

POWERWORKS

winter NEWSLETTER



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A MESSAGE FROM THE PRESIDENT

Since our last newsletter, the PWU and Members participated in Labour Day parades around the province, we hosted our annual Council of Chief Stewards, elected representatives attended national conferences such as CUPE and the OFL, and the PWU's Indigenous Relations Committee hosted their first symposium. The PWU devoted many hours to attending and advising, the provincial and federal government's clean electricity plan. Within this short period the PWU has squeezed in many events that will have a positive impact on the Union and our Members lives, now and into the future.

STAFFING CHANGES AT THE PWU OFFICE

This year we welcomed Kate Ford to the PWU as Paralegal support for our legal department. Keri Borg finished her Staff Officer training and then transitioned into the open Job Classification Staff Officer position. We welcomed Nichole Renkewitz as the new Sector 3 Senior Admin and Alisha Soberal as a new member of the General Admin staff team. Rachel McGrath was hired into the position of Hiring Hall Dispatcher, after the retirement of Barb Duncan. Barb returned to cover the position while Rachel enjoyed some well-deserved vacation this summer.

Last Year, With the announcement of Tom Nicholl's pending retirement, we welcomed Dave Zelasko as a new Health and Safety Staff Officer. Tom postponed his retirement to help us get through some lingering issues by providing us with the historical knowledge that insured the Employer was living up to their commitments.



MEMBERSHIP SERVICES PLANNING

As an office, we remain focused on continuous improvement when providing services to the Membership. In July we held our annual executive strategic planning meetings with all departments within the PWU. The focus of these meetings was to reflect on the past year and identify individual departmental needs that can be supported by the executive.

Staff Officer Reporting to the President John Ives and I continued meeting with several small groups of Chief Stewards to receive feedback on how they are being serviced by our Staff. Once again, these meetings provided great feedback, producing many action Items that are already being implemented.

Like a lot of businesses, the PWU experienced significant change because of COVID-19. PWU Staff were transitioned into working from home, as recommended by the government and health care officials. We recognized during this time that there were issues with our outdated building, such as quality airflow, that would make a transition back into the office difficult. For this reason, while Staff were working remotely, we began refurbishing the PWU office at 244 Eglinton Avenue East. This refurbishment is set to be completed by February 1st, 2024.

A MESSAGE FROM THE PRESIDENT

CONTINUED

GOVERNMENT RELATIONS

This year was a particularly busy year with the Government Relations portfolio. In the fall of 2022, I met with John Ives and PWU consultants to express concerns that we must start a new nuclear build campaign immediately in advance of the PC Governments mid-point of their term mandate. The timing of this campaign was vital to ensure focus remained on the need for new nuclear.

Out of these meetings, we formulated a plan to begin a six-month Opinion Editorial campaign addressing the need for new large-scale nuclear stations. The campaign strategy was that each month, we would run full-page ads in The Globe and Mail and The Toronto Star, first introducing the public and the politicians to the looming electricity shortage in Ontario as Canada continued to pursue its goal of electrification to meet the Paris Accords net-zero de-carbonization mandate. Once the problem was outlined, we then moved on to the second stage where we would educate the people of Ontario and both the Provincial and Federal Governments, that new large-scale nuclear generation was the solution that will allow Ontario to achieve Canada's commitment to the Net zero Carbon emissions mandate. We wanted to target these audiences to ensure full alignment within the industry. John Ives, Communications Staff Officer Jordan Andrews, and I attended countless meetings with politicians and Industry leaders in the business.

In the spring I was invited to the Federal Budget Stakeholders meeting in Ottawa to preview the Federal Budget before its public release. It was clear to see why they invited me, as this Budget is the most energy-friendly Budget the energy sector has ever seen. Not only does it include incentives throughout the industry, but it's a budget that includes direct incentives to new nuclear (Both small modular reactors ((SMRs)) and Large new nuclear). The incentives not only provide 15% expenditure deduction claims for new nuclear. It also includes a 30% expenditure deduction claim for Manufacturing related to nuclear Generation. Additionally, the budget requires Union wages to be paid and 10% of the work to be performed by apprentices to qualify for the tax credit.

With these Incentives in place, we soon received a call from the Provincial Energy Minister's office requesting our presence as he rolled out his Powering Ontario's Growth campaign.



