincial Governments to support clean energy and rational approaches for procuring new electricity generation and hydrogen production. New nuclear power development in Ontario is essential if Canada and Ontario are serious about meeting their carbon reduction targets. With a forecasted energy shortage after 2025 when Pickering Nuclear Generating Stations are scheduled to be removed from service, we are promoting the need to begin new nuclear development immediately. The PWU submissions to governments will promote good jobs in the province while emphasizing the need for Ontario energy independence. Some political parties and groups support deeply flawed plans to import electricity from Quebec, even though Quebec has a forecasted supply shortage of their own starting in 2028. We are emphasizing the need to begin a new nuclear build as soon as possible, using Canadian CANDU technology along with new Small Modular Reactor (SMR) technology to help supply Ontario's rapidly growing future demand for clean, reliable electricity.

continued on Page 5

A MESSAGE FROM THE PRESIDENT

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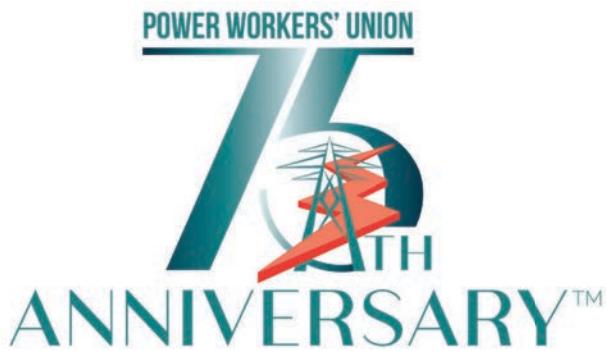
The PWU has also engaged in conversations with governments and other stakeholders in efforts to ensure the 205 MW Atikokan Generating Station remains part of Ontario's clean energy generation mix beyond its 2024 Power Purchase Agreement (PPA). Atikokan is North America's largest biomass Generating Station and is located west of Thunder Bay. It uses locally sourced wood pellets to produce steam and generate electricity. Biomass generation is renewable, sustainable, carbon-neutral, produces electricity on demand and its fuel supply chain supports valuable Ontario jobs.

As we embrace the 75th Anniversary, we thank all Members for their commitment and continued hard work. Amid a pandemic, with solace on the horizon, we should all be encouraged to keep up the diligent work we've been doing for 75 years. Happy 75th Anniversary to all PWU Members!

Please be safe and continue to look out for one another.

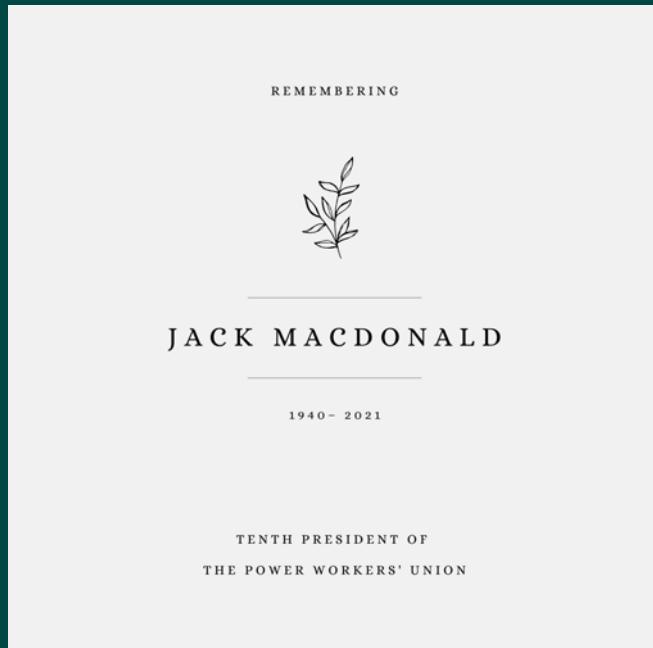
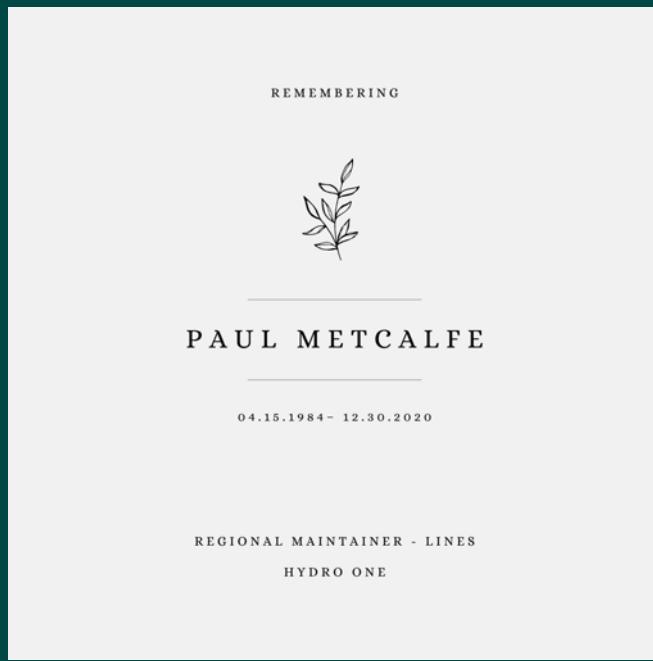


Jeff Parnell
President
Power Workers' Union



We Remember

PWU Members have suffered great loss as of recent. Although these losses may not have occurred in the workplace, they have still had a significant impact on our Members. Please take a minute to pay your respects to two incredible men who lost their lives over the past few months.



AVAILABILITY OF COVID-19 VACCINES FOR ESSENTIAL PWU WORKERS

THE PWU CONTINUES TO LOBBY FOR PRIORITY VACCINATIONS FOR ITS MEMBERS

As we enter our second year of the COVID-19 pandemic, we reflect on how far we have come. Although it may at times seem like we are not progressing forward, especially with the recent spike in cases within this third wave, we need to stay focused on the positives. One of those positives is the development and efficacy of the COVID-19 vaccines.

As of right now, vaccines are being distributed throughout the province in accordance with the table below. Based on the forecasted roll-out, a majority of PWU Members will be able to receive their first dose of the vaccine beginning in the middle of May.



