WHAT IS HAPPENING IN LOCAL 772?

Well, that is a question we get a lot: what is happening in Local 772? We have many day-to-day struggles in protecting the rights of our members throughout Ontario. The obvious struggles are grievances and bargaining agreements but the less obvious are external threats from legislation and anti-labour groups.

On grievances, the IUOE is seeing an escalation of arbitrations in matters of contracting out and bargaining unit work, with invasion of privacy matters like criminal checks and driving records, recall rights and overtime pay. While settling grievances is proving more challenging, winning grievances continues to be a success story for Local 772. We exhaust all professional tactics to ensure favourable results for the members. We do not engage in “horsetrading” grievances, giving up one to settle another. All matters are based solely on the merits.

Bargaining first agreements or renewal collective agreements remains a time-consuming process with mixed results. However, for Local 772 at least it continues to deliver positive results. Results without concessions. On average, settlements have provided for 2-2.5% annual wage increases with inflation at about 1.6%. Our challenges have been to amend language and to receive other monetary increases in benefits, pensions, vacation, and premiums. We can report some success in securing market adjustments in the healthcare sector.

External threats continue to demand our attention and we must be diligent in fending them off. We face legislation attacks that erode employee rights, weaken safety regulations and protections in the workplace, and interfere with our right to privacy. Lobbying politicians is a tedious but necessary process. For example, currently we are engaged in a battle with the Federal government to protect members’ defined benefit pension plan at the nuclear facility in Chalk River. In the beginning we went it alone, opposing (continued on page 2)
the transfer of our pensions but have managed to secure a labour coalition that now has the ear of MPs and the bureaucrats. Our efforts have taken over a year and we are likely headed for another year to achieve a favourable result for our members.

In closing, we want to acknowledge the tremendous efforts of the Stewards who are on the front line ensuring members’ rights are protected everyday. It’s a thankless job but an extremely important one to the success of the union. We urge all members to support your Stewards.

Wishing you and your families a safe and enjoyable summer!

### 2016 IN THE GTA

#### IUOE SUCCESSES

- Operating Engineer apprentices
- Successor Rights entrenched with third-party contractors
- Successful outcomes for members subjected to management abuse
- Political action in Chalk River, ON
- Privacy protections: criminal record checks, credit checks, and driving abstracts
- Contracting out of bargaining unit work

#### NEGOTIATED SETTLEMENTS

- UHN—3% market adjustment +1.4% ATB, 3 years
- Brookfield Johnson Controls—2.3% per year, 4 years
- Sodexo—3% per year, 3 years

(continued on page 3)

If you have moved, let us know your new address so we can ensure you continue receiving your International Operating Engineer magazines from our headquarters in Washington D.C.! Email us at iuoe772hamilton@rogers.com
LOCAL 772 EXECUTIVE BOARD WELCOMES NEW MEMBERS

We were honoured to have Canadian Director Lionel Railton swear in the newly elected executive board of Local 772. "This was a first for the local", said Business Manager Greg Hoath. The latest meeting was held Sunday Oct 2, 2016 and featured swearing in of new members Richard, Edward, Curtis and Zoran.

Left to right: Curtis Dinsmore-Trustee, Edward Chung-Guard, Richard Chung-Treasurer, Nick Pantaleo-Recording Secretary, Greg Black-President, Greg Hoath-Business Manager, Zoran Milovanovic-Financial Secretary, Lionel Railton-Canadian Director, Lynda Cloutier-Business Agent, Philip Maillard-East Area Rep, Reg Sauve-Conductor. Absent: Wilson Bridgeman-West/Central Area Rep, Samik Doshi-Auditor, Jason Fox-Auditor, Ian Murray-Trustee, Jamie Patenaude-Vice-President and Auditor.

BE SURE TO CHECK OUR WEBSITE FOR THE LATEST NEWS AND UPDATES!

www.iuoe772.org
NEW HIRE IN OTTAWA

Welcome! Catarina Rotondo is joining the IUOE Local 772 at our Ottawa office as of May 15th as our new Business Agent! Many of our members will remember Catarina who worked for our Local for approximately eight months and later remained with the IUOE working out of the Canadian Head Office.