A MESSAGE FROM THE PRESIDENT

CONTINUED

The first press conference was on July 5th at Bruce Power, where the Energy Minister announced up to 4800 MW of new large-scale nuclear generation to be constructed at the Bruce site. The second press conference was at Darlington Nuclear Generating station on July 7th where the Energy Minister announced 900 MW of SMR construction, meaning three more SMR's in addition to the one previously announced. The third press conference was on July 10th at Keith Transmission Station in Windsor, where the Energy Minister laid out plans for Transmission sector expansion and their commitments to develop more Non-nuclear Generation capacity.

All these developments are critical if the energy sector is going to help Canada meet the 2050 Net-zero carbon emission targets agreed to by the Global community in the Paris Accord. These announcements were undoubtedly made possible through the support and promotion of the PWU's efforts in developing a successful strategy to combat Global warming by developing new nuclear and will provide high skill good paying jobs for the future.



Jeff Parnell with Mike Renchek (Bruce Power), Michelle Johnston (The Society) and Marc Arsenault (Building Trades) in Kincardine at Bruce Power.



Jeff Parnell with Energy Minister Todd Smith, Michelle Johnston (The Society) and others at the announcement in Clarington at OPG Darlington.



Tom Chessell, with James Middleton, David Lebetter, Energy Minister Todd Smith, Michelle Johnston (The Society), Jeff Parnell and Bob Walker (CNWC).

HEALTH AND SAFETY

Health and Safety was again onerous for the PWU this year. Our Members continue to experience severe accidents in the workplace, that result in lifelong effects. It continues to shock us that some of our employers who have struggled with these incidents, continue to attack the controls and barriers our Union continues to try and implement, by undermining the integrity of the workplace work protection codes.

It's disheartening when we approach these companies, and they don't share the same compassion or understanding when their workers are nearly killed on jobs. The difference in opinion is not new to the PWU, and the Health and Safety Department has experienced this difference in opinion for a long time. Many times, we must remind ourselves that our Members' lives are and always will be more important than the business' bottom line. The PWU continues to do what it can to ensure these impacted families can focus on getting better, rather than how their next bill is to be paid.

As always, I am thankful for the exceptional care our members receive in a time of crisis at the Sunnybrook Ross Tilley Burn Centre, and other care centres around the province. I ask that all our Members and their representatives continue being vigilant as we seek a safer workplace.

A MESSAGE FROM THE PRESIDENT

CONTINUED

BARGAINING

Bargaining continues to be difficult across all sectors while we are in a high inflationary period as employers and the provincial government struggle to understand the impact inflation has had on our membership. Bargaining teams will continue to work to ensure our Members are compensated accordingly. I would like to thank all our elected bargaining teams, staff, and the executive Vice Presidents for continuing to produce collective agreements that meet and exceed the expectations of the Membership.

CLOSING

When I look at the past year and the progress we have made as we move away from pandemic life, I am overwhelmed with pride with how much we have accomplished together, under conditions that provided challenging barriers, while striving toward a return to normalcy.

I would like to thank the PWU staff for the exceptional support that enhances the ability of the elected officials to represent the Membership.

I wish you all a safe and Happy Holiday
as you enjoy this time with family and
friends.

Merry Christmas and Happy New Year.



Jeff Parnell

President
Power Workers' Union

WE REMEMBER



KIM WAGGET

02.18.1969 - 12.17.2023

SECTOR 1 STAFF OFFICER



POWER WORKERS' UNION

Life is too short to be anything but happy.

PWU ANNUAL CHARITY GOLF TOURNAMENT

The PWU Annual Charity Golf Tournament took place on Thursday, June 1st at Nottawasaga Inn and Resort Golf Course in Aliston. This tournament has been a yearly occurrence, for over ten years, with its main purpose being to raise money for our three charities, the MS Society, Diabetes Canada and the Ross Tilley Burn Unit.

With the sunny weather, and 230 eager golfers, the PWU was able to raise \$60,000.00 for our three charities, meaning each charity received a donation from the PWU that was over \$20,000.00.



Smiley golfers!



Keri Borg, Christine Brown, Britt Hartel and Linda Crombeen.



Tom Chessell, Rachel McGrath, Jeff Parnell, Christa Helsdon and Kevin O'Rourke.



Michelle Johnston with her raffle winnings!

