Interesting question that is posed to me quite often. The answer is standard: the IUOE negotiates contracts, represents in grievances, and generally assists in day-to-day labour matters in workplaces. However, the IUOE is much more than that to many members and to many bargaining units. With today’s challenging and stressful workplaces, the IUOE has been more aggressive in protecting members’ interests with greater success. We don’t always communicate the success stories and typically only those involved are aware and grateful.

Here are just a few examples:

Early in 2015 a member employed as a millwright was suffering at work, at home and experiencing medical distress. He confided in the union and was assisted every step of the way. His ongoing battle lead him down a black hole into alcoholism, losing his family and jeopardizing his job. The IUOE saved his employment, and secured him counselling and in-patient care. Through 2016, he was recovering and getting his life back together. Unfortunately, his story had a tragic ending for him. He was terminated and while the union was fighting for reinstatement he lost his life. From the employer’s perspective, the arbitration appeared to be concluded. However, the member had a family and we were diligent in our pursuit of justice. In the end in early 2018, the IUOE secured reinstatement for the purpose of securing insurance benefits payable to his children. If this happened in your life, who would you want on your side?

Harassment in workplaces has become more prevalent, especially by managers. However, given the fine line between what may be deemed “managers exercising their managerial functions” and inappropriate behaviour that crosses that line, members face difficulties. Despite those difficulties (and in at least one case), a manager’s continued harassment and abuse of authority ended very poorly for that manager. The IUOE quietly documented events in detail, answering all the questions of Who? What? Where? and When? An investigation ensued and given the detailed written statements providing overwhelming evidence, the employer had no option but to terminate the abuser. Today that workplace is respectful of the members, free of any harassment, and is much less stressful.

In this issue:
- IUOE Wins!
- Great News!
- Update from Hamilton
- Update from Ottawa
- Member’s Updates

(continued on page 2)
Third-party contracting out of operations and maintenance by business owners has posed a unique challenge threatening the long-term employment and collective agreements of IUOE members. We are protected by successor rights under provincial law. However, that protection only extends to the initial contracting out and leaves one’s employment and agreement vulnerable in the future. In several such situations, the IUOE either negotiated a tri-partite agreement or secured a letter from the owner extending the rights in the future. In all those bargaining units members witnessed first-hand the value of the IUOE’s foresight. With one food industry company in Toronto, a new contractor informed the union that they were unable to provide the benefits and pension contained within the collective agreement. Without the protections secured by the IUOE 10 years earlier, our members would have lost benefits and their entire pension plan (if not their employment). Finally, the IUOE was instrumental in forming a union coalition that began with our solo pursuit to protect a government defined benefit pension plan. Many unions initially believed it was an impossible fight. The three-year battle has led to an extension of our member’s participation in the government plan despite being transferred to a private consortium. We will not give up.

As Business Manager, while I am never satisfied with our accomplishments as we are not successful for every member in every situation, I am proud of our successes and the protections we do provide. I also thank your Stewards as they should be commended for the thankless job they do on your behalf. **Staff and executive board are committed to tirelessly working to ensure the IUOE protects legislation, collective agreements, and your rights in the workplace.**

Best Regards,

Staff and executive board are committed to tirelessly working to ensure the IUOE protects legislation, collective agreements, and your rights in the workplace.

2018 IN THE GTA

IUOE SUCCESSES

- IUOE offers Operating Engineer Apprentices membership student cards to apprentices hired by our employers as a marketing strategy, it’s been well-received, and is leading to contacts in new workplaces
- Successor Rights entrenched with third-party contractors
- Political action in Chalk River (see page 6), campaign & union coalition formed, DB pension plan under attack, lobbying efforts with Federal government, attempting to maintain current PSPP DB plan, IUOE went alone successfully, now other unions are joining the coalition & strategy

NEGOTIATED SETTLEMENTS

- Michael Garron (East General) Hospital—interest arbitration

Win!
Bentall (Scotia Plaza)—wage equalization within classifications and 10.5% increase
North York General Hospital—settled, wage increase above ONA
Maple Leaf—settled, new weekend premium, $12,000 per member
Toronto Western Hospital
Highbury Canco—$5.00 per hour market adjustment

LOCAL 772 CONTINUES TO DELIVER ON TRAINING

Local 772 provides an all-encompassing training session for Shop Stewards that includes the grievance process, arbitrations and human rights with guest speakers.
Our latest session took place Saturday September 22 and Sunday September 23, 2018 at the Holiday Inn in Burlington. We had a large turnout with many saying it was well worth the time to spend learning how to be a better Steward.