Catarina is familiar with our many work locations and memberships, is fluent in French and English, and has experience in providing membership services. She is also very familiar with the various job classifications and areas of responsibility from her work experience.

You can reach her at the office at 613-748-0546 or email her at crotondo@magma.ca

CNL AND DEFINED PENSION PLAN LOBBYING – COALITION

We have established a Coalition of Unions and Representatives to continue our lobbying efforts to overturn the decision of the previous government to eliminate the Employee Defined Benefit Pension Plan (PSSP). The Coalition represents the majority of employees under the GOCO model. Union representatives and workers met with members of the Government in February with great success. Follow-up meetings are planned in the near future.

The Coalition Key Representatives will be setting up future meetings with the CEO of CNL as well as high level SNC representatives. Our mandate is clear – maintain all employees in the PSSP. This is a Federal plan and Federal employees. Why treat them different? With the anticipated elimination of the Plan in September 2018, recruitment and retention of employees in all job classifications is becoming an issue.

An information flyer will be soon distributed to all employees for information and to advise on our continued actions/strategies on a united front to maintain your Pension plan.

(continued on page 5)

“Equality is the soul of liberty; there is, in fact, no liberty without it.” - Frances Wright
UPCOMING CONTRACT NEGOTIATIONS

Almonte General Hospital
Carleton Place Hospital
CBN – Bindery II
CBN – Security Agents
Heritage Manor – Chartwell
Hillel Lodge, Group A & C
Kemptville District Hospital

NEGOTIATED SETTLEMENTS

Morguard

Wages: 2%, 2%, 2% (2017-2020). New - five (5) sick days per year. Banking overtime up to 10 hours. Carry-over of vacations. Vacation requests returned within 10 days of submission. Employer to provide a copy of the job descriptions.

Term: 3 years

University of Ottawa Group A

Wages: 1.5%, 1.9%, 1.7% (2016-2018). Premiums integrated into 1st Class, 2nd Class, Engineers hourly wages and Natural Gas, Chemical Technologist. Lead Hand premium from 7% to 8%. Pension contributions increased with $ offset for each by 0.8%. Pilot project on Flexible hours. Safety glasses and lens up to $250 every two (2) years. Members on call in list $100.00 per week plus applicable call in and O/T. Benefits increased with member selection choices.

Term: 5 years with 5th year wage opener.

(continued on page 6)

Do you have any good workplace stories or articles that you would like to share in our next newsletter? Let us know! Email us at iuoe772hamilton@rogers.com
GRIEVANCES OUTSTANDING

6 Suspensions
Vacation entitlement
6 Overtime
1 Wrongful Dismissal

1 Uniform and Safety Footwear
2 Terminations
1 Cell phone use policy
Bargaining unit work and subcontracting

UPCOMING ARBITRATIONS

Bruyère Continuing Care
3 year opener
Natrel
Overtime and use of Contractors
Queensway Carleton Hospital
Interest Arbitration

University of Ottawa – Group B
Two (2) arbitrations
YMCA-YWCA
Bargaining Unit work and contracting out

ARBITRATION SETTLEMENTS

Cascades Recovery+ - Termination - settlement reached
CBN - Termination - settlement reached
CNL - Termination - settlement reached

Great Motto to Live By:
The Only Attitude is Gratitude!
UNBELIEVABLE BUT TRUE

It may come as a surprise to some but not to others that Management and your Union will often have issues or grievances that will appear so simple, yet they are not settled due to an Employer arguing on the basis of “principle” of the matter in dispute. Members not involved in certain cases do not have all the details and can make misinformed opinions or judgements. Your Collective Agreement and past practice are the guiding principles relied upon by the Union and our representatives for grievances and Arbitrations. It is important to remember that a situation or grievance may be difficult for the individual(s) involved as grievors in a case, and without all of the information and details, members in their workplace may not agree or will pass judgement. We can reassure all members that a Union only files grievances when there is merit to do so, i.e. the CBA or past practice have been violated. Rumours are also not helpful in workplace matters or grievance situations. If it isn’t in writing then it is likely untrue. If you have in writing a violation of your collective agreement or past practice, let your Shop Steward know. We rely on our Shop Stewards to keep us informed of incidents, member issues, and accurate details on workplace concerns as they work in the workplace. Thank you to all of our Shop Stewards and Members who have and continue to provide us with meeting notes, information on each workplace, patience and support. Your assistance is very much appreciated!