LABOUR DAY

The PWU and 400 Members walked in this year's Toronto Labour Day, along with 20,000 other unionists. The theme this year was "Year of the Union. Worker Power Lifting Communities." The PWU handed out t-shirts and hats to those Members who attended, and for the first time this year- we included adult and kid sized bucket hats. These were a great hit, with many other delegations asking us where these were made and if they could get some. All hats were Canadian Union made, and will be available for free at next year's parade- so be sure to register and attend!



Laura Barber and Alisha Soberal from the PWU Office.



Many PWU Staff Members, enjoying their bucket hats at the Toronto Labour Day Parade!



77TH COUNCIL OF CHIEF STEWARDS

This year marked the 77th Council of Chief Stewards (Council) and was held in Niagara Falls. Council is the only place where constitutional amendments can happen, and is a forum for bringing about change to the Union, to raise awareness to issues, address any concerns, and learn through speakers and collaborative discussions.



At Council we typically try and bring in speakers, and this year we had the privilege of hosting both Senator Hassan Yussuff and Deputy Prime Minister Chrystia Freeland.



Senator Hassan Yusseff is one of Canada's most experienced labour leaders. An immigrant from Guyana, he has had a long and accomplished career as a union activist, recently serving two terms as the President of the Canadian Labour Congress from 2014-2021; the first person of colour to lead Canada's labour movement. Feedback from our Chief Stewards included praise about relating to his story, how he came from the bottom and worked his way to the top- for the benefit of those around him.

Despite people's political views, the discussion with Deputy Prime Minister Freeland was also positive, especially in respect to the federal budget around nuclear energy. Minister Freeland acknowledged the requirement for new nuclear should we wish to reach our climate targets, and that in order to do so we need highly skilled unionized workers- a sentiment received well by the PWU.

Many were encouraged to see two prominent speakers, taking times out of their schedules to address our Chief Stewards at Council.



Senator Hassan Yussuff with Jeff Parnell.



Jeff Parnell and Deputy Prime Minister Chrystia Freeland.



Chief Stewards on the Council floor.

77TH COUNCIL OF CHIEF STEWARDS

CONTINUED

At Council, we also take the time to recognize our award winners for the PWU Health & Safety Activist Awards, as well as our PWU Community Volunteer Awards.

The PWU Health & Safety Activist Award recognizes and celebrates the outstanding contributions members make to enhance the health, safety and well-being of the people in workplaces and communities all across Ontario. The PWU Community Volunteer Award is given to Members who contribute to their communities through volunteering their time and energy for the benefit of others. For each award, the recipient received a cheque/EFT for \$1000.00 to be presented to a charity of their choosing.

For each award, Members have the opportunity to nominate others, where a committee sits down and chooses which ones are selected. The winners for this year are listed below:

2023 PWU Health & Safety Activist Awards

Sector 1: Angela Leslie
Sector 2: Bryan Barrett
Sector 3: James Cameron
Sector 4: Reuben Smith



Bryan Barrett and his family.



Reuben Smith with Jeff Parnell.



James Cameron with Jeff Parnell.

2023 PWU Community Volunteer Awards

Sector 1: Quinton Jacobs
Sector 2: Rehanna Bachan
Sector 3: Josh Parker
Sector 4: Shane Middelkamp
RWC: Dorothy Couvier



Rehanna Bachan with Jeff Parnell.



Josh Parker with Jeff Parnell.

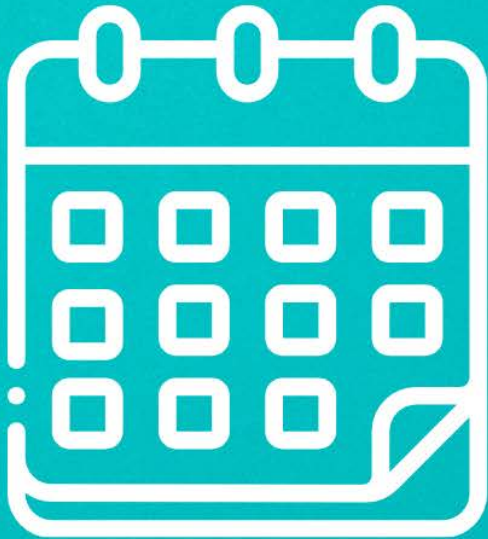


Shane Middelkamp with Jeff Parnell.