Overview of Phase Two

Projected Phase Two sequencing April to June

Phase 2			
	April	May	June
Older Adults	Over 75		
	Over 70		
	Over 65		
	Over 60		
Health Conditions	Individuals with Health Conditions		
	Highest Risk & Caregivers	High Risk & Certain Caregivers	At-Risk Health Conditions
Congregate Settings	High Risk Congregate Settings		
Hot Spots	COVID-19 Hot Spots Communities		
	Highest Risk Communities	Remaining Hot Spots Communities	
Cannot-Work-From-Home	Essential Workers who cannot work from home		
	Group 1		Group 2
	Ontario		

16

Recent communications from the Provincial government have explained that in May, Ontario will be receiving approximately 800,000 shipments of the Pfizer vaccine each week, ramping up to approximately 940,000 per week by the end of May.* This means, that there is the potential of having 95% of Ontarians, age 16 and up vaccinated by Canada Day.

continued on Page 8

AVAILABILITY OF COVID-19 VACCINES FOR ESSENTIAL PWU WORKERS

CONTINUED

The PWU has been working with the Ontario Chamber of Commerce to advocate for our Members, ensuring they are able to get the vaccine as soon as possible. Many of our Members are essential front-line workers and getting them vaccinated is of the utmost importance. We have written letters to the Minister of Energy, Northern Development and Mines, Greg Rickford, as well, explaining the necessity of having these vaccinations available to PWU Members, and the devastation that could occur to Ontario's electricity grid, should one of our Members contract and spread the disease within their workplace.

Although receiving the COVID-19 vaccine is not mandatory, the PWU is encouraging all Members to receive it as soon as they are able. The vaccines are an important tool in the fight against COVID-19 that have proven to prevent hospitalization and serious illness. Being vaccinated means more people surviving, and less people occupying our ICU's and on ventilators. The PWU maintains the position that our Members have their right to their own opinions, but as your Union, are presenting you with the guidance provided by our PWU Physician Consultant.

Despite your personal opinion on vaccinations, please continue to sanitize and wash your hands frequently, maintain social distancing, wear your masks and where possible, avoid crowds.

Current Status:



Over **2.6M**
Doses
administered

Over **322,000**
Ontarians fully
vaccinated after
receiving both doses



92%
LTC residents
fully immunized



Over **80%**
LTC Staff
received at least
1 dose



107%
RH residents
received at least
1 dose



Over **66%**
RH Staff received
at least 1 dose

- Average of 72,543 vaccines administered daily
- Capacity to up administer up to 150,000 doses per day if supply permits

Age Groups	First Dose Percentage
80+	85%
75-79	68%
70-74	42%
65-69	19%
60-64	25%

Operation Remote Immunity: 24,467 doses (14,368 first doses and 10,099 second doses) administered to adults in communities in scope for Operation Remote Immunity and Sioux Lookout.

As of April 5, 8 p.m. Retirement home residents, staff and caregiver counts used to calculate percentages are based on data from the Retirement Home Regulatory Authority (Dec 2020). It represents the estimated population at a specific point in time (mid-December 2020) and not the number of suites. Note that the capacity in the sector fluctuates so it may not be truly representative of the population today. Long-term care home staff counts were provided by MLTC (Dec 2020). Long-term care home residents are based on the LTCH Cohort (Jan 1 2021), a resident estimate developed by HAIB using administrative data sources. When the number of people with one or more doses exceeds the estimated denominator the percentage will exceed 100% (e.g. the number of retirement home residents).



The stats, tables and images stated in this article are derived from:

- [Ontario Prepares to Accelerate Rollout as Vaccine Supply Increases | Ontario Newsroom](#)
- [Ontario moves up essential worker COVID-19 vaccinations to mid-May | News \(dailyhive.com\)](#)

SHOOT YOUR SHOT



FOR YOUR BEST DEFENSE AGAINST COVID-19

GET YOUR COVID-19 VACCINE AS SOON
AS YOU'RE ELIGIBLE.



for you, for everyone.

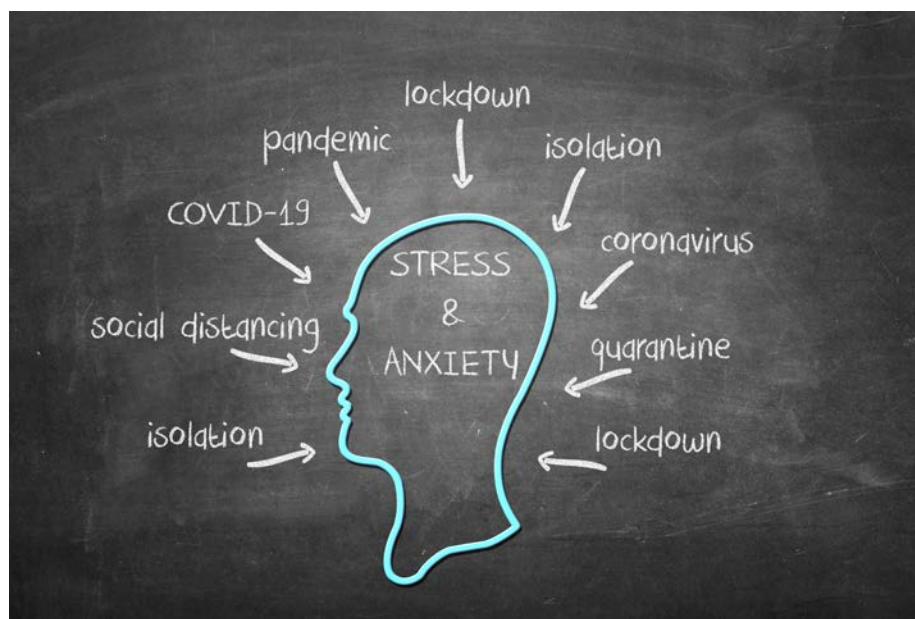
COVID-19 & MENTAL HEALTH

Back in early 2020 when the pandemic was first declared, most of us never imagined that over a year later, we would still be in the middle of such a bizarre and draining situation. Positive steps towards a resolution are taking place; with the continued roll-out of vaccines, and rates of COVID-19 declining. However, it is not lost on us how hard this year has been, and the reality of this situation, it is not quite over yet.

The pandemic has caused a massive disruption to our daily lives. We are now faced with overwhelming uncertainty, changing rules, constant stress, anxiety, and isolation, all of which have impacts on our mental health. However you or your families are impacted, it's important that you know what constructive steps you can take to look after your mental health through these trying times. There are resources that are available and may be of help in addressing these issues.

Over the years, the PWU has successfully negotiated to have Employee & Family Assistance Programs (EFAP) with most of our employers. These collective agreement provisions ensure our input into the programs and options available for our Members to access. EFAP programs are a valuable resource for our Members and their families to access both in times of need and on a proactive basis. While individual employers may have different providers offering these services, the basic services are mostly the same from program to program. Most of the EFAP's include services to support:

- COUNSELLING
- COUPLES
- FAMILY
- ADDICTIONS
- ANXIETY
- DEPRESSION
- CRISIS, ETC.
- WORK/LIFE SERVICES
- LEGAL SERVICES
- FINANCIAL SERVICES
- ELDER/CHILDCARE RESOURCES
- HEALTHY LIVING RESOURCES, ETC.