Special thanks to Patrick Campbell, International Representative – Canadian Region for presenting the material and Gina Issa of Triano Law for speaking to personal harassment, work accommodation, and grievance timelines from a legal perspective.
Any Stewards interested in attending an upcoming session that have not attended a previous session are asked to contact us at 905-527-5250 (Hamilton) or 613-748-0546 (Ottawa).

BURSARY WINNERS IN 2018

Congratulations to Brandon Bourgault, Vanessa Diluca, and Joshua Diluca for being awarded the Local 772 Education Bursary for 2018!

Congratulations to Jordan Stacey and Nicole Stewart, dependents of members at our sister Local 793 for being awarded the Canadian Conference Bursary for 2018!

Applicants are asked to write about how being a relative of a Trade Union member has made their lives better and what Trade Unions must do to attract the next generation of workers to their organizations. Both the Canadian Conference Bursary and the Local 772 Education Bursary are open to students whose parent or recognized guardian is a member of Local 772. Applications for the scholarship being awarded in Autumn of 2019 can be found at www.iuoe772.org.
2018 IN OTTAWA

CONTRACT NEGOTIATIONS UNDERWAY

- Bruyère Continuing Care
- Kraft-Heinz Canada: 1st Collective Agreement
- Queensway Carleton Hospital

UPCOMING CONTRACT NEGOTIATIONS

- Canadian Bank Note – Bookbinders
- YMCA/YWCA
- Ottawa University – wage & benefit opener (Year 5/6)

NEGOTIATED SETTLEMENTS

**Bentall Kennedy – Group A**

WIN!

Wages: 8% / 3 years (2.6%, 2018 – 2.65%, 2019 – 2.75%, 2020; 3% per year
Signing Bonus; Retirement Bonus $1000.00 or 3 Months Phase Out Retirement Plan; Standby Pay – 10 Hours per week and 12 hours per week on a STAT week;
Uniforms: Increase from 3 to 5 shirts per year

**Bentall Kennedy – Group B**

WIN!

Wages: 8% / 3 years (2.6%, 2018 – 2.65%, 2019 – 2.75%, 2020; 3% per year
Signing Bonus; Retirement Bonus $1000.00 or 3 Months Phase Out Retirement Plan; Standby Pay – 10 Hours per week and 12 hours per week on a STAT week;
Uniforms: Increase from 3 to 5 shirts per year; Company reimburses annual renewal fee for certificates/licenses; Shift Premium Increase to $1.60; Wage Adjustment – Electricians $1.00/hour (first year only)

**Bruyère Continuing Care/St Vincent Hospital**

WIN!

3rd YEAR WAGE OPENER ONLY, Wages: 0.7% (2017) – Retro April 1, 2017 to March 31, 2018, 2.1% additional lump sum payment – Retro April 1, 2017 to March 31, 2018

(continued on page 5)

BE SURE TO CHECK OUR WEBSITE FOR THE LATEST NEWS AND UPDATES! www.iuoe772.org
**2018 IN OTTAWA (cont’d)**

(continued from page 4)

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**WIN!**

**CNL – Chalk River**
- Wages: 5.25%/ 3 years (1.75%, 2018 – 1.75%, 2019 – 1.75%, 2020; Personal Days based on hours; Pre-arranged Overtime – AM 2 Hour Min.; Hot Skills Premium Locked In; Continuous Shift Premium Increase $50/year; $0.50 Premium Hoisting Engineers + $100 Lump Sum Payment for Year 2 and 3; $500/year Lump Sum Payment – Other Departments; New Committee – Cross Training. Retain/Retrain/Redeploy & Scope of Union Work

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**GRIEVANCES OUTSTANDING**

- Discrimination/Improper Lay Off and Failure to Accommodate
- Disciplinary Letter x 2
- Canada Day STAT—settled
- Termination

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**UPCOMING ARBITRATIONS**

- CBN Bookbinders – Termination (Dec 2018)
- Heritage/Chartwell – Accommodation/Return to Work
- Natrel – Overtime and Use of Contractors (Nov 2018)
- University of Ottawa – Return to Work (Compensation)
- CNL – Bereavement Leave
NEW IUOE INTERNATIONAL TRAINING CENTER

In May 2018, Business Managers from across North America were invited to visit the brand new IUOE Training and Conference Center in Crosby, Texas, just outside Houston. It features the latest physical equipment as well as simulators for training crane, pipeline, and stationary Operators. The Center includes hotel accommodations, classrooms, a cafeteria, and leisure amenities for guests. Please call our Head Office for more information.