Did You Know?

Unions negotiate collective agreements that improve working conditions. Unionized workers on average earn 30% more than non-unionized workers. They enjoy better pensions, improved medical and dental benefit plans, job security, and much more. Unionized employees are far more likely to belong to the middle class than their non-union counterparts.
GET ENGAGED WITH YOUR UNION!

We’ve noticed a troubling trend the past few years at our Hamilton and Ottawa offices: **there is a definite lack of membership engagement in Union affairs.** There is a complacency among our members and most do not appreciate what goes on behind the scenes involving your Business Manager and Business Agent. As a front line Union representative, it is unknown to workers the progress and growth that IUOE and other Unions have accomplished.

- In the past few years, **we’ve noticed little to no attendance at our General Membership meetings.** These meetings are an important forum for our membership to discuss critical issues. Please make the time to come out and make your voice heard!

- **We were forced to cancel a Steward training session that was scheduled for May 2017 due to a lack of participation.** Any Steward that has not taken the training in the past is encouraged to contact your local office to express interest. The training can help you become a more effective Steward!

- Lately at contract negotiations, it seems that **our membership’s focus seems to be only on increasing wages.** Unfortunately, while most members are concerned with only this one thing, many do not see the big picture, including improving their benefits and pension. We can certainly appreciate the desire to maintain and increase one’s financial security but there are long-term items that need to be maintained as well.

- Like all businesses in this economy, **the Local must keep a very close eye on our expenses.** One of our greatest expenses tends to be arbitration costs. When the employer and the union cannot reach an agreement, arbitration by an impartial third-party is required. Unfortunately, the process gets expensive quickly as both parties must pay for their own legal counsel and split the cost of the Arbitrator. **You must trust in your Business Manager’s and Business Agent’s experience.** We’ve enjoyed a 80% rate of success at arbitrations and know when to fight!

- A rather amusing trend we’ve noticed is that we have **people from other unions calling our offices in error for help or information.** They don’t even know what union they belong to and they don’t even know who their dues are going to every month!

**Working people are under attack** and it is a critical time where the outcomes will depend on whether or not people participate and defend the gains unions have made for all Canadians. Not since the 1930s has there been such deliberate action on shrinking the middle class and widening the gap between the rich and the poor. Unions have not outlived their purpose. **We are there for our members and continue to grow!**

### Did You Know?

- Unions are responsible for creating a five-day work week, an eight-hour work day, a two-day weekend, outlawed child labour, introduced health and safety laws, a minimum wage, two-week vacations, paid holidays, and much more.

- In Ontario, the minimum wage is $11.25. In the United States, it’s $7.25.

- Many of these things are taken for granted. It is Unions that made this progress and continue to gain momentum in employee rights and continue to organize work locations that desperately need a Union to represent them in their workplace.
Less than 11% of the American workforce are now union members, and the number drops to below 5% in some Southern states.

Union membership hit an all-time low in 2016, as numbers dropped for private and public sector unions for the first time in four years. Just 10.7% of the American workforce — and only 6.4% of private sector employees — are now unionized, according to current government data. In contrast, Canada’s unionized employees were at 30.6% in 2015.

The numbers are the lowest on record since the Bureau of Labor Statistics began tracking comparable figures in 1983. And they are likely to get worse, as the labor movement faces unified Republican control in Washington, increasingly hostile state governments, and a looming conservative Supreme Court majority that many believe will move to limit the powers of public sector unions.

In some regions, aggressive anti-union efforts by state governments have left the union movement in even worse shape than national numbers suggest. In South Carolina, Texas, and Utah, union membership dips to less than 5% of the workforce. “The Labor Department statistics announced today are evidence that decades of relentless attacks from right-wing politicians and corporate special interests have taken their toll,” said Lee Saunders, president of the American Federation of State, County and Municipal Employees, in a statement.