Quinton Jacobs with Jeff Parnell.

WANT A PWU 2024 CALENDAR?



REACH OUT TO YOUR CHIEF STEWARD IN THE NEW YEAR TO GET YOURS!

Should your Chief Steward
not have any, they can
request more by emailing
communications@pwu.ca.



INDIGENOUS RELATIONS SYMPOSIUM

The PWU's Indigenous Relations Committee came together at the beginning of 2023, and began brainstorming ideas for an event hosted by the PWU that would engage and encourage employers to improve their Indigenous Relations by listening to Indigenous voices. With this, the committee created a proposal for the first Indigenous Relations Symposium, that was approved by the PWU Executive.

The Symposium took place on October 18th, and combined interactive workshops with listening to Indigenous voices. The day began with an Elder panel, moderated by Pam Rafeiro, Staff Chair of the PWU Indigenous Relations Committee. The panel included two Ojibwe Elders from the Mississaugas of the Credit First Nations, Garry Sault and Valarie King. The questions posed by Pam Rafeiro were constructed thoughtfully by the committee and touched upon the importance of traditional teachings, how each of them became elders, and what family looks like within an Indigenous community



Pam Rafeiro hosting a fireside chat with Ojibwe Elder's Valarie King and Garry Sault.

This panel was then followed by a speaking engagement by activist, artist and ambassador Sarain Fox. Sarain is Anishinaabe from Batchawana First Nation and is passionate about empowering Indigenous communities and amplifying their voices. For many who attended, this was the highlight of the day. Sarain captured her audience by using story telling to convey her messaging of real challenges companies face when trying to achieve true reconciliation- understanding that we must start with the truth in reconciliation- and be honest, with ourselves and others.



Sarain Fox.

Sarain's presentation was followed by round table discussions where attendees were given questions, in which they had to create tangible answers that could be implemented in their workplaces and share these ideas with the rest of the room. When organizing events like these, where the topic can be sensitive to some, it's easy and understandable to be met with trepidation. However, it was incredibly encouraging to see all 40 attendees fully captivated and participating, sharing ideas and listening to alternatives.



INDIGENOUS RELATIONS SYMPOSIUM

CONTINUED

The event also facilitated two vendors, who set up tables and shared information and artwork. The first was Pacha Arts, an indigenous (kichwa) family-owned store based in Toronto, that connects Indigenous arts and artists from North and South America. The other was Woodland Cultural Centre, a First Nations administered and managed establishment whose purpose is to preserve, promote and strengthen Indigenous language, culture, art and history; through the preservation of the Mohawk Institute Residential School (MIRS). The MIRS is now a museum and has a key role to play in knowledge and learning through its program offerings, including museums, language, education, library and arts.

All in all, this event was engaging and meaningful. We have since sent a feedback form out to all attendees to see how we could make it even better next year. We wanted to share a couple of the responses:

"It was excellent and very much worth attending."

"I have already told others about the event and how they should also attend next year. Great job to all those involved in organizing the event."

"I liked it, I thought it was valuable - the questions were for each table were good and it was great to hear others' thoughts."

"Informative and interactive... I liked the structure, the speakers, and the whole organization of the event"



Kait Aleluia selling Orange Shirts at the event.



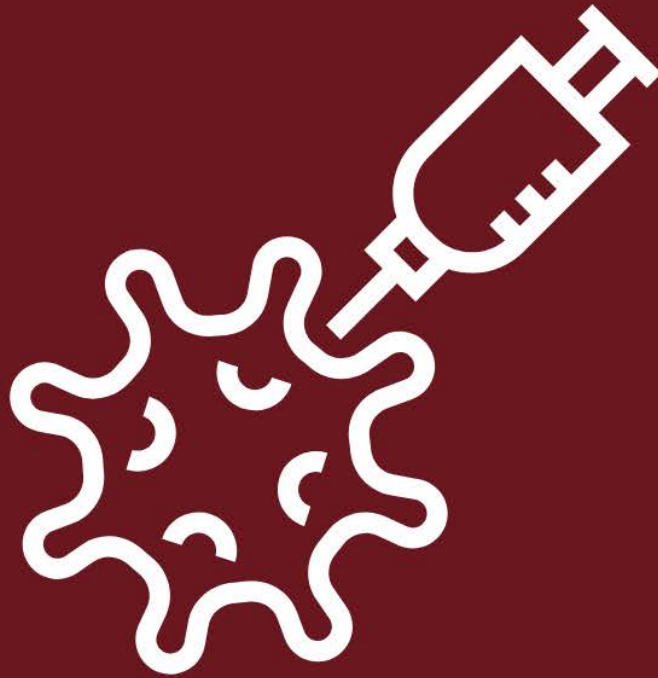
Traditional Sage.