IUOE LOCAL 772 FIGHTS FOR MEMBERS’ PENSIONS

On June 5, 2018, Business Manager Greg Hoath, Business Agent Catarina Rotondo, and members of IUOE Local 772 joined members of other unions including the United Steel Workers, and representatives from the Canadian Alliance of Nuclear Workers, the Professional Institute of the Public Service of Canada, the Canadian Labour Congress as well as NDP MP Scott Duvall to protest in solidarity against the Canadian Government removing nuclear workers from the public service pension. The government is compromising the pension of 3,400 workers at Canadian Nuclear Laboratories. These are high-skilled workers who signed up with the industry and the risks that come with it because of the good pay, benefits, and pension. In addition to the basic issue of fairness, the government should consider that with CNL on the verge of decommissioning the Pinawa site in Manitoba, it is the wrong time to drive experienced workers away. After leading on workers for well over a year, the government is revealing they were not negotiating in good faith. “We are calling on the government to do right by these workers and stand by their pension promise,” said Business Manager Greg Hoath.
Fatigue: Serious Safety Hazard in the Workplace

Worker fatigue, often an overlooked hazard on the job site, can be a debilitating and deadly problem.

So what exactly is fatigue? According to the National Safety Council, **fatigue describes the feeling of tiredness, sleepiness, reduced energy, and increased effort needed to perform tasks at a desired level.** A 2012 guidance statement from the American College of Occupational and Environmental Medicine defines fatigue as the human body’s response to sleep deprivation or lengthy physical or mental hard work. One researcher notes that even dealing with other people can result in fatigue. Going to work and having poor social interactions with your coworkers can also be a cause of fatigue.

Fatigue is cumulative and the result of inter-related factors. These factors include sleep loss (lack of sleep), time of day, time on task, long work hours, heavy workload, environmental conditions, medical conditions, job demands, shift work—works a non-daytime shift (difficult to get proper sleep in their time off), and rotating shift work—worst for working against our own biology and putting ourselves at risk for sleep debt.

The effects of fatigue can include slower reaction time, more errors, and decreased cognitive ability. David Lombardi, principal research scientist at the Center for Injury Epidemiology at the Library Mutual Research Institute for Safety in Hopkinton, MA is quoted as saying, “Fatigue is an increasing health and safety problem in our lives due to the 24-hour society with decreasing emphasis on sleep.”

Research has shown that fatigue can be equated to the same amount of impairment from alcohol intake and therefore the same amount of cause for concern.

### Indicators that you work in an industry that may be at high risk for fatigue include:

- **Demanding jobs**—work tasks that require sustained attention for long periods of time, or tasks that are monotonous, tasks that are repetitive or mentally demanding (81%)
- **Sleep loss**—less than 7 hours of sleep a day (43%)
- **Long commutes**—commute of 30 minutes or more (31%)
- **Long weeks**—weeks of 50 hours or more (22%)
- **Long shifts / long work hours**—as shift duration increases, safety risks also increase (21% work 10 hours or more each shift)
- **Shift work**—non-day shift (17%)
- **Quick shift returns**—less than 12 hours off between shifts (14%)
- **No rest breaks**—lack of short rest break during shift (10%)
- **Work overtime**
- **Work many days in a row**
- **Work where they are exposed to harsh environmental conditions**
- **Work in noise and / or vibration**
- **Perform heavy mental task loads for long periods of time**
Canadian CEOs Are Taking An Ever Larger Share Of The Pie, Analysis Finds

Rogers Communications has seen the largest spike in its CEO-to-worker pay gap.

How much should a corporate executive make? Perhaps more importantly, how much should they make in contrast to the people they employ? A 2014 study from Harvard Business School found people greatly underestimate how much more than their workers CEOs make. In Denmark, those surveyed estimated that CEOs made 3.7 times the average employee's income, a relatively modest difference compared to the belief by those surveyed in South Korea who estimated that CEOs made 41.7 times the average employee's wage.