Business groups cheered the numbers. Randy Johnson, senior vice president of labor issues at the US Chamber of Commerce, said the decline is a sign that “workers remain uninterested in the product that the unions are selling.” But Catherine Fisk, professor of Labor Law at the University of California, Irvine, said the events of the 1920s could give some hope that the share of unionized workers will rise again. “It fluctuated sharply then, from about 1/5th of the nonagricultural workforce being unionized in the early ’20s to about where it is now in 1930,” she said. “And then it rose sharply from 1935 onward, as workers gained legal protection for unionizing and, significantly, as they saw that unionization was the only way they would secure increased pay and improved working conditions.”

Data looking back further shows unionization rates were at 2016 levels in the late 1920s. Back then, the fraction of total income captured by the country’s wealthiest 1% was also roughly where it is now. The top 1%’s share of wealth then declined, beginning in 1936, as unionization rates rose, and started to climb again around 1980, as unionization rates fell. “At some point, if workers become convinced that things are bad enough, we can expect that they may decide to band together to improve their working conditions,” said Fisk. “It happened in the mid- to late 1930s, and it can happen again.” Source: https://www.buzzfeed.com/coralewis/union-membership-has-hit-an-all-time-low?utm_term=.wgMyvR7JY#.wcMbD5jXe
York University is currently facing a problem not uncommon to many post secondary education facilities today - the need to renew ageing facilities in the face of rising utility costs and reduced operating budgets.

York University’s Energy Management Program (EMP) is a $40 million initiative that includes a comprehensive overhaul of the University’s energy infrastructure as well as audits, retrofits and upgrades to existing facilities. Through this project, it is anticipated that electricity consumption and greenhouse gas emissions will be reduced.

The last phase of the EMP was to replace an old electric chiller with a larger more efficient steam turbine driven chiller, replace the 1960's vintage compressors in the Central Utilities Building, along with LED energy saving lighting, other Heating, Ventilation and Air Conditioning (HVAC) and water appliance improvements to other facilities on campus. A campus-wide automated metering system now tracks and monitors electrical energy use per building to better quantify each building’s progress towards meeting the campus' energy objectives.

Find a video of the replacement process at http://energymanagement.info.yorku.ca/httpyoutu-bemjv1cpsnh3wenergy-initiative/

As of May 2015, results have been very positive as weather normalized savings have been estimated at over 25% while absorbing an increase in building area of 5% and student population growth. Results have been measured by energy consumption reduction (heating, cooling, and electricity). Through physical upgrades and retrofits, the University aims to accomplish several basic objectives:

- reduce the consumption of electricity, natural gas, steam, chilled water and domestic water on campus;
- renew and enhance air conditioning, heating, ventilation, lighting, building controls, compressed air and water-use in facilities;
- increase occupant comfort by improving the teaching, learning and working environments;

The University has undertaken a variety of energy management programs over the past 10 years which included the installation and expansion of the building automation system, implementation of two cogen units with a combined capacity of 10 MW, modifications to the district heating and cooling plants, implementation of energy efficient lighting technologies, motor replacement, and installation of green roofs. These programs yielded good returns on investment. The University would now like to expand on these successes and is interested in implementing a broader, more comprehensive energy management program to further reduce operation costs, improve environmental performance and to help renew aging infrastructure.
showcase innovative, renewable energy technology in order to enhance students’ learning experience;
reduce greenhouse gas emissions;
and provide design, technology and training solutions to realize continued utility cost savings.

The first step in achieving these goals was completed in the fall of 2005 when MCW Custom Energy Solutions Ltd., a nationally recognized, engineering-based Energy Service Company, was selected as the University’s preferred energy services partner.

In December 2005, MCW initiated the energy auditing process which involves a comprehensive energy audit and facility renewal study of each building’s mechanical and electrical systems to identify areas where system efficiencies can be improved either through optimization of existing systems or through replacement of equipment with more energy efficient technologies.

The focus of the retrofit initiative will be on the approximate 50 academic and science buildings comprising some 4.5 million square feet at the Keele and Glendon campuses with a combined energy and water bill of $20 million per year. MCW’s energy audit is continuing throughout 2006, and is anticipated to be complete by this October.