Lori Carruthers holding her win from a raffle.



IT'S FLU SEASON



GET YOUR FLU SHOT!

Influenza kills hundreds of thousands of people a year, and although unassuming when compared to the COVID-19 virus and booster, it is important in keeping yourself as protected as possible.

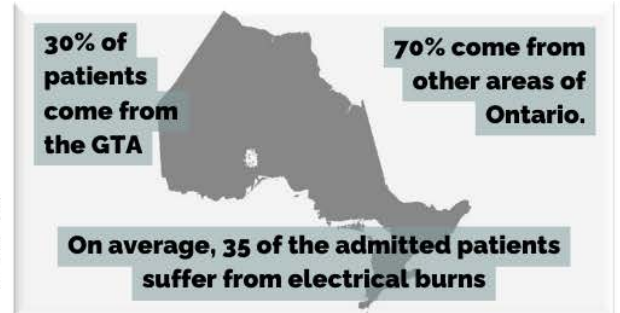


THE POWER WORKERS' UNION AND SUNNYBROOK'S ROSS TILLEY BURN CENTRE

For almost 20 years, the PWU has been a part of a symbiotic relationship with Sunnybrook's Ross Tilley Burn Centre. Whether it's through direct donations, or fundraising campaigns, the PWU has contributed for years, seeing firsthand the positive impact the Centre has had on some of our Members lives.

Sunnybrook's Ross Tilley Burn Centre isn't familiar to many of our Members, and for that we are grateful. For those who are familiar with it, in most cases, have had to become familiar with it, usually through tragedy.

The Ross Tilley Burn Centre has been supporting Ontarians, and more relatively, our own PWU Members after electrical contact injuries, burns and more for almost 50 years. The Ross Tilley Burn Centre is the primary care centre for burn victims in Ontario, being recognized as the first Adult Burn Centre in Canada to meet the American Burn Association's rigorous verification standards. In a single year, the trauma centre treats over 300 patients – with over 35 of these patients suffering from electrical burns. Along with this, the Ross Tilley Burn Centre is the only tissue bank in Ontario that stores temporary skin to treat major burn injuries.



Through his impressive and benevolent work history, Dr. Tilley returned to Canada with visions of creating an adult burn centre. This vision was realized, and the concept deemed valid by the Ministry of Health, and the original burn centre was built in the Wellesley Hospital which was named in honour of Dr. Ross Tilley for his hard work and dedication. It was then moved to the Sunnybrook Health Sciences Centre in 1998, due to healthcare restructuring.



Dr. Ross Tilley.

Dr. A. Ross Tilley was a plastic surgeon who pioneered the field of burns and plastic surgery in Canada. Dr. Tilley was born in 1904 in Bowmanville, attended medical school at the University of Toronto. After graduating, Dr. Tilley went on to serve in the Royal Canadian Air Force medical service as Principal Medical Officer and spent most of his time in the United Kingdom at the Queen Victoria Hospital in East Grinstead. Due to an increased number of Canadian casualties during World War II, a Canadian Wing was planned and built with Dr. Tilley at the planning helm.

For over 15 years now the PWU has donated one third of all funds raised from our Annual Charity Golf Tournament to Sunnybrook's Ross Tilley Burn Centre. With being one of our biggest philanthropic endeavors, we thought it would be nice to share the history behind the centre for those who may not know it.

THE POWER WORKERS' UNION AND SUNNYBROOK'S ROSS TILLEY BURN CENTRE

CONTINUED

As Council is a place to recognize key influencers to our Union, it was only appropriate to invite them to celebrate here with us. We were joined by Dr. Stephanie Mason who is the Interim Associate Director of the burn centre, one of Canada's only female burn surgeons in a leadership role. Also invited was Lindsey Hutchison, director of philanthropy. Here, president Jeff Parnell was able to present both Dr. Stephanie and Lindsey with a cheque for \$20,000.00 which were the raised funds from this year's PWU's Annual Charity Golf Tournament.