In reality, the CEO-to-worker pay gap is much more. An analysis of five years of financial reports from 10 of Canada's largest companies, carried out for HuffPost Canada, found that CEOs made an average of 227 times the average employee working for that same company. Top executives, including the CEO, made on average 106 times more than the company's average employee. Over the 2012-2016 period, the gap widened in six of 10 companies surveyed.

Between 2012 and 2016, Rogers Communications had the largest increase in the CEO pay gap by far, growing by 148 per cent to 305 times average pay in 2016, from 123 times average pay in 2012. This was largely because of a payout to its outgoing CEO, J. Guy Laurence, who took home $24.6 million in 2016, more than double what he took home the year before. Loblaws had the second largest increase in its CEO pay gap, which increased by 42 per cent, growing its multiple to 285 in 2016 from 201 in 2012.

Not only is Canada's wage gap significantly more than expected, but it's growing.

This ratio has increased by 15 per cent for CEOs and eight per cent for top executives from 2012 to 2016. In 2012, CEOs and top executives made 197 times and 98 times the average employee working for their same company, respectively. Still, not all of these companies had their CEO pay gap increase during the period. Four of the ten companies had their pay ratio fall from 2012 to 2016: The Jean Coutu Group, Bell Inc., Scotiabank and Suncor.

The pay gap between Bell's CEO and its average employee fell from 151 times in 2012 to 121 times in 2016. This was largely attributed to Bell increasing the average wage of its employees by 21.4 per cent over the same period. Reducing the pay of its CEO by 1.7 per cent from 2012 to 2016 also had a modest impact on Bell's gap. Similarly, Suncor was able to reduce its CEO's pay gap from 62 times to 44 times its average employee's wage despite increasing the CEO's compensation by 4.7 per cent over the five-year period.

"There's no question that this gap is large," said economist Thomas Lemieux, professor at the Vancouver School of Economics at the University of British Columbia. "The fact that CEOs are paid more or even substantially more than the average worker is not very surprising. The real puzzle is why it has grown so much over the last 30 years or so."
Global income inequality today may be worse than it was during the middle ages.

According to information gathered by the World Economic Forum, in 2010 Europe's richest 10 per cent owned 64 per cent of Europe's wealth, significantly more than in the 15th century where the richest 10 per cent owned 50 per cent of the wealth. Lemieux says that income inequality is growing less in Canada than in the U.S. and UK, but more than Japan and continental European countries.

Nonetheless, growing income inequality is also characteristic of Canada's broader economy. According to a 2015 study from the University of British Columbia, "Changes in Wage Inequality in Canada," wages grew faster for the top 10 per cent than for the rest of the country from 1997 to 2013. In contrast, wages for the remaining 90 per cent stayed stagnant until 2006, after which they made modest gains.

The Harvard survey revealed that, globally, there is a consistent belief that the pay gap between executives and workers should be lowered. The study surveyed over 55,000 people across 26 developed countries and 83 per cent agreed that differences in income between executives and the average employee in their country are too large. And yet, seemingly little has been done in the face of the growing wage gaps and its inequality.

Too much inequality can be bad for the economy.

Increasing pay gaps and income inequality between the average employee and CEOs also has effects on the economy. According to Lemieux, because richer people save more, if you give them an increasing portion of the income, there will be a smaller effect on consumption than if income were distributed more equally. **Consumption is the largest contributor to the global economy**, making up 58.3 per cent in 2016, according to the World Bank.

While consumption may suffer, investment, a markedly smaller portion of the national economy, may benefit. Investment constituted 23 per cent of the global economy in 2016. If there are increased savings that means there is more money to possibly invest.

"The overall effect is complicated," said Lemieux. "But you could say that maybe it's bad for consumption but good for investment." **Since consumption makes up a markedly greater portion of GDP than investment, there are concerns that the negatives would outweigh any positives.** "Even if the economy is growing, if you have these growing disparities at the same time that means the average worker is not benefiting very much from that," said Lemieux.

Income inequality in Canada is growing, and so does the debate and national conversation right alongside it. As the gap between executive compensation and that of the average employee widens, it appears that the inequality conversation has yet to bring any meaningful change.

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**GLOBAL CEO-TO-WORKER PAY RATIOS (2014)**

How many average workers’ salaries would it take to pay an average CEO salary?

Canada has one of the highest ratios in the world, with a CEO-to-worker pay ratio of 206 to 1.
Doug Ford Speaks ‘For The People’ - Just Not Low-Income People

The new Ontario government is obviously deeply challenged on the issue of fairness, especially in defining its core electoral slogan, “For the People.”

