

International Union of Operating Engineers Local 772

NEWSLETTER

Autumn 2023



Greg Hoath
Business
Manager

BUSINESS MANAGER'S REPORT

Well, IUOE Local 772 and its members survived Covid, hopefully, with minimal negative impact. I want to personally thank each member for their cooperation and understanding during the recent trying times and especially for the need to conduct business virtually. While I realize members appreciate personal contact, the use of virtual tools certainly allowed the Local to conduct business more efficiently and more cost-effectively. I was able to be in Windsor and Manitoulin Island in the same day for meetings without travel expenses.

Since our last newsletter, we welcome our newest members at Brookfield Bay Adelaide Centre, Mackenzie Health, and Certarus. We continue our efforts to grow Local 772 and are looking to organize four other locations with a total of 150+ members. We remind our members of the Organizing Bonus available if a member provides and assists with a new group that eventually is certified.

We have been extremely busy in both Hamilton and Ottawa. As you probably know, we purchased property for our new head office in Hamilton and finally moved in January 2023. We encourage members to come by and visit the new office at 2605 Binbrook Road in Binbrook. It was always my goal from the day I became Business Manager in 2003 to own our office as we do in Ottawa. Goal accomplished.

“...we are securing between 1.5% - 2% additional compensation retro to each year affected by Bill 124.”

We were engaged with a court challenge to Bill 124 that capped compensation increase to 1% annually in the public sector. The challenge was based on the Bill violating the Charter of Rights. We were pleased when the court ruled in favour of unions and the Bill was overturned. In anticipation of this outcome, we negotiated wage re-

openers in the majority of our collective agreements. Of course, when the Bill was overturned members wanted an immediate return to bargaining which has kept both Catarina and I extremely busy. The good news, we are securing between 1.5% - 2% additional compensation retro to each year affected by Bill 124.

We are bringing back issuing New Member packages and New Steward packages and looking to improve membership engagement and communication. We have scheduled Steward Training for Saturday October 14th, 2023 at the Sandman Hotel in Hamilton and are encouraging all stewards to attend. Union legal counsel will be in attendance for a Q&A on all labour relations matters. Course instruction is by Canadian Regional Director Patrick Campbell. Following the course we will have the General Membership Meeting and encourage members to attend.

While we have had many challenges whether it be increased grievances, harassment matters, arbitrations or inflation, Local 772 has met them head on and I am pleased with our success. For example, we are seeing the highest wage increases (4 - 14% private sector) and market adjustments (\$4 - \$7 in public sector) in over 20 years. We pride ourselves on delivering compassionate, professional service with favourable outcomes to our members and are constantly looking to improve.



New Local 772 office

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PRESIDENT'S LETTER



Greg Black
President

Hello to all members of Local 772. I believe it's been over three years now since our last newsletter was issued, thanks to Covid, but your

Union has continued to work on your behalf through it all. We all had to learn a different way of conducting our lives and

business, especially the members of 772 as we did not have the option of working from home. That said, we did find more efficient ways of conducting our business with online meetings.

Through this time, I have continued to represent our interests with TSSA as the Labour Rep on the Boilers, Pressure Vessels/Operating Engineers Advisory Council. On this front, the latest is that there will be work done to develop a national standard for rating plants across Canada.

I have continued to be an Industry Rep with the Interprovincial Power Engineering Curriculum Committee (IPECC) and have been working on developing curriculum for a new Refrigeration Plant Operator (RPO). This would be similar to a

recreational facility operator in Ontario but would become a certification level with SOPEEC and could be used in other provinces which currently do not have a certification program.

As an Industry Rep, I have been attending the annual Institute of Power Engineers (IPE) sponsored Gathering of the Colleges which brings all the colleges together that offer an operating engineer program. We are currently working with the IPE and the colleges to produce an updated video to promote the profession to all.

Business Manager Greg Hoath and I are working with the International to find ways for our members to utilize the IUOE Training and Education Center for skill development and learning material resources. We will be attending their training conference this fall and are hoping to have something positive to report back to you.

As always, "On Your Side, By Your Side"

2023 IN THE GTA

- Bill 124 update
- PanGlobal proposal with ITEC
- Purchase of new office
- Steward Training & General Membership Meeting
- Atura Power—new group, battle at OLRB
- Canadian Conference 2023—Ottawa, host locals 772, 793 & 865, August 19-23

Organizing Successes

- Brookfield (Bay-Adelaide Centre)
- Mackenzie Health
- Certarus—engineers and drivers, Mount Forest
- Atura Power—energy managers, Toronto
- ADM—production, maintenance & engineers, Windsor
- Chartwell Homes, Hamilton

New office location notice

We've moved from the Hamilton office to 2605 Binbrook Road, Unit G, Binbrook ON L0R 1C0.