Many of the services are available to access online as well. If you are unsure whether you have an EFAP in your organization, you can reach out to your Chief or Principal Steward or your local EFAP/Mental Health Advocate and request more information.

continued on Page 11

COVID-19 & MENTAL HEALTH

CONTINUED

There are also many other resources that are available through local Mental Health and Government agencies. Many of these have been enhanced and are available virtually now due to COVID restrictions. A great source for local information would be from your local Mental Health Association. We have listed below a few sites on the following page that may also be of help.

NOTE: If there is any risk of immediate danger or urgent medical support is required, immediately call 911 for assistance.

Wellness Together Canada:

Wellness Together Canada is a free service that is available to all Canadians. It can help individuals connect to mental health & substance use support, resources, and counseling. It can be reached through the following link: <https://ca.portal.gs/>

211 Ontario:

A non-profit agency with a telephone helpline and website that provides a gateway to community, social, non-clinical health, and related government services. It helps to navigate the complex network of human services on a 24/7 basis, 7 days a week in over 150 languages. Its mandate is to connect people to the right information and services. Dial 211 to connect via telephone or go to their website at: www.211ontario.ca

Ontario Mental Health Support (CONNEX):

Information on addiction and mental health treatment services in Ontario. Call 1-866-531-2600 - 24/7 or visit www.connexontario.ca to learn about mental health, gambling, and addiction treatment services.

The Working Mind – COVID-19 – Self-Care and Resilience Guide:

Created by the Mental Health Commission of Canada. Provides information about self-check/self-care and resiliency to help manage mental health during COVID.

<https://theworkingmind.ca/blog/working-mind-covid-19-self-care-resilience-guide>

Mental Health Services for Children & Youth – Government of Ontario:

Provides tips and links to mental health services for children & youth, including a variety of Help Lines, such as Kids Help Phone. <https://www.ontario.ca/page/mental-health-services-children-and-youth>

The stress, anxiety, and fatigue associated with COVID-19 are likely to continue for a while, so it is vital that we continue to look after both our physical and mental health. Reaching out for assistance is an important part of managing this and is the strongest thing you can do for your mental health. Sometime in the near future, life will return to some sort of normalcy, but in the meantime, we hope that some of this information will be of use to our Members in navigating the many resources that are out there.

In Solidarity,

PWU Provincial EFAP Committee
PWU Mental Health Committee



JHSC'S CONTINUE TO PROTECT OUR MEMBERS THROUGH PANDEMIC

The global COVID-19 pandemic has affected almost every aspect of our everyday life. It has caused us to pay greater attention to the way disease and germs are transmitted, while pushing us to implement new safety protocols that mitigate the transmission of the virus. This pandemic has created a greater sensitivity around infectious disease precautions and has called on Joint Health and Safety Committee's (JHSC's) to re-evaluate the way they conduct their everyday duties.

JHSC's are an integral role of every workplace. Their main objective is to monitor workplaces, identify potential hazards, investigate accidents and incidents, suggest precautions, and bring these to the employer to implement and resolve on behalf of the workers. They work cooperatively with the employer to improve the health and safety conditions in the workplace.



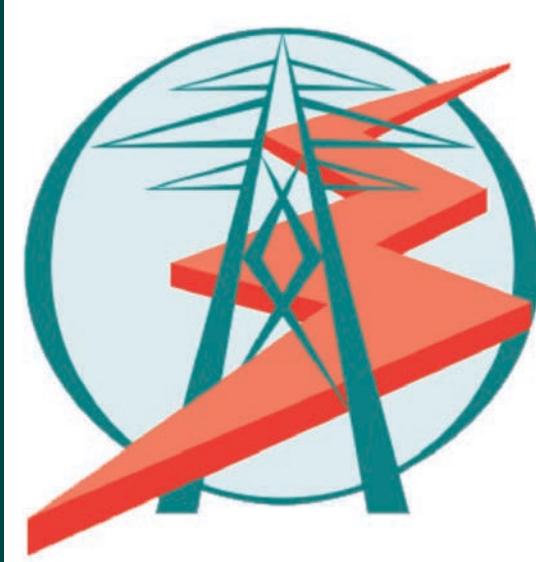
During the COVID-19 pandemic, JHSC's have been faced with a number of new obstacles. One such obstacle is ensuring a safe work environment for our Members, while many of them are working from home. Being unable to monitor the work locations, JHSC's have had to re-evaluate their monitoring processes and encourage our Members to do health and safety checks on their own. Along with this, the typical COVID-19 suggested precautions of social distancing, hand sanitizing, mask-wearing, all have to be incorporated into their previous day-to-day monitoring. Safety recommendations surrounding COVID-19 are new and ever-developing, a feat, our JHSC's are continuously researching and learning about.

With these obstacles considered, it was clear new training needed to be provided to our JHSC's. The Power Workers' Union (PWU) along with our partner the Workers' Health and Safety Centre (WHSC), adapted to the pandemic and adjusted the Accredited Health and Safety Training to an online virtual model of training. The training is conducted through virtual breakout rooms, where smaller groups can work through the material under the qualified PWU Instructor's guidance.

The PWU will continue to support our JHSC's in every way possible, ensuring they have the best tools to ensure the safety of PWU Members. With everyone's co-operation, PWU Representatives, JHSC Representatives, Employers and our Members, we can continue to keep our Members safe.

PWU Health & Safety Department

CHECK OUT THE NEW



SHOP
PWU

THE PWU'S ONLINE CLOTHING SHOP
WWW.SHOPPWU.CA

CANADIAN, UNION-MADE



ALL ITEMS SOLD AT COST



\$5.00 FLAT RATE SHIPPING ALL OVER ONTARIO



New items coming!