Lindsey Hutchison, Dr. Stephanie Mason accepting the funds raised from the PWU Annual Charity Golf Tournament from Jeff Parnell.

Since 2005, the PWU has proudly donated a cumulative amount of \$1.5 million dollars to the Ross Tilley Burn Centre.



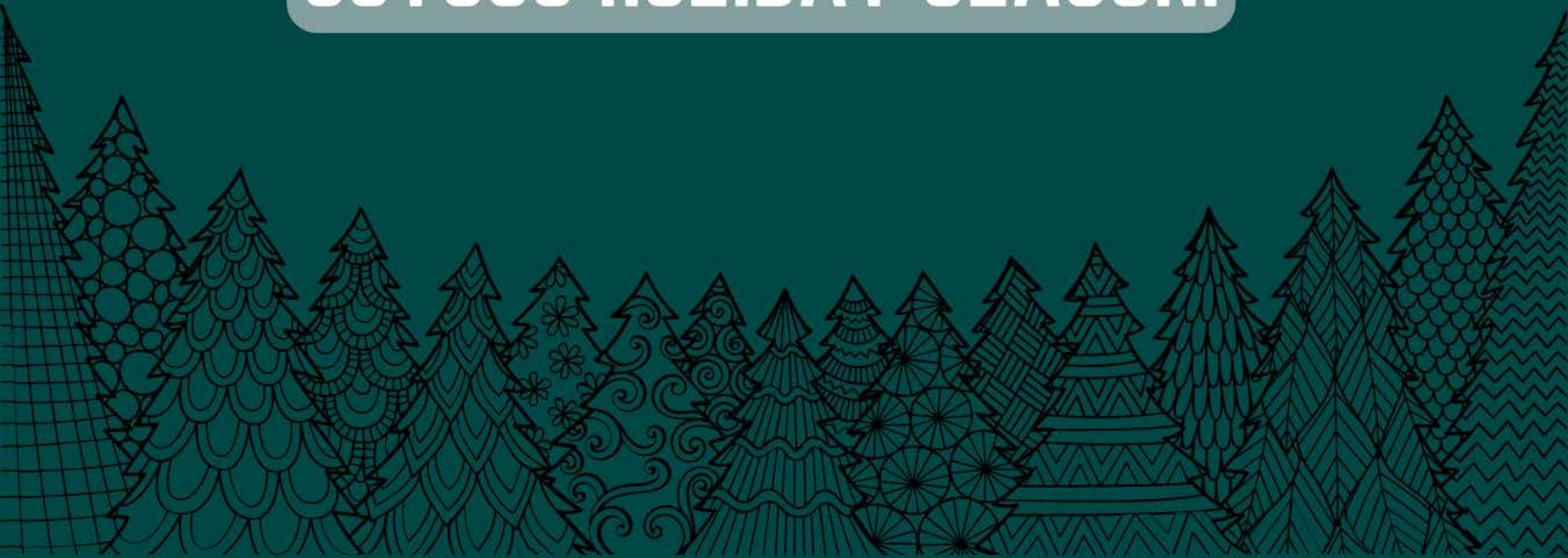
Health & Safety Officer Bailey Farrell joins Members from the Ross Tilley Burn Centre for a photo in front of the Hydrotherapy Room, named after the PWU.

In closing, the relationship between Sunnybrook and the PWU is one that we will continue to nurture for years to come. We hope Members read this and gained a little knowledge and background into the incredible work the Ross Tilley Burn Centre has done and continues to do on a daily basis – knowing if the worst case scenario happens to you or your loved one, that they are in the best care. We are extremely grateful for their care, workers and will continue to support as we can. As Sunnybrook has coined, “Together we can help people in Ontario impacted by burn and electrical injury move from surviving to thriving.”