Announcements cancelling the basic-income pilot project that was up and running in several communities in Ontario, with thousands of volunteer participants, indicate that, for this particular brand of Progressive Conservatives, “fairness” or “the people” are terms that exclude the 10 per cent of Ontarians who live below the poverty line. These people believed the promise that they would not end up worse off for signing up for the pilot project. They have now been let down badly.

Governments change and new governments will make decisions based on the ideologies and commitments that drive their purpose. But when a party gives its word – as then-Official Opposition leader Patrick Brown gave me in 2016 and PC Party Leader Doug Ford echoed through his spokesperson during the 2018 election campaign – that it would let the pilot project go forward before judging the results (the NDP said the same), this assurance influenced those signing up.

Are the honest Ontarians in Hamilton, Thunder Bay and Lindsay now to become cannon fodder in this ideological snap back? Do ministers such as Caroline Mulroney, Laurie Scott and Christine Elliott concur with treating people this way? Or do we now have a definition of Progressive Conservative that excludes all but the well-off? Is that the meaning of what was once viewed as a populist and community-based Ford Nation? Has Lisa MacLeod defined Ford Nation conservatism as the ultimate in exclusionary “avoid the evidence” public policy? Premier Ford deserves better. And so do Ontarians.

This project, abruptly cut short, was being watched carefully around the world by business, governments, NGOs and the media. It is obvious that a failure to reduce the gap between rich and poor is a threat to a balanced economic model that accommodates growth, investment, profits and equality of opportunity. Pettifogging bureaucratic welfare systems such as Ontario Works actively discourage employment, entrap people in poverty, and build no bridges out of poverty. The pilot project was testing an approach that treated those below the poverty line with respect, as human beings who can manage their own lives. It provided an automatic top-up from 45 per cent of the poverty line to 75 per cent with real incentive to work. This mirrors the Davis-era 1975 Guaranteed Annual Income Supplement for seniors (GAINS). It had bipartisan support and was then adopted nationwide. It slashed the poverty rate among seniors to less than 5 per cent from 35 per cent.

Looking at the cost of the pilot project is fair enough – but frankly, simplistic. We know that poverty is a perfect predictor of poor health and early hospitalization, bad educational outcomes, substance abuse, and problems with the police – all of which cost Ontario billions. The vast majority of the guests of Her Majesty in our prisons come from the 10 per cent of our fellow Ontarians who live below the poverty line. So if the pilot had revealed that health-care usage was diminished, wellness improved, workplace participation increased, educational achievement enhanced, and policing challenges diluted, how much would that have been worth? Do the Ford Nation conservatives even care to find out?

A failure to reduce the gap between rich and poor is a threat to the economic model that accommodates growth, investment, profits, and equality of opportunity.
Federal Government Urged To Save Ontario’s Basic-Income Pilot Project

Ottawa is facing calls to save the program, after the government’s announcement that it will halt the pilot threw thousands of its poorest residents into disarray.

The previous Liberal government had wanted to see how a basic income, or money with no strings attached, could improve the effectiveness of the province’s social assistance. But less than a year after some 4,000 residents started receiving the basic income for a three-year test, the Ford government decided it will slash the program saying it was not working the way it was intended. Tom Cooper, the director of the Hamilton Roundtable for Poverty Reduction, which worked with the province to recommend people for the program, said the announcement was “a betrayal of the lowest-income members of my community. We already have the infrastructure. They should adopt the program.”

The Ford government defended its decision to kill the $50-million-a-year program. Ontario Social Services Minister Lisa MacLeod told reporters on Wednesday the province will work to help the participants as the pilot is wound down. “We’re going to try to work with those who are on the basic-income pilot as we wind it down and we’re going to make sure that the supports are in place,” she said. “I think that when you’re encouraging people to accept money without strings attached, it really doesn’t send the message that I think our ministry and our government wants to send.”

Under the pilot, a single person was eligible to receive nearly $17,000 a year and a couple $24,027 a year. People with disabilities could receive slightly more. Those who worked could also receive basic income, although any employment income reduced the amount of basic income provided.