The University has achieved a reduction of 25% of the overall utility bill which is equivalent to 275,000 GJ of energy or 18,900 tonnes of carbon dioxide emissions per year.

Initial work conducted by MCW has identified potential Energy Conservation Measures for the following systems at York U:

- **Lighting Retrofit & Controls:** Retrofit or replace existing lighting systems and install lighting controls.
- **Cogeneration:** Optimize the existing cogen plants.
- **Boiler Plant:** Upgrade boiler controls & burners and optimize system operation.
- **Chiller Plant:** Improve use of summer steam to produce chilled water, retrofit pumps and cooling towers and optimize system operation.
- **Distribution:** Improve the use of chilled water, reduce steam distribution losses and install building submetering
- **HVAC Modifications:** Improve the provision of heating, ventilation and cooling within buildings including the recovery of waste energy
- **Controls:** Monitor building HVAC systems from a central location and ensure equipment scheduling matches building occupancy.
- **Domestic Water:** Retrofit or replace domestic water fixtures such as toilets, urinals, faucets and showerheads.
Norwegians have more reason than ever to celebrate the International Day of Happiness. After ranking fourth for the last two years, Norway jumped three spots and displaced three-time winner Denmark to take the title of "world's happiest country" for the first time.

Denmark dropped to second place this year, followed by Iceland, Switzerland, Finland, Netherlands, Canada, New Zealand and Australia and Sweden (which tied for ninth place), according to the latest World Happiness Report, released Monday by the Sustainable Development Solutions Network for the United Nations.

Norway rose to the top of the rankings despite declines in oil prices, demonstrating that what countries do with their money – not just the increase in finances – matters. "It's a remarkable case in point," said report co-editor John Helliwell of the University of British Columbia. "By choosing to produce oil deliberately and investing the proceeds for the benefit of future generations, Norway has protected itself from the volatile ups and downs of many other oil-rich economies." "This emphasis on the future over the present is made easier by high levels of mutual trust, shared purpose, generosity and good governance," added Helliwell, who is also co-director of the Canadian Institute for Advanced Research. "All of these are found in Norway, as well as in the other top countries."

De Neve, who co-authored the report's chapter on happiness at work, added that people in well-paid roles are happier, but money is only one predictive measure of happiness. "Work-life balance, job variety and the level of autonomy are other significant drivers," said De Neve.

"In rich countries the biggest single cause of misery is mental illness," said Professor Richard Layard, director of the Wellbeing Programme at the London School of Economics' Centre for Economic Performance.

The U.N. General Assembly declared March 20 as World Happiness Day in 2012, recognizing happiness and well-being as universal goals and aspirations in the lives of human beings around the world.

HAPPY DAYS ARE HERE AGAIN – FOR SOME COUNTRIES AT LEAST

The fifth World Happiness Report rankings, released by the Sustainable Development Solutions Network to coincide with World Happiness Day, features 155 countries judged on a number of factors including gross domestic product per capita, healthy life expectancy, generosity and perceived freedom to make life choices.

The United States did not fare well again this year. An analysis of the U.S. included in the report cites "a severe deterioration of America’s educational system," increased mortality rates, climbing inequality, and more perceived corruption of government and business. U.S. leaders, it suggests, remain too focused on economic growth, ignoring the "deepening divisions and angst in American society."

"The United States offers a vivid portrait of a country that is looking for happiness in 'all the wrong places'," the report says. "The country is mired in a roiling social crisis that is getting worse."


CANADA SHOULD NOT EMULATE TRUMP’S AMERICA

The United States of America has many nicknames: “The Land of Opportunity” and “The Greatest Country in the World”, among others. Unfortunately, it is anything but these days. The sad truth is that opportunity and greatness are currently only available to the rich and otherwise privileged, and things are only getting worse for everyone else. Canadians who would like to improve Canada by adopting the far-right American formula for “greatness” (healthcare and education paid out-of-pocket, reduced government-funding for social programs, etc.) should be aware of the impact of these policies on their people:

THE MOST HAPPY COUNTRIES HAVE:
- free healthcare
- free post-secondary education
- government-funded social programs
- high union membership
- shorter workweeks (hours)
- regulated markets
- fair industry competition
- low government corruption