NATIONAL DAY OF MOURNING

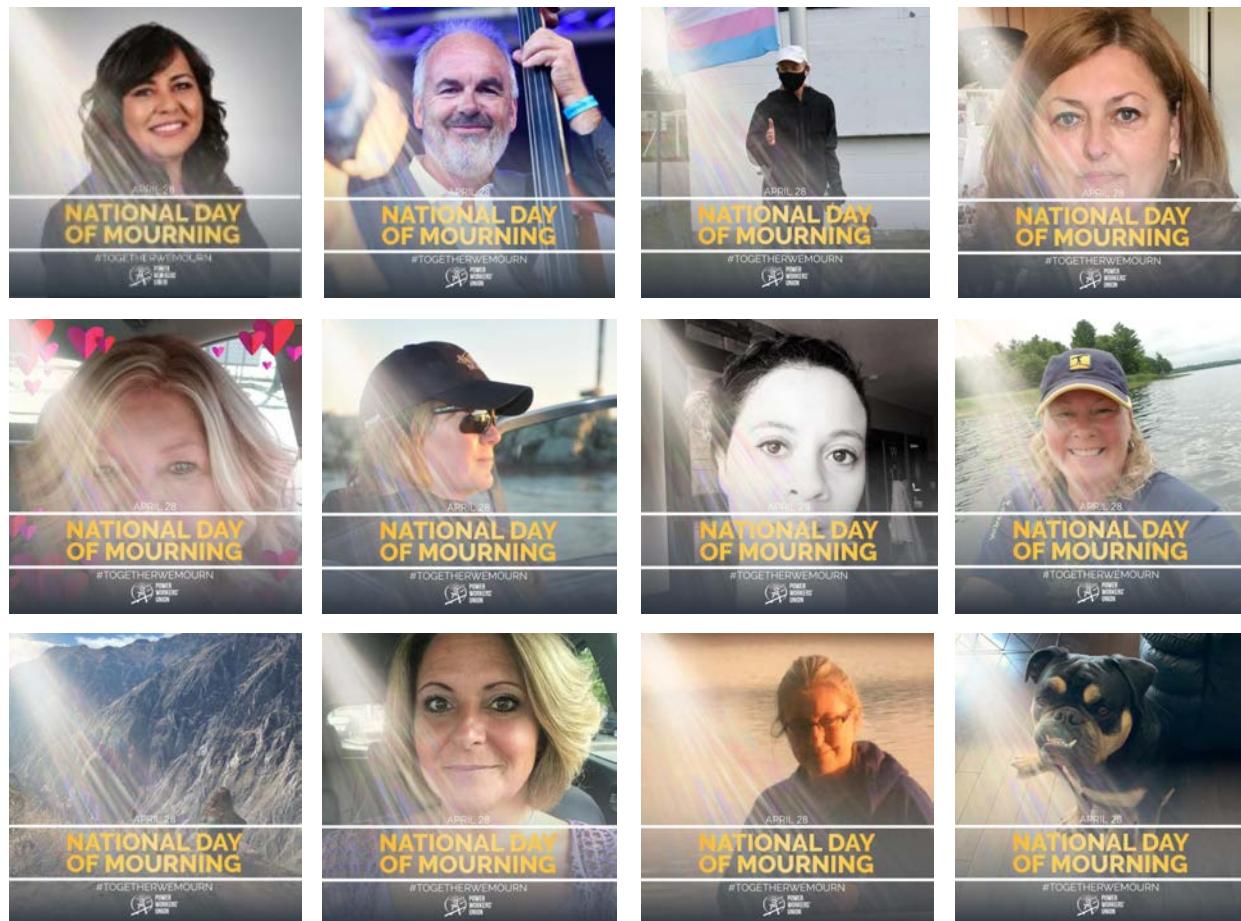
April 28th is the National Day of Mourning, observed by labour workers all over Canada. It is a chance to remember workers who have died tragically, been injured, or have become ill while in the workplace. This year for the National Day of Mourning, with Members working remotely and the importance of social distancing measures, the PWU has tried to identify alternatives to in-person observances.

While the majority of our workers' are still currently working in their workplaces, a number of our Members are continuing to work from home. For this reason, the PWU created two initiatives that provide an opportunity for our Members to partake in from their respective workplaces.

The first being a print-at-home poster. The goal of this is to have Members print these posters out, and post them in the windows of their home. This way, when people drive past their homes and work places, they can see that we, like many of them, are observing the Day of Mourning.

The second is a Facebook Profile Picture Frame. This is an easy filter that can be placed onto your Facebook profile picture. Over 95 of our Member's used this frame, you can see a few of them below.

On the morning of Wednesday April 28th, we distributed a Day of Mourning Reflection. This piece came from the Health & Safety Department and was intended to be read on the day of. Wherever you were working and observing the National Day of Mourning this year, we hope you were able to take a small moment of silence at 11:00 AM mourning the lives lost, and those forever changed.



A SOLEMN REMINDER OF THE IMPORTANCE OF STAYING DILIGENT DURING COVID-19

Since the onset of COVID-19, the PWU has sent out numerous bulletins to our Members stressing the importance of masking, social distancing, hand washing, and maintaining safety for ourselves, our co-workers, and families whilst we endure through this pandemic.

As we deal with the recent spike in cases, and the third wave of the pandemic, we are sad to disclose that this has hit the PWU family. We hope as you read this bulletin, it helps shed light as to why we are stressing the COVID-19 safety measures and advice we have been receiving from our Medical advisors. As your Union, your safety is always our priority.

As essential workers for the province, a majority of our Members must come into work to complete their jobs, and that comes with an inherent risk. Last month, a PWU Member was notified that there was a COVID-19 positive case in the workplace. The company isolated all close contacts, did the appropriate contact tracing and sent the workers home.

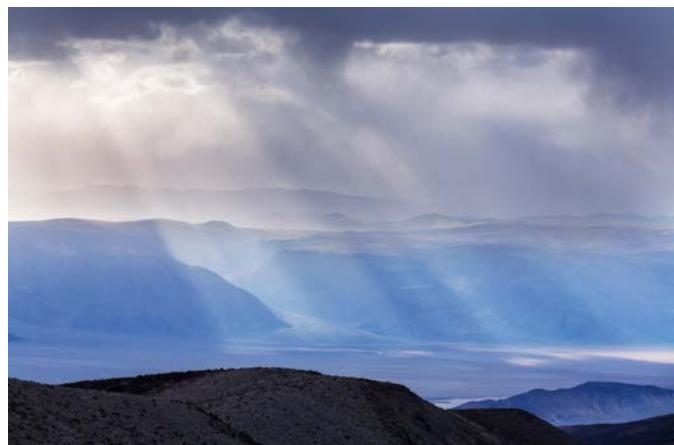
After 13 days of isolation, our fellow Member started to show symptoms of the virus. They appropriately contacted public health, got tested, and the test came back positive for the COVID-19 variant COCTD-19. After receiving this positive result, the Member tried to maintain social distance and take the necessary precautions while living in the same household with their spouse. A few days later, the spouse started to show symptoms of the virus and went to get tested. Heartbreakingly, they tested positive as well.

We are sharing this story to emphasize the ongoing message that everyone is susceptible to this virus, and no one is immune. The Member expressed to us that their spouse had no prior health issues before contracting COVID-19 and started to become weaker as the days passed. Although symptoms were not severe at first, presenting mostly as headaches, a slight cough, loss of taste and smell, their spouse continued to get weaker. Almost a week after showing symptoms, the Member's spouse succumbed to the virus and passed away.