Challenges

- Government Legislation & Right Wing Attacks – Political Action will be essential – Canadians United For Change (CUC)

Grievances and Arbitrations

- Mondelez—failure to issue proper pay, continued payroll system errors
- Bentall Scotia—improper awarding of promotion
- Sunnybrook Hospital—failure to pay premiums
- York University—termination for disability; Failure to Accommodate return to work from WSIB
- St. Joseph’s Lifecare—termination
- CBS—termination without cause
- Maple Leaf Foods—use of non-bargaining unit personnel (9)

Negotiations

- Bill 124—wage re-openers – 2%-3% additional above 1% with up to three years retro
- Bentall Scotia—6% increase per year!
- Rain Carbon—year 1 – 5% + \$10,000 signing bonus, 4% subsequent years
- BGIS (Bridgepoint)—wages – 4%, 1st year, 3%, 2.5%; Shift Premium - \$1.90 (\$1.20), Benefits – Vision \$400 (\$300), Paramedical \$400 (\$300), Physio unlimited, language improvements – Successor and Contracting Out
- Toronto Western Hospital & Michael Garron – \$6 - \$7 wage adjustments

Outstanding

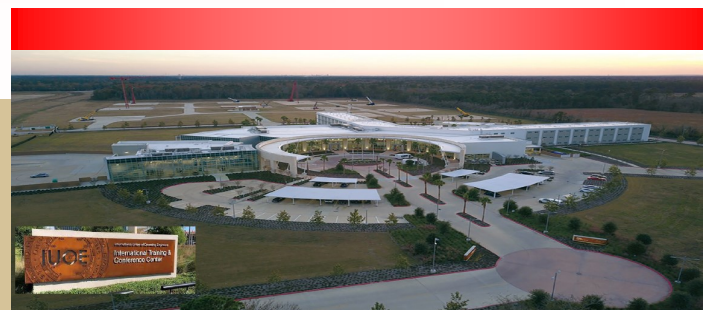
- CBS
- Mondelez
- North York General—conciliation
- Maple Leaf Foods—conciliation
- UWO—conciliation
- Brookfield Exchange
- City of Hamilton

Miscellaneous

- Organizing and Training are a focus
- Return to Work & Work Accommodation—cases on the rise!
- Violence & Harassment—incidents on the rise
- Political Action—lobbying



The IUOE International Training and Education Center (ITEC) is a premier training facility serving union stationary engineers in North America. The ITEC provides opportunities for IUOE members to learn essential skills of the trade, upgrade journey level skill sets, and stay current on the latest technology and equipment.



The IUOE International Training and Education Center (ITEC) in Crosby, Texas

2023 IN OTTAWA

Contract Negotiations Underway

- Bruyere Continuing Care: No Board - interest arbitration
- CBN—Security Agents
- Heritage/Chartwell: conciliation
- Morguard
- Ottawa University – Groups A & B

Negotiated Settlements

- Canadian Nuclear Laboratories
- Carleton Place Hospital
- Cascades Recovery +
- CBN – Bindery II
- Compass Group

Upcoming Contract Negotiations

- CBN – Bookbinders
- Hillel Lodge – Group C

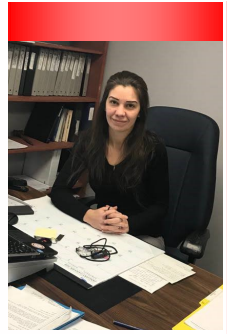
Grievances Outstanding

- Loss of Income/Incorrect Wage Rate
- Jurisdiction
- Meal Allowance (12 Hour Workers)
- Premium Pay Rate

- Loss of Overtime x 3
- Health & Safety violation
- Vacation
- Camera Surveillance – Management
- Floaters – Probationary Employees
- Government Lump Sum Payment
- Summer Schedule – Misapplication for unionized members
- Misapplication of Attendance Support Program and Harassment x2

Upcoming Arbitrations

- Kemptville District Hospital – Improper Application of Policy/Termination x2
- Kemptville District Hospital – Educational Leave
- CBN Bookbinders – Jurisdiction
- Hillel Lodge Group C – Vaccination Policy/ RTW
- Kemptville District Hospital – Loss of Hours x2
- Heritage/Chartwell – RTW Medical Accommodation



Catarina Rotondo
Business Agent

GREAT NEWS!

Executive Board Update

The newly elected executive board was sworn in on April 29, 2023.



Left to right: Keith Ryckman, Richard Chung, Ian Murray, Zachary Ryckman, Business Manager Greg Hoath, Greg Black President, Nick Panteleo, Business Agent Catarina Rotondo & Reg Sauve Vice President. Absent Edward Chung, Rob Filice.