THE LEAST HAPPY COUNTRIES HAVE:
- healthcare paid out-of-pocket
- post-secondary paid out-of-pocket
- no government-funded social programs
- low union membership
- longer workweeks (hours)
- unregulated markets
- industry monopolies and oligarchies
- high government corruption

America was recently announced as ranking only 14th on The World Happiness Report. This ought to be a sobering message for Americans (and Canadians who admire their policies). A country that prioritizes materialism and an “only the strong survive” mentality creates a very unhappy population.
THE BIG BOX SWINDLE

In less than two decades, large retail chains have become the most powerful corporations in North America. Mega-retailers are fueling many of our most pressing problems, from the shrinking middle class, to rising pollution, to diminished civic engagement.

Harm #1: Big-box stores undermine small businesses and entrepreneurialism
The business models of big-box chains are to dominate market share and grow mostly at the expense of existing locally-owned, independent businesses. With their massive advertising budgets, ability to squeeze suppliers on wholesale prices, and use of devices such as “loss leaders” and specials, the chains have the ability to undercut smaller retailers.

Harm #2: Big-box stores undermine retail wages
Retailing is notorious for its low wages, part-time hours, and lack of pension benefits. The only exception are those grocery chains that are unionized, but big-box behemoth Walmart, by entering the grocery business with its Supercenters and aggressively fighting union organizing efforts, is now the top seller of food and a major source of downward pressure on grocery wages. National retail (including restaurant) chains in general pay lower wages and benefits than do locally owned businesses. By that measure and others, it has found that the chains generate fewer ripple effects in local economies: they procure less, bank less, contribute less, and participate less.

Harm #3: Loss of open spaces and natural resources
When big-box retail stores locate in farmland, wetlands, or green space, they eliminate natural resources and open space. According to the American Farmland Trust, the United States loses 3,000 acres of productive farmland to sprawl every day. This is the equivalent of all the acreage of PEI every year.

Harm #4: Loss of uniqueness of place
As big-box retailers spread across the country and wipe out local businesses in their wake, the unique character of individual communities is lost. In 2004, the National Trust for Historic Preservation named the entire state of Vermont as one of eleven Most Endangered Historic Places because Walmart had announced plans to open seven new 150,000+ square foot stores there, threatening the state’s revered

(continued on page 15)
architecture and small-town culture, as well as its entrepreneurial health and environmental standards.

**Harm #5: Losses caused by main street and mall abandonment**
Dead malls (a.k.a. “greyfields”) and abandoned big-box stores (or “ghostboxes”) litter a landscape already awash in excess retail space. The National Trust for Historic Preservation estimates that America has 38 square feet of store space for every man, woman and child, many times the rates of other industrialized nations.

**Harm #6: Hidden costs in the form of public assistance to low-wage workers**
When Wal-Mart and other poverty-wage retailers fail to provide their workers with a decent wage and full-time hours, many employees and their families qualify for safety-net help such as Income Tax Credits, housing assistance, low income energy assistance, and other discounts. These programs cost taxpayers money.

**Harm #7: Popular confusion about prosperity**
The opening of new retail space creates the false illusion that a regional economy is prosperous, never mind the dead malls, ghostboxes and boarded-up Main Street not far away.

**Harm #8: Brick and mortar economic development subsidies**
Despite the fact that big-box stores pay poorly, fail to provide most employees with full-time hours, and often cannibalize existing retail employers, they attract massive subsidies in the name of “economic development.” Wal-Mart has received more than $1.2 billion in government subsidies. In essence, taxpayers across the country are paying Wal-Mart to build new stores. Big-box usually flunks the definition of “economic development”—and therefore should not get subsidies—because it packs such a lousy bang for the buck compared to almost any other economic activity. A big-box store creates very few jobs for the local economy (i.e., Made in China), and the downstream ripple effects are terrible because retail jobs are overwhelmingly part-time and poverty-wage, with no benefits. http://stacymitchell.com and http://www.goodjobsfirst.org