The loss of a loved one at anytime is devastating. To have to deal with this loss, while still battling the same very disease, is another matter. The PWU extends our deepest sympathies and thoughts to this Member and their family. We also extend this solemn reminder to our Members, of the true ramifications of this virus and how we need to be extra vigilant because as frontline workers, we also can affect the livelihood of all other people we come in contact with, family members, friends, and coworkers.

Please share this message and continue doing your part to keep our sisters, brothers, and families safe. Keep hope that as the province rolls out vaccines, we are able to be better protected from the most severe side effects of the virus. Continue to practice COVID-19 safety measures on and off the job, and bear in mind the impact extends past individual safety... it affects us all.

Let us continue to put an end to the loss and suffering we've all witnessed and do everything within our power to stay safe.



GET YOUR PRIDE SHIRTS

 **STEP 1** GO TO WWW.SHOPPWU.CA

PRIDE MONTH IS COMING - GET YOUR PRIDE SHIRTS TODAY!

PRIDE T-SHIRTS

50% OF PROCEEDS GOING TO WWW.YOUTHLINE.CA

SELECT SHIRT + SIZE THEN PURCHASE

STEP 2 



 **STEP 3**

RECEIVE T-SHIRT IN JUNE FOR PRIDE MONTH

50% OF DONATIONS GO TO YOUTHLINE.CA



PWU'S 75TH ANNIVERSARY: OUR HISTORY

The Power Workers' Union (PWU) was established in 1946, and this year, 2021, marks its' 75th Anniversary. Throughout this year's editions of the POWERWORKS Newsletter, we will be touching on the PWU's past, how our Union came to be; the PWU's present, the obstacles and triumphs we deal with today and finally, the PWU's future, where the PWU hopes to be tomorrow. For our first edition of the year, we will be focusing on the PWU's history and the events that took place, setting precedent and carving the way for our Union to be all that it is today.

1930's

In 1935, Hydro management began consulting senior employees from around the province on how relations with workers could be improved and stabilized. The resulting agreement – The Employee Representation Plan (ERP) was signed on October 23rd, 1935. Its stated purpose was to:

Provide means whereby wages and working conditions may be discussed from the points of view of both Employees and Management and to endeavour to arrive at conclusions which are mutually satisfactory.

Even though the plan was a management creation, most Hydro employees either did not care or simply welcomed it as a sign that workplace relationships were improving.

1940's

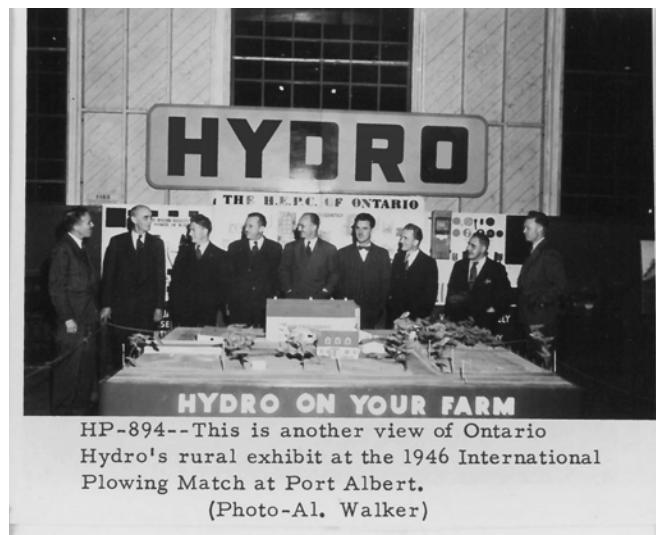
In 1943, Minister Mackenzie King followed US President Franklin Roosevelt's example and finally gave Union's status in law. Rather than go through a cumbersome legislative process, the government used its wartime powers to simply decree that henceforth in Canada, employees had the right to choose a Union to speak on their behalf.

Although entitled to legal recognition as a Union, and freely elected by their fellow workers, all costs of the Union were at the time, paid for by the Hydro Electric Power Commission of Ontario. The Union wanted full independence, so the General Committee of Employees quickly drafted a constitution and submitted it to a vote. The result was 783 to 542 in favour of the formation of the Employee's Association (EA) of the Hydro Electric Power Commission of Ontario. On June 10th, 1944, in Toronto, the EA was officially launched at a meeting of representatives.

1940's CONTINUED

In November 1944, the International Brotherhood of Electrical Workers (IBEW) asked the Labour Relations Board for certification as the legitimate representative for Hydro employees, claiming nearly 600 supporters. Naturally, the EA intervened, claiming that it was a Union that had already shown majority support among hydro workers. The case dragged on, and the EA fought to prove that they had the support of the majority of hydro workers by providing management over 1,500 signed Union cards.

Management recognized the EA through the months of April and May, then abruptly stopped, without explanation. On August 1st, 1945, the Ontario Labour Board (OLB) surprised everyone and refused to certify both Unions for different reasons. Both the EA and IBEW appealed the decision. The IBEW later withdrew their appeal, clearing the way for the EA. On February 1st, 1946, the EA and the Commission wrote and signed their first CA that legally recognized them as the proper bargaining agent of Hydro employees.



PWU'S 75TH ANNIVERSARY: OUR HISTORY

1940'S CONTINUED

In the 10 years following, EA's Membership grew from 2,600 people to nearly 10,000. In 1949 the Canadian Congress of Labour (CCL) and the Trades and Labour Congress (TLC) merged, and the only way the EA could join was by becoming affiliated with another Union. The EA located the National Union of Public Service Employees (NUPSE); a 5,000 Member Union and with the blessing of the CCL, they became affiliated.

The agreement was one that remains unique throughout history. It states that EA could maintain total autonomy to conduct its own affairs without any interference from NUPSE, meaning it would service its' own Members with no funds or aid from NUPSE.

1950'S

In 1956, Kealey Cummings 2nd Vice President handed a sheet of paper to George Castle, Niagara Regional Vice-Chair that had a motion to change the name of the EA to the Ontario Hydro Employees Union (OHEU) - NUPSE - CLC. This change was adopted, and Kealey was named the Union's first full-time president.

In 1959, a settlement was established a bargaining pattern for our Union that has persisted until present day: decisive leadership that is backed by strong Membership support.

NUPSE and OHEU's agreement was starting to weaken, as NUPSE and the CLC began asking the OHEU to forget about their "full-autonomy" agreement. Eventually, NUPSE voted to end their affiliation with OHEU.



1960'S

In 1962, the Conservative government, joined by the Liberals made history by passing Bill 163 that stripped away OHEU's right to strike and impose compulsory arbitration to settle a new collective agreement (CA). Organized labour was outraged. In their negotiations, the EA wanted 6% per year, and was offered 2% per year by management. After attending the mandatory arbitration, Carl Goldenberg gave them 2% for the first year and 2.5% for the second.