IUOE WINS



- Successor Agreement for Hamilton entertainment facilities saved jobs and lead to a successful renewal agreement.
- Arbitration win with market adjustments for engineers. Favourable renewal agreements with some inflation recognition.

Bill 124 Struck Down

On November 29, 2022, Bill 124 was ruled as a violation of the constitutional rights of public-sector workers after a three year battle fought in courts, protests and community support. The Court has declared the legislation "void and of no effect."

Now the Ontario Premier wants to appeal the courts ruling further delaying what is owed to public sector workers including the health care and education sectors, wasting more taxpayers money. Nurses are quitting, retiring early or finding other jobs across the border that pay significantly more in salaries. It has never been more clear that we are in a crisis when it comes to health care especially in trying to retain our nurses and attracting new nurses to replace those that have left.

Liberal interim Leader John Fraser also said in a statement, "Doug Ford needs to accept the court's ruling."

Ford's government must be stopped now so that we can begin immediately putting an end to this crisis and begin the slow and much needed recovery of staffing in our medical and educational systems.



Steward Training

Local 772 is hosting training for all interested stewards who wish to build on the knowledge of the grievance process, arbitrations and human rights. This upcoming session is taking place on Saturday October 14 in Hamilton. Contact us at iuoe772hamilton@rogers.com or call 905-527-5250 to reserve your spot!

Local 772 on Social Media

IUOE Local 772 is now on Facebook, Twitter, and Instagram! Follow us today to receive important updates, event notifications, and industry news.

- Facebook: International Union of Operating Engineers Local 772
- Twitter: @IUOELocal772
- Instagram: @iuoelocal772

Local 772 Website

We've revamped our website to make it easier to navigate. Check it out at www.iuoe772.org!



Thank-you letter from management

Praise from a Supervisor acknowledging the great job done by our members!:

Gentlemen,

I want to extend my thank you for your exceptional efforts over these last few nights. In reviewing the Operations Reports by John I can plainly see the pain you've had to endure over these successive emergencies. I know you are all well aware but I wanted to say that it is only through the efforts you all have demonstrated over these last few nights that The City of Hamilton is able to maintain a steady, consistent and uninterrupted level of service. You demonstrate ownership and teamwork, and while the city sleeps, you quietly and methodically protect the citizens we serve and the environment we all share.

While I am appreciative and proud of each of you and the steadfast, diligent and ethical standards you demonstrate; I want to send a special hats off to the Captain of the Ship, John Beaton. His unflinching leadership in the face of pulling seven straight, emergency filled, night shifts is to be commended.

I hope the facilities settle down and you can have some relaxing shifts, but if this trend continues, there is no other team I'd rather at the helm.

I salute you all gentlemen,

V. M.—Manager, Plant Operations

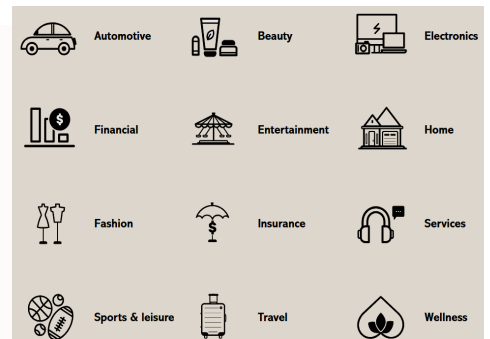


Do you have any good workplace stories or articles that you would like to share in our next newsletter? Let us know and email us at iuoe772hamilton@rogers.com



UNION SAVINGS

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





Vincent James CANTWELL



September 1, 1956 - August 24, 2023

Obituary

Suddenly at home on August 24, 2023 in his 67th year. Beloved husband for 32 years to KellyLee. Cherished father of Ethan and Caleb. Vince will be remembered by his mother Margaret, sisters Elaine (Norm), Betty (Bill), Joanne (Guy) and brother Rob (Lilly), mother-in-law Meta Harkness, brother-in-law Brad (Cheryl), many nieces, nephews, great-nieces and nephews, family and friends in Newfoundland and Northern Ireland. Predeceased by his father Vincent, brothers Edward, Jeffrey (infant), John (infant), father-in-law Alexander Harkness. Vince was a longtime employee with Core Entertainment at First Ontario Centre (formally Copps Coliseum). He was a kind, caring, fun loving person that loved classic rock and enjoyed watching sports. Private cremation has taken place. A Celebration of Life will take place at a later date. Notes of sympathy and condolence may be made at www.dermodys.com

Your union fighting management bullying tactics

HERE'S ANOTHER EXAMPLE OF THE SUPPORT YOUR UNION WILL PROVIDE:

Several years ago, a new Chief Engineer was hired at one of our employer locations. Almost immediately, workers quit, complaining of a toxic environment. Any replacements hired were hand-picked by the Chief as he knew he could control them. Ever since, it's been an environment of harassment, bullying, and threats. Our members were not only not enthusiastic to go into work, they were fearful. And anyone who dared to stand up to the Chief was punished. In one case our member was put on straight night shifts. Eventually, the Steward and a grievor asked Greg to file a grievance regarding seniority rights for scheduling that the Chief was ignoring. They were stuck with straight nights while the Chief's favoured new hire got the day shifts. Greg met with the company HR Rep and when the Chief's abuses were revealed, he was fired a week later. The grievance was awarded and the more senior employees got to select their shift times.