### THE LOCAL IMPACT OF NATIONAL CHAIN RETAILERS

In its study, “**Indie Impact Study Series: Salt Lake City, Utah**” Civic Economics analyzed data from fifteen independent retailers and seven independent restaurants, all located in Salt Lake City, and compared their local economic impact with four national retail chains (Barnes & Noble, Home Depot, Office Max, and Target) and three national restaurant chains (Darden, McDonald’s, and P.F. Chang’s). **The study found that the local retailers return a total of 52 percent of their revenue to the local economy, compared to just 14 percent for the national chain retailers.** Similarly, the local restaurants recirculate an average of 79 percent of their revenue locally, compared to 30 percent for the chain eateries. What accounts for the difference? Independent businesses spend more on local labor, goods procured locally for resale, and services from local providers. This means a much larger share of the money you spend at a locally owned store stays in your local economy, supporting a variety of other businesses and jobs. https://ilsr.org/key-studies-why-local-matters/
Trickle-down economics is a theory that says benefits for the wealthy trickle down to everyone else. These benefits are usually tax cuts on businesses, high-income earners, capital gains, and dividends. **Trickle-down economics assumes investors, savers and company owners are the real drivers of growth.** They use any extra cash from tax cuts to expand business growth. Investors buy more companies or stocks. Banks increase business lending. Owners invest in their operations and hire workers. These workers spend their wages, driving demand and economic growth.

The theory states that all tax cuts, whether for businesses or workers, spur economic growth. It says targeted tax cuts work better than general ones. It advocates cuts to corporate, capital gains, and savings taxes.

Does It Work? During the Reagan Administration, it seemed that trickle-down economics worked. Reagan cut taxes significantly. The top tax rate fell from 70 percent (for those earning $108,000+) to 28 percent (for anyone with an income of $18,500 or more). The corporate tax rate was also cut, from 46 percent to 40 percent. Reaganomics ended the 1980 recession. It suffered from stagflation, which is both double-digit unemployment and inflation. Trickle-down economics was not the only reason for the prosperity. Reagan not only cut taxes, but he also increased government spending by 2.5 percent a year. He almost tripled the Federal debt. It grew from $997 billion in 1981 to $2.85 trillion in 1989. Most of the new spending went to defense. It supported Reagan's successful efforts to end the Cold War and bring down the Soviet Union. Trickle-down economics, in its pure form, was never tested. It's more likely that massive government spending ended the recession. (Source: William A. Niskanen, "Reaganomics," Library of Economics and Liberty.)

**Trickle-down economics says that Reagan's lower tax rates should have helped all income levels. In fact, the exact opposite occurred. Income inequality worsened.** Between 1979 and 2005, after-tax household income rose 6 percent for the bottom fifth. That sounds great until you see what happened for the top fifth – an 80 percent increase in income. The top 1 percent saw their income triple. **Instead of trickling down, it appears that prosperity trickled up.** (Source: Steven Greenhouse, *The Big Squeeze*, pp.6-9.)

**Trickle-down economics is a good theory on paper but unfortunately, history has shown that the trickling-down of wealth doesn’t happen.** Our natural, human instincts are to hold on to any wealth for use in the future. Unfortunately, for an economy to prosper (and counter to our instincts), wealth must be distributed and circulated. People can’t spend when they haven’t got anything left after paying bills. A local economy can only be strong when a strong middle-class is contributing their dollars back into the economy.

ENTER THE DRAW AND YOU COULD WIN!

MARCH 1 - OCTOBER 31

WIN WITH UNION SAVINGS
CANADA'S ONLY NOT-FOR-PROFIT, UNION RUN, MEMBERS' BENEFIT PROGRAM

ATTENTION IUOE MEMBERS!

$10,000 GIVEAWAY

Union Savings is giving union members the chance to win a grand prize of $10,000! Visit WinWithUnionsavings.ca for your chance to win. No purchase necessary.

YOU CAN WIN MORE THAN ONCE!

7x $1000 Cash Prizes
Draw Dates: 1st of Every Month

2x iPads
Draw Dates: April 1, October 1

2x $500 Visa Gift Cards
Draw Dates: June 1, September 1

2x $500 Canadian Tire Gift Cards
Draw Dates: May 1, July 1

7x $100 Gas Cards
Draw Dates: 1st of Every Month

$10,000 Cash Grand Prize | Monthly Cash Prizes of $1000 | and Additional Prizes!