Rather than discouraging the Union, the effects of the disappointing Goldenberg arbitration resulted in an unexpected energizing of the Union. Members felt as if the Union was the only entity on their side.

In 1963, Deep River Nuclear Plant Demonstration (NDP) Plant staged a six-day wildcat strike, protesting management's threat to fire anyone who refused an involuntary transfer to the new nuclear plant at Douglas Point- a transfer which resulted in a 6% pay cut. Goldenberg was called back to settle the dispute, and did so this time, ruling in the Union's favour.

In 1964, OHEU and Hydro entered into contract negotiations, where OHEU's 14-page proposal asked for an 11% increase in wages to end contracting out, a single rate structure at the Douglas Point Nuclear Station and a Union/Management committee on automation. Hydro responded by handing the Union a single mimeographed page demanding wage cuts and the elimination of the cost of living 'elevator' clause - a clause still active in the majority of PWU collective agreements till this day. To everyone's surprise, an agreement was reached, avoiding the need for conciliation. The new 2-year contract agreed to an increase of wages by 2% and 3.5% in addition to a 3% increase to the cost of living expenses.



PWU'S 75TH ANNIVERSARY: OUR HISTORY

1960'S CONTINUED

On Monday February 3rd, 1969, the first legal strike by OHEU began, beginning in the Niagara region and parts of the Northwest. The strike lasted four weeks. Over 5,000 of the 9,500 Members withdrew their services to turn up the heat on the Employer. It was the lack of workers in the head office computer centre that really affected Ontario's hydro and Hydro Management ended up agreeing to every single one of the Unions demands. The strike was over and the Union had won, with 91% of the Membership voting in favour of the settlement.

1970'S

In the 1972 round of bargaining, avoiding conciliation seemed improbable. Both parties dug their heels in and in May of 1972, 83% voted in favour of a rotating strike, hoping it would prove successful. The strike started off on a high note, yet quickly, the actualization of a full strike set in. Members received \$35/week in strike pay. Throughout the strike, the Union maintained essential electrical service to the province. During this time there were large demonstrations of protests including the "Bruce Blockade" which resulted in over 300 strikers outwitting the Ontario Provincial Police and setting up an impenetrable picket line of cars, fallen trees and Union Members.

Eventually, the government legislated the end to the strike forcing the Union to arbitration. The arbitration board, led by Robert McKay, Dean of Law at the University of Western Ontario, was fair to the Union. It prescribed a 3-year contract with general increases of 8%, 7% and 7% with full retroactivity. Importantly, the cost-of-living escalator was preserved. All who took part agreed this strike/lockout was a turning point in the history of the Union and Hydro. The cost of the strike to the Union was substantial, the office building was mortgaged, and the treasury depleted. The strike and arbitration cost the Union over \$1.2 million.

In 1979, new provincial health and safety legislation was created. Bill 70 required joint labour-management health and safety committees.

1980'S

The competition between the OHEU and IBEW continued, but the two rivals cooperated in the 1980's in getting trade status and an apprenticeship program for utility linemen, giving these workers more bargaining power and more mobility.

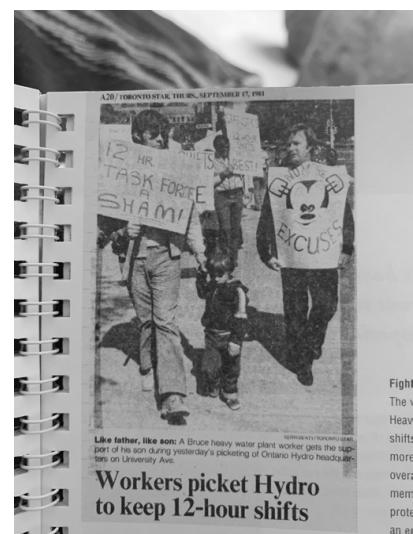
In 1984, Jack MacDonald was elected president and was known as an experienced OHEU activist. During his 9-year presidency, he was notably known for strengthening the Union's finances. In 1983 the Union had no assets, having never fully recovered from the 1972 strike.

As soon as bargaining agendas were exchanged with Ontario Hydro in 1985, both sides knew there was going to be a strike. Maintenance workers from the international building trades unions were hired by management to perform work traditionally performed by OHEU members.

The use of these workers was challenged by the Union and after listening to the arguments Arbitrator Burkett issued his decision protecting the work for the Union members.

In 1986, it was revealed that Ontario Hydro had been using pension plan money to pay for their own contributions, which was a clear violation of the Act. The PWU ended up taking Ontario Hydro to court, first at the provincial level, then federally as things escalated. At the end of the court cases, it was determined that Ontario Hydro had clearly violated the Act and was ordered to pay the \$700 million back into the pension plan.

Ontario Hydro was also told to pay for the PWU's legal fees. This money was then used to increase spousal benefits and purchase full indexing of our Members' pensions, both benefits which are still in place today with the Ontario Hydro successor companies.



Workers picket Hydro to keep 12-hour shifts

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PWU'S 75TH ANNIVERSARY: OUR HISTORY