THE PWU WISHES YOU AND YOURS



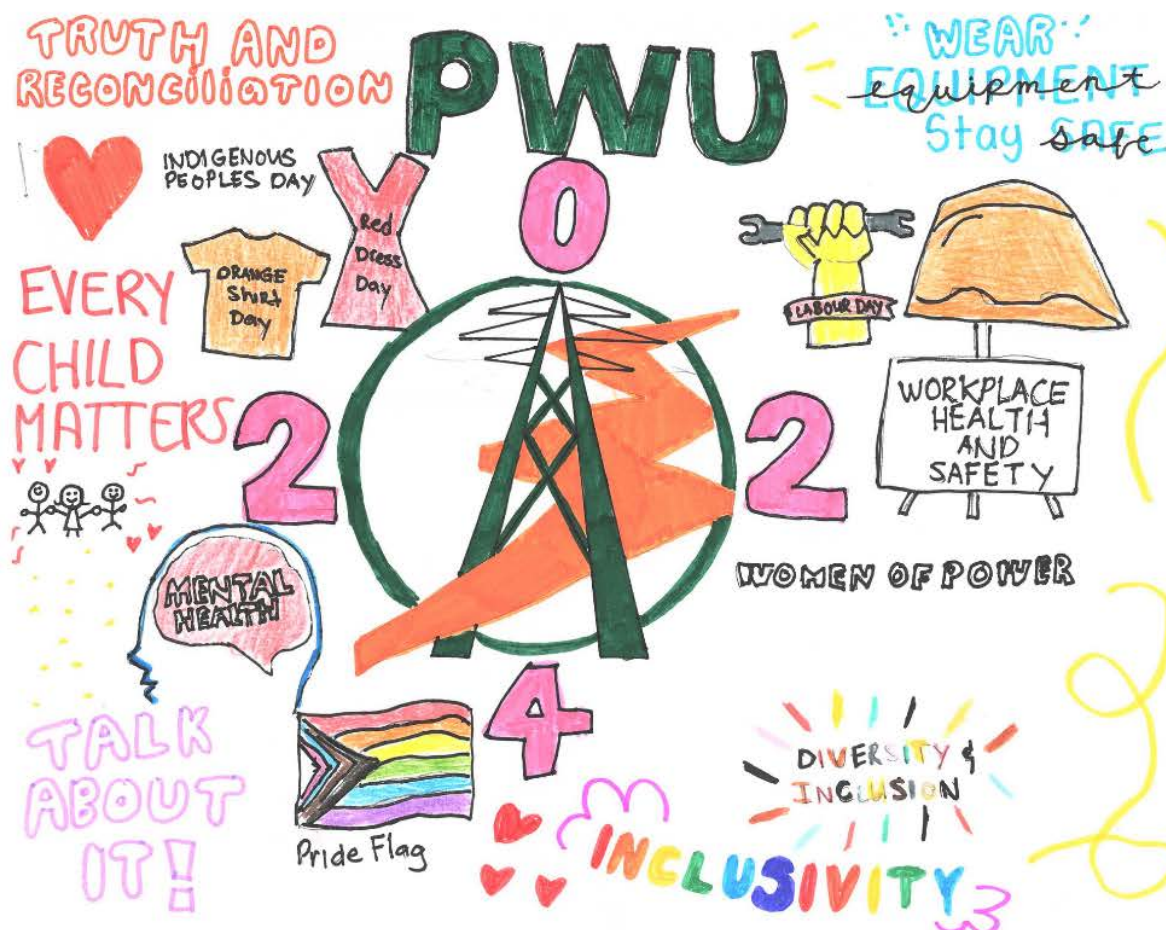
**A SAFE, HEALTHY AND MOST OF ALL
JOYOUS HOLIDAY SEASON.**



PWU 2024 CALENDAR

This past summer, the PWU Calendar Committee met in Toronto review the over 75 pieces of artwork that was submitted for this upcoming years calendar. After a couple hours of deliberation, the artwork for this year's calendar was selected. The winners are as follows:

Cover	Jonathon Gurney	PWU 2024
January	Bryant Li	Go Power Workers' Union
February	Emily Chen	Powerful!
March	Soba Rashad	Thank the Power Workers
April	Patrick Walters	Day of Mourning
May	Kendra Hussey	Break the Stigma
June	Riley Marion	Eagle and Feather
July	Charlee Robinson	Power for Everyone
August	Amelia Haggerty	Friends at Work
September	Jing Chen	Celebrate
October	Johanna Pitapit	Mental Health Take Care #PWUTakesBreaks
November	Nicole Finck	Thank You to All Who Fought for Our Freedom
December	Jeremiah Hora	PWU Christmas



MEMBER SPOTLIGHT: CANDACE GEURSTEN

Members within the PWU come from a multitude of backgrounds and have many interests outside of work that shape them into the individuals they are. Whether it's a previous occupation, experience, or a current hobby or club they participate in; many times, we catch ourselves realizing that we truly don't know all of the many facets of our colleagues, or what exactly they've experienced to be the person we know them to be.