For 29-year-old Alana Baltzer, who lives in Hamilton, the end of the program is a big disappointment. Since last November, Ms. Baltzer said she has been receiving $1,915.75 a month in basic income instead of $722 in social assistance. The extra income allowed her to buy vegetables, fruit, meat and a gym membership. “It changed my life in many ways,” she said. Diagnosed with bipolar disorder, Ms. Baltzer said the basic income gave her dignity and mental-health stability. She has been babysitting and living in subsidized housing and planned to look for better housing and to study at Mohawk College. Those plans are now on hold.

The pilot cancellation has left cities in the dark such as Lindsay, which was slated to have the highest concentration of basic-income participants.

Federal Liberal MP Robert-Falcon Ouellette said the two governments should talk about how to see the project through to its conclusion so that policy makers can learn from the evidence that will be produced. “It’s a terrible shame actually. It’s a waste of government resources to cancel something halfway through when you don’t know the end result,” he said.


“The wealth of the world has indeed increased by leaps and bounds, but most of it has fallen into the laps of the few.” – Ernest Howard Crosby
Ontario’s Employment Boom Defies Minimum-Wage Naysayers

In spite of some predictions to the contrary, Ontario’s sharp minimum wage increase hasn’t killed its labour market.

Business owners and economists fretted the 21% wage hike would cause a slowdown. But the latest employment report shows the province’s jobless rate fell to 5.4 per cent in July, the lowest since 2000, and lower than every other province except British Columbia. Ontario’s payrolls jumped 0.8 per cent last month for the biggest gain since 1989, and employment has been climbing since February.

The minimum wage increase stoked controversy: Advocates said lower-income families would benefit from having more disposable income. Critics predicted they would suffer as businesses cut staff and reduced hours.

Owners of grocery stores and restaurants said while the government moved too fast, they would make changes to cushion the blow, such as buying more equipment or raising prices.

Doug Ford, now premier, said tax cuts were a better way to help families, and that argument helped propel his Progressive Conservatives to a June election victory against Kathleen Wynne’s Liberals, who brought in the pay increase.

The labour gains suggest companies are coping with higher wage costs because of the strong economy, said Krishen Rangasamy, senior economist at National Bank Financial in Montreal.

“While Ontario’s minimum wage increase had the expected effect of lifting Canada’s average wage growth this year, the advertised negative impact on employment is less apparent,” Rangasamy wrote in a research note. “Employers seem reluctant to part with their now more expensive workers perhaps due to reported labour shortages, although the persistence of strong sales and profits could also explain the resilience of employment.”


Why Isn't Minimum Wage Enough?

The minimum wage was enacted to eliminate labor conditions detrimental to the maintenance of the minimum standard of living necessary for health, efficiency, and general well-being of workers. Despite these intentions, the minimum wage has failed to keep up with the rising cost of living, and has instead become a wage that keeps working people in poverty.

Although the dollar amount (nominal value) of minimum wage has increased over time, every year it takes more money to purchase the same goods and services. So the real value of minimum wage has actually decreased since 1960. In 1968, the value of minimum wage was equivalent to $10 today, which is almost a living wage!

The rising costs of food, fuel, and housing combine with inflation to drastically lower the real value of minimum wage today. No one working fulltime at minimum wages – or even several dollars higher – can maintain “the minimum standard of living.”

- https://www.orangecountylivingwage.org/why
The bizarre spat with Canada shows Mohammed Bin Salman’s true colours

The Saudi crown prince has been feted as a moderniser. But his petulant foreign policy should set alarm bells ringing.

When western media and the punditocracy fawn over an Arab political figure who is superficially liberal but fundamentally still quite a nasty piece of work, it’s never long before they are spectacularly disappointed. I call this “Desert Rose syndrome”, after a 2012 Vogue profile that chose to flatteringly portray Asma al-Assad as first lady of a “wildly democratic” household, in a country that was the “safest in the Middle East”, just as Bashar al-Assad began to intensify a crackdown against his own people.

The latest to provoke Desert Rose syndrome is Mohammed bin Salman, the crown prince and de facto head of government of Saudi Arabia. His western-friendly mien has won him many admirers, but they will have been pulled up short recently after the country cut all ties with Canada over a tweet. It wasn’t even a particularly dramatic tweet.

Canada’s foreign minister, Chrystia Freeland, addressed the cases of two siblings, Raif Badawi, a blogger who has been imprisoned since 2012 for “insulting Islam through electronic channels”, and his sister, Samar Badawi, a women’s rights activist. Freeland said: “Very alarmed to learn that Samar Badawi, Raif Badawi’s sister, has been imprisoned in Saudi Arabia. Canada stands together with the Badawi family in this difficult time, and we continue to strongly call for the release of both Raif and Samar Badawi.”