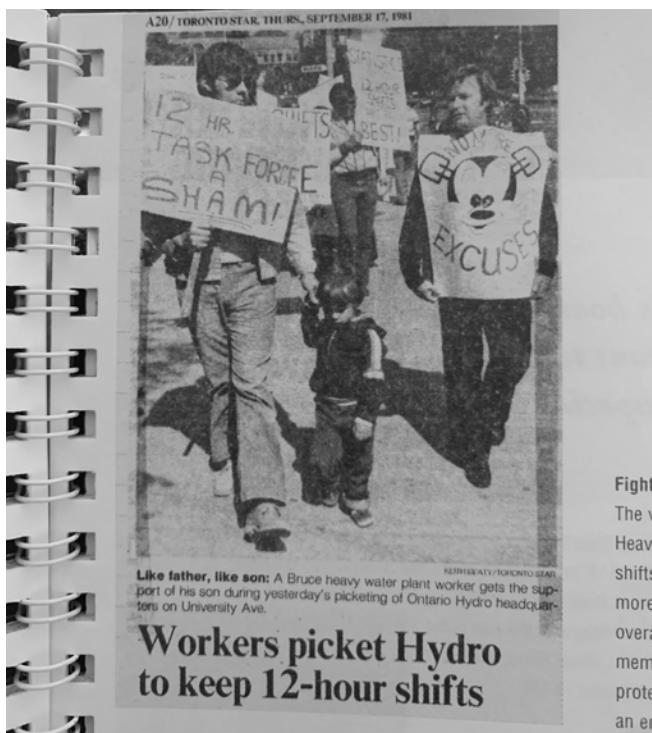
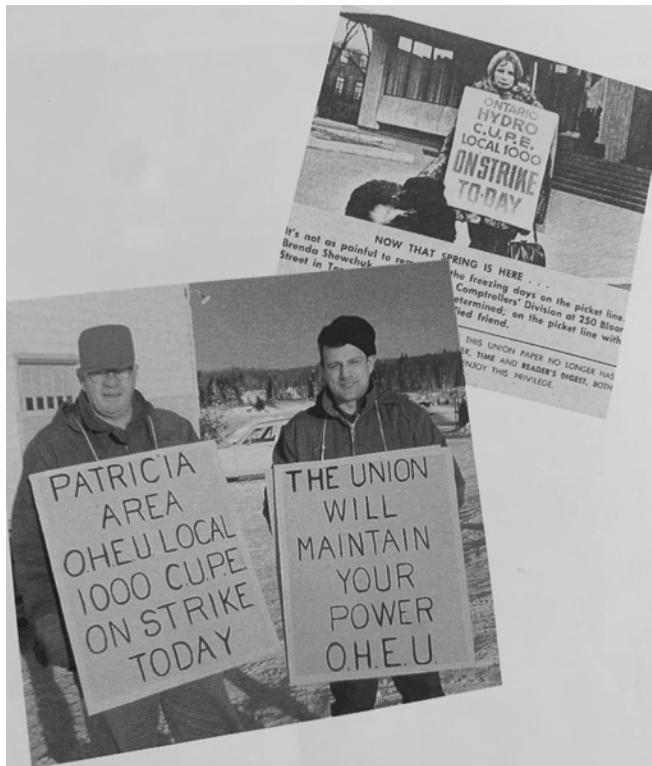
1990's

The 1990's were a decade of change for the OHEU.

In 1992, the Union negotiated the Purchased Services Agreement (PSA) under which Ontario Hydro agreed to identify in advance any work that might require an outside workforce and enter discussions with the Union about who would perform that work. This led to hundreds of jurisdictional disputes being filed at the Ontario Labour Relations Board by the Building Trades Unions who saw the PSA as an attempt to take their work. Citing their Recognition Clauses and the definition of "construction" in the Ontario Labour Relations Act the BTU were able to win certain work that was being assigned to PWU members by Ontario Hydro. In an effort to resolve the jurisdictional logjam, the Unions entered into negotiations. In 1995 negotiations concluded at the Chestnut Park Hotel. The Chestnut Park Accord was reached between the unions and Hydro One signed on to the Chestnut Park Accord Addendum (CPAA) for work on Ontario Hydro Generation Facilities. The unions negotiated a similar arrangement at the Inn on the Park Hotel that was agreed to by Ontario Hydro as the Inn On the Park Accord Addendum (IOPAA) for work on the transmission and distribution systems. The CPAA and IOPAA continue to this day ensuring that PWU members perform PWU work.

In the spring of 1994, the OHEU changed its name to the Power Workers' Union (PWU). Faced with the breakup of Ontario Hydro into the different company's we know today as Ontario Power Generation, Hydro One, Independent Electricity System Operator and Electrical Safety Authority, the PWU made a bold move and started to organize local utility workers. Today the PWU represents workers in over 40 local utilities and non-Ontario Hydro successor companies and all the Ontario Hydro successor companies.

In 1998, the PWU negotiated the first Hiring Hall agreement with the Ontario Hydro Services Company (now Hydro One). The Hiring Hall was created to ensure PWU Members continued to perform PWU work and to provide a supplementary workforce that allowed for mobility and flexibility. From its humble start with 12 Members, the Hiring Hall has grown and been adopted in a number of different workplaces including Bruce Power and Ontario Power Generation and continues to ensure PWU Members perform PWU work.



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A BRIEF HISTORY OF THE PWU

1940'S

- Unions gain status in law. Employees now have the right to choose a Union to speak on their behalf.
- Membership votes in favour of the EA, and it is officially launched.
- The OLB surprises both the EA and IBEW by refusing to certify both Unions. Both entities, appeal this. The IBEW withdraws their appeal clearing the way for the EA.
- The EA and Commission wrote and signed their first CA, recognizing them as a bargaining agent of Hydro employees.
- EA becomes affiliated with NUPSE in order to become part of the CCL. Agreement states that they are to remain completely independent.

1960'S

- Government passes Bill 163, stripping OHEU's right to strike and impose compulsory arbitration to settle CA's away.
- Goldenberg arbitration leaves OHEU discouraged by giving them 2-2.5% per year not the 6% they asked for. This energized the membership.
- 1963 Dispute between Deep River Nuclear Plant & management around mandatory transfers that resulted in a 6% pay cut is brought to Goldenberg for another arbitration. This time he rules in the Union's favour.
- 1969 First legal strike. The impact of losing Members to participate in the strike was overwhelming, and management conceded to every single union request.

1980'S

- OHEU & IBEW gain trade status and create an apprenticeship program for utility linemen.
- In 1984 Jack MacDonald was elected president, a role he would have for 9 years. Was able to strengthen the Union's finances after never fully recovering from the 1972 strike.
- 1985 Strike over contracting out.
- 1986 Court case against Hydro for violating the act by using pension plan money to pay for their own contributions.
- Hydro had to pay the 700 million dollars back into the pension plan and also had to pay for the PWU's legal fees.
- This money was used to increase spousal benefits and purchase full indexing of our Members' pensions, both benefits which are still in place today.

1930'S

- The Employee Representation Plan was established whose purpose was to:
- Provide means whereby wages and working conditions may be discussed from the points of view of both Employees and Management and to endeavour to arrive at conclusions which are mutually satisfactory.

1950'S

- Kealey Cummings suggests a name change from EA to Ontario Hydro Employees Union (OHEU). This is accepted and Cummings is named the first President.
- Bargaining ramps up and a pattern is established of decisive leadership that is backed by strong membership support.

1970'S

- 1972 Union votes in favour of a rotating strike. The struggle of strikes becomes very apparent, with a small sum for strike pay, some drifted back to work titling them 'scabs'.
- Union assets deplete by 1.2 million because of the strike.
- Arbitration board decided on 8%, 7% and 7% with retroactivity and preserving the cost-of-living escalator clause.
- This strike and agreement was a turning point for both the union and Hydro.

1990'S

- The 1992 PSA specifies any construction or maintenance work that might require an outside workforce must be discussed with the Union.
- 1994 OHEU changed its name to the Power Workers' Union (PWU) and began representing utilities.
- In the mid 1990's, Ontario Hydro splits up into four successor companies and the PWU proceeds to organize local utility company's.
- 1998 The first Hiring Hall (HH) agreement was negotiated with the Ontario Hydro Services Company (now Hydro One). The HH was created to ensure PWU members continued to perform PWU work and to provide a supplementary workforce.