We found ourselves in this state of recognition last September, when we were approached by Candace Geursten, PWU Chief Steward for Sector Unit 1-18, when she *modestly* told us that she was an International Bestselling Author. After hearing this, we knew we had to share this accomplishment with other PWU Members.

We won't give too much away about the book, but we will do our best to give you a quick review that may encourage you to purchase the book and give it a read yourself.

Candace's story is a distressing recollection of distrust, harassment, and the self-persecution that comes with being a victim. Yet, contrastingly, it leaves you with an overwhelming feeling of hope and forgiveness. Candace's history as the first female platoon commander in her infantry unit (*wow*) and her poignant experience that came along with this, has provided her with the means to be a support system for those who have had similar experiences. Not only is Candace a PWU Chief Steward, but she is also a Veteran, Supervising nuclear Operator, Advocate, Wife, Mother and Inspiration to many.

You can find Candace's book on Amazon:

[Ignite Forgiveness: A Journey in Forgiveness, Peace and Inner Harmony](#)

In the true spirit of Unionism, we know the Members of 1-18 are in capable, supporting hands with Candace. Advocating for what is right is in her spirit, because of the trials she went through and ultimately, overcame.

We encourage Members to learn more about your colleagues, and to try to meet each workplace interaction with compassion, as we never know what someone else has been through.

We would like to include a disclaimer that Candace's story, and others in the book may be triggering to some. These stories, although hard and sometimes tragic, all have a strong message of peace and forgiveness.





**NEW CLOTHES,
NEW DESIGNS,
NEW COLOURS.**

WWW.SHOPPWU.CA

JANUARY 2024

ALL NEW, ALL YOURS.

**CANADIAN, UNION-MADE, SOLD AT COST
\$5.00 FLAT RATE SHIPPING ALL OVER ONTARIO**



IN THE COMMUNITY

PWU MEMBERS STAR IN BEAUTY AND THE BEAST

The Power Workers Union and Bruce Power are well represented in our local Community!

The Kincardine Theatre Guild has just completed a run of ten sold out shows for the Broadway Version of Disney's Beauty and the Beast. Casting was completed last spring and rehearsals started in September for the show, the show was performed over a span of three weekends to sold out crowds and was very well received in our small but vibrant town.

The Kincardine theatre Guild is a Non Profit Charity that is run by volunteers and continues to produce and promote the arts in Bruce County, all while utilizing donations and sponsorships so that they can constantly upgrade the theatre in order to provide high quality entertainment that rivals professional theatre.



Back Row L-R: Jim May PWU, Shane Middelkamp PWU, Steve McGibney PWU, Bruce Fenton Society, Doug Neil PWU
Front Row L-R: Jen Peters Society, Leslie Wade PWU, Amanda Stockbridge PWU, Dan McGibney PWU

"I am proud to have been a part of this show and also proud to be the President of the Kincardine Theatre Guild."

- Shane Middelkamp President of The Kincardine Guild Theatre

PWU DONATES TO THE KINCARDINE DISTRICT SENIOR SCHOOL TECHNOLOGY DEPARTMENT



The Kincardine District Senior School Technology Department thanked the Powers Workers Union for their generous donation to the Senior Construction Program at KDSS. This donation allows for the purchase of supplies, and for upgrading tools and equipment for the plumbing and electrical units of tech courses at the school. A plaque was made to show appreciation for this donation, and it is located outside the entrance to the construction shop at KDSS.

THE PWU SPONSOR'S THE ST. CATHARINE JET'S

PWU Member Chris Huyge has shared some images from this past summer where his daughter played in a soccer house-league. Daughter Calla, is seen here wearing her PWU sponsored pink jersey very proudly!

Leaves us asking where we can get one of these jerseys for ourselves!



Calla Huyge posing proudly in her pink PWU sponsored shirt.

THANK YOU FOR READING

POWERWORKS - WINTER NEWSLETTER - 2023



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