UNION SAVINGS
Exclusive discounts for union members & their families
Are you at the beginning of your career or thinking of retiring? It’s never too soon to plan your retirement. A few points to help you in your transition to retirement:

- Speak to your Bank Retirement Specialist or Investment Advisor or if your work location has a retirement specialist and sessions for employees, speak to them at the beginning of your career to have a plan in place or when you start to think of a possible retirement year.
- Ask for pension quotes/estimates from your pension(s). How much will your income be when you retire? Ask for a specific year or months in advance.
- Check to see when you must submit your intent to retire date for your pension. Ask your benefit carrier or Human Resources or Retirement Specialist.
- Questions to ask yourself: what lifestyle do you want in your retirement, your needs, plans i.e. travel, preferences and available resources.
- If you need more than you will receive in your retirement income, what can you do now to ensure additional funds?
- What positive steps can you take to ensure healthy aging?
- Are you psychologically prepared to retire?
- How do I psychologically prepare for retirement? A member working for many years has to prepare to have other activities and plans in retirement.
- Do you have an action plan for your retirement?
- Do you have benefit coverage going into retirement? Ask your Benefit Carrier or review your Collective Agreement.
- Should you have additional income tax deducted from your Pension income?
- Do you have a Will and Estate plans? (continued on page 19)
Here is a checklist for the liquidator of your Estate:

1. The liquidator is:
   His / her telephone number is:
2. My notary is:
3. My will is: {} a holograph will {} a notarial will {} a will made in the presence of witnesses
   It is kept:
4. My marriage contract may contain information that is important for my liquidator, and it is kept:
5. My birth certificate is kept:
   If my birth certificate cannot be found, I was born:
   Date: Place:
   (The form to be used to obtain a birth certificate is available at Communication-Québec)

6. Financial Institutions
   I have deposits in various banks or caisse populaire.
   Name of bank / caisse: Branch:
   Account: Types of deposit:
   My bank books are kept:
7. I also have a safety deposit box at:
   The box number is: The key is kept:
8. I have various kinds of insurance:
   {} life {} car {} property {} other:
   Name of company: Branch:
   Number of policy: Documents are kept:
9. Residence
   {} I am owner. The title deeds are kept:
   {} I am a tenant. The lease is kept:
10. I have other property: secondary residences, car, land, boat, etc.
   The title deeds are kept:
11. My liquidator will have to cancel the following cards, permits and certificates:
   {} Driver’s license, number:
   {} Registration certificate, number:
   {} Health insurance, number:
   {} Social insurance, number:
   {} Social aid, number:
   {} Blue card, number:
   There are other cards to be cancelled: credit cards, debit cards, hospital, various clubs, etc.
   Card name Telephone number
12. I prearranged funeral services. Name of funeral home:
   Address: The contract is kept:
13. I prearranged a religious funeral service. Parish:
   Address: Name of priest: The contract is kept:
14. I provided for a burial in a cemetery: Name of cemetery:
   Address: Person to contact: The contract is kept:
15. I authorized organ removal:
   {} eyes {} heart {} kidney {} lungs {} other:
16. The following information might also be useful to the liquidator:
   Signed: Date:
MEMBER’S UPDATE

RETIREES TO DATE 2016—2017

- Douglas Andrey—Ruetgers
- Dianna Barton—CBN Bindery II
- Bill Briscoe—Canadian Nuclear Laboratories
- Lise Caron—CBN Bindery II
- Mark Daniel—Ingredion
- Garry Gagnon—Canadian Nuclear Laboratories
- Philip Green—Toronto Western Hospital
- Joshua Lindemann—CBN Security Agent
- Claudia Sutton—Kemptville District Hospital
- Peter Treff—Almonte General Hospital
- Lillian Weber—CBN Bindery II
- Todd Yourth—Canadian Nuclear Laboratories

IN MEMORIAM

IUOE wishes to extend its condolences to the families of Local 772 members who have passed away:

- Paula Allington—Canadian Bank Note

Our legal representative Lisa Triano lost a family member.

PLEASE POST ON YOUR UNION BULLETIN BOARD TODAY!