The Canadian foreign ministry followed up, calling for the release of “all peaceful #humanrights activists” held by Saudi Arabia.

Bizarrely, all hell broke loose. Saudi Arabia responded by expelling the Canadian ambassador, recalling its own, suspending Saudi Airways flights to Toronto, and ordering thousands of state-funded Saudi students at Canadian universities to leave their courses and continue them elsewhere. The Saudi foreign ministry stated via Twitter that “The Canadian position is an overt and blatant interference in the internal affairs of the Kingdom of #SaudiArabia and is in contravention of the most basic international norms and all the charters governing relations between States.”

Saudi Arabia had always been indulged by the west for its ability to provide lucrative arms deals and other injections of cash. But now it seems to be acting with an enhanced sense of entitlement, demanding that even cosmetic expressions of concern about human rights cease. There is no “top-down” Arab spring here. Just a taste of what volatile princes, humoured by a gullible west, are capable of in a world where the old rules no longer apply.

About the HDLC

The Hamilton and District Labour Council is the voice of working people in Hamilton.

We are an assembly of delegates elected by local union affiliates of the Canadian Labour Congress (CLC). An executive council and workgroups help the labour council to shape its agenda and then implement its decisions.

Mission and Vision

By pursuing jobs, peace and security, we seek to build a community that values human dignity and basic fairness.

Labour Council actively promotes the concerns of our members about social, economic, environmental and workplace issues to governments, community decision-makers and the general public.

Achievements

- Lead partner in Shut Down Hate
- Lead partner in the Hamilton Community Benefits Network
- Multiple successful initiatives with City Council on better jobs.
- Work with affiliates on strikes, lockouts, political campaigns.
- Creator of the Protect Pensions website, pledge, and campaign.

Coalitions

- Hamilton Health Coalition
- Hamilton Transit Riders' Union
- Workforce Planning Hamilton
- HDLC130 w/ Workers' Arts & Heritage Centre and McMaster School of Labour Studies
- Ongoing work with Hamilton/Brantford Building Trades
- United Way of Halton and Hamilton
Union Savings is Canada's only not-for-profit, union-run members' benefit program. Over 1,000,000 Canadian union members have discovered the tremendous savings and discounts offered exclusively by Union Savings.

Here is a testimonial from a member on the savings they realized after signing up with Union Savings:

“Over the last week I was reviewing Home and Auto Insurance quotes to renew my Insurance. I had 5 quotes including my original Insurance Co. and RBC. At the end of my review I went with RBC / Union Savings for a total savings $1700. plus, for two vehicles and my home. Each of the individual policies were all less than my previous insurer. My coverages were the same or higher and my deductibles were also the same or less. In one particular case it was substantial. In addition to the pricing I also have to say I was provided with very professional and courteous service by two RBC Representatives. They both went beyond the norm to make sure I understood the coverages and that I was getting the best market price. Thought I would share this little good news story and say thank for the work that you, and the Board, do to ensure the membership have an opportunity to avail of good programs like RBC Insurance. Again thanks!”

Go to www.unionsavings.ca to visit the Union Savings website and see all available discounts.
MEMBER’S UPDATE

RETIREES TO DATE FOR 2018

- Alain Boileau—Bruyere Continuing Care Hospital
- William Delorme—Cascades Recovery
- Peter Farkas—Ferrero Canada
- Carlos Gaete—Toronto Western Hospital
- Jim Hall—City of Hamilton-Water
- Steve Hartford—Tillsonburg Hospital
- Dan Lacoste—National Capital YMCA
- Jan Lengas—York University
- Bernard Leveille—Hillel Lodge
- John MacIntyre—McMaster University

IN MEMORIAM

IUOE wishes to extend its condolences to the families of Local 772 members who have passed away:
- Tom Lavin—Molson
- Lenadine Prince-Archer—Hillel Lodge
- David McKinstry—Ferrero Canada
- Hernando Perez—QuadReal Property Group
- Gordon Pierce—York University
- Ely San Pedro—QuadReal Property Group
- Cedric Sonier—Canadian Nuclear Laboratories
- Carl Sterback—McMaster University
- Jonas Trumpickas—McMaster University

PLEASE POST ON YOUR UNION BULLETIN BOARD TODAY!