KEY

- EA - Employee's Association
- OLB - Ontario Labour Board
- IBEW - International Brotherhood of Electricity Workers
- CA - Collective Agreement
- NUPSE - National Union of Public Service Employees
- CCL - Canadian Congress of Labour
- OHEU - Ontario Hydro Employee's Union
- PSA - Purchased Services Agreement

PAST EVENTS

REMINDER

Get your FREE PWU Calendar & Face Mask!!

1. LOG INTO YOUR MEMBER PORTAL
2. CONFIRM YOUR MAILING ADDRESS
3. OPT IN TO GET A CALENDAR
4. RECEIVE A FREE PWU FACE MASK

members.pwu.ca



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PWU MASKS & CALENDARS

Earlier this year, the PWU created an initiative to provide PWU Members with masks and distribute the PWU's annual calendars at the same time. To safely distribute the calendars and masks, the PWU needed to confirm the addresses and contact information of our members. Communications were sent through the Chief Stewards, asking the Members to log on to the PWU Memberlink Portal, www.members.pwu.ca, and confirm their personal contact information. The Members were then sent a calendar and mask.

The current Pandemic has highlighted the need for the PWU to obtain and maintain current contact information for our Members. The social distancing guidelines have forced the Union to find new ways of distributing information, holding meetings and voting on Collective Agreements and virtual elections.

Obtaining and maintaining Member contact information will be a common theme that the PWU will continue throughout the year. The need to provide information to the membership is necessary for the Union to operate and to provide Members with the information they require to make informed decisions.

These masks are three-layered and for sale online, be sure to check them out!

WOMEN OF POWER

The PWU was pleased when the provincial Women's Committee came to the Communications Department with the desire to do their Women of Power campaign again this year, for International Women's Day.

This year, we had 22 wonderful women, nominated to be recognized for the hard work they do for the PWU. Their contributions to the PWU are what help keep our lights on every day, and being able to take the opportunity to recognize this, is always a highlight of ours.

We look forward to doing this next year, and ask you to keep a deserving female in mind to be recognized, not only for this initiative, but every day.

A FEW OF OUR MANY

Women OF POWER

Click on the + to learn more about just a few of the hardworking women who help keep the lights ON.

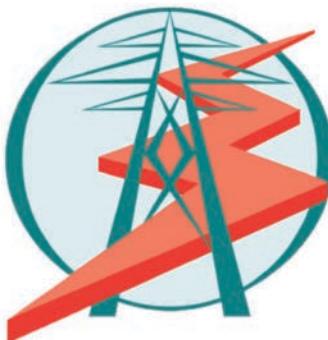
POWER WORKERS UNION
75th ANNIVERSARY

SHOP PWU

The PWU recognized the need for an online alternative for purchasing PWU branded clothing. While working entirely in-house, alongside the IT Department, the PWU is pleased to announce the new, up and running Shop PWU!

All items are Canadian, union-made, and sold at cost. Shipping all over Ontario is \$5.00, regardless of where you live and how much you order.

The inventory on the site right now is what we currently have. As these items sell out, we will be supplementing them with a new complement of clothing. Be sure to keep an eye out for this! Visit the store at www.shoppwu.ca.



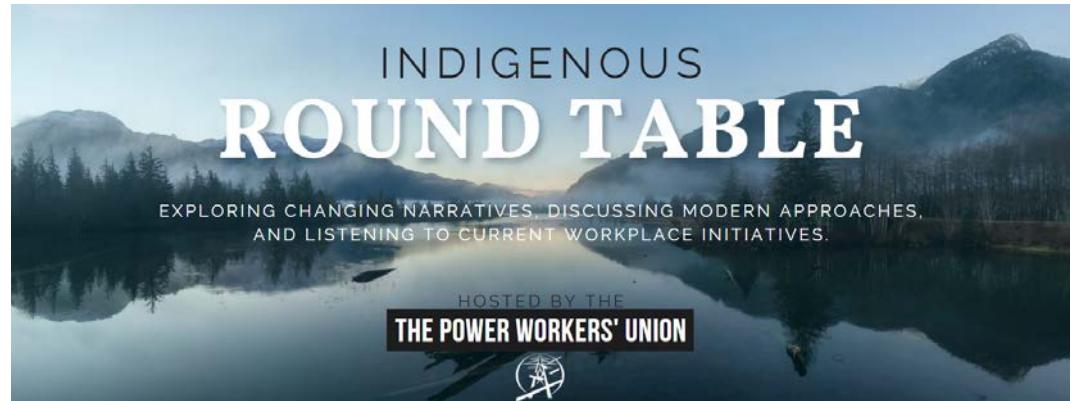
SHOP
PWU

UPCOMING EVENTS

INDIGENOUS ROUND TABLE

The PWU's Indigenous Relations Committee is hosting a virtual Round Table between Management Representatives this month to encourage positive conversation around our Indigenous community.

The PWU will create a synopsis of all takeaways and key learning points to share with Members and Staff after the event takes place.



PRIDE MONTH

June is Pride month, and this year, the PWU and Diversity Committee has brought PWU branded Pride shirts back! Not only are they back in stock on our online website www.shoppwu.ca, but they are also making a difference.

50% of every sale of these Pride t-shirts will be donated to Youthline.ca; a wonderful, peer lead and volunteered Canadian organization that provides support for the LGBTQQ2SI community.



ELECTION CONVENTION

As you may have noticed from the influx of Bulletins on this subject, this year we are conducting the PWU's Election Convention.

The Election Convention is the forum in which your Executive Committee is voted in. Each Sector Unit has a certain number of delegates that are able to vote, and are chosen by nomination.

From June 14th - 17th, these Delegates, along with their Chief Stewards will perform their duty as the governing body of this Union, and decide who the next PWU Executive will be for the next 4 years.



GOLF TOURNAMENT & LABOUR DAY

With the current state of the province in the midst of our third wave of this pandemic, the concept of planning large events has proven to be quite difficult. As we try to determine what the safest course of action is for these events, we will be sure to keep the PWU Membership apprised. This is new territory for all of us, and we appreciate your patience.

THANK YOU FOR READING

POWERWORKS - SPRING NEWSLETTER - 2021



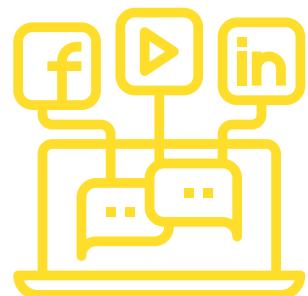
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