FIGHT BACK AGAINST BULLYING AND UNFAIR TREATMENT IN THE WORKPLACE!

Five facts about precarious work

Precarious work means work where your labour rights are not secure. It could mean that you are not covered by a direct and secure employment contract with the company or organization who is benefiting from your labour. This means anything ranging from outsourced workers, part-time, independent contractors, seasonal workers, sub-contracted workers to on-the-job trainees. Under this type of employment, employers do not have an obligation to provide social protection, benefits, occupational health and safety as well as decent wages as required by regulations. Precarious workers often have no legal way to make the person, company or organization ultimately profiting from their labour responsible.

1. It's a major employment trend in the world

After financial crisis in 2008, precarious form of employment has increased drastically around the world. As of 2015, only a quarter of the world's workers are on permanent contract, while the rest are on temporary work, part-time, or self-employed. It is a global shift that has moved away from standard employment to insecure jobs.

2. It disproportionately affects women

Women and youth are predominant in precarious work, often occupying the most dangerous and lowest paid jobs. Studies also show that precarious workers face higher risks of health and safety risks than direct workers. Women make up the majority of short-term and part-time contracts, partly due to the burden of care and the sexual division of labour. **Workers in precarious work are three times more likely to live in extreme poverty than waged and salaried workers.**

3. It's all about increasing profits and CEOs' salaries

Precarious work has been growing since the 1980s when corporations realized that a global supply chain of precarious workers is both cheaper and can protect them from regulations and responsibility. It quickly began to return more profits to shareholders and to the salaries of CEOs and executives. International financial institutions like the World Bank and IMF also promoted these policies. **Precarious work is one of the main causes of the widening, obscene levels of wealth inequality and the growing gap between wages and profits.**

4. It is destroying labour unions and labour organizing

Precarious work has been one of the ways to break union power and organizing. When your job is precarious, workers fear losing their jobs. When you work as a 'contractor' you usually can't unionize. And precarious work also destroys solidarity among workers by dividing workers into "the Regulars" and "the Contractuals." Union busting companies use labour hiring companies or outsource to non-unionized workplaces to destroy unions and their collective bargaining power.



5. It can be overcome with strong union organizing with industrial and global-level action

Unions around the world are addressing this issue by reaching out to organize contract workers and include them in industrial or workplace level collective bargaining agreements. We must demand our governments end precarious employment and ensure all workers are entitled to living wages, paid leave, set hours and overtime, social protection, training opportunities, safe working conditions, and the right to unionize, bargain and strike.

<https://apwld.org/5-things-you-need-to-know-about-precarious-work-and-how-you-might-already-be-one-2/>

THE ADVANTAGES OF UNION MEMBERSHIP

BETTER WAGES

In Canada, unionized employees make on average 19% more than non-unionized employees.



BETTER MEDICAL & DENTAL BENEFITS

More than 90% of union workers are entitled to benefits compared to less than 70% of non-union workers. Moreover, union employees' domestic partners are more often included.



BETTER PENSIONS

Over 70% of union members have access to a workplace pension. About 47% of Canadians currently have no employer pension. And fewer than 20% of middle-income earners have more than 5 years' worth of savings.



Doug Ford is Quietly Planning to Privatize Maintenance Services at New Hospitals in Ontario

Ontario government's multi-billion dollar hospital construction plan will pay big dividends to private investors

The Ontario government's multi-billion dollar hospital construction plan quietly includes a proposal to privatize hospital maintenance services.

According to a document from Infrastructure Ontario, the Ford government's multi-billion hospital plan – including The Ottawa Hospital's new Civic campus, its new Windsor/Essex regional hospital, the Mackenzie Vaughan Hospital and its addition to Toronto's Sick Kids hospital – are all set for financing under a new P3 model.

The report notes the plan is set-up to allow a "consortia" of private companies to design, build, finance and maintain the sites – the code they've adopted is "progressive DBFM."

According to the Canadian Council for Public-Private Partnerships, a DBFM model involves "the private sector designs, builds and finances an asset and provides hard facility management (hard fm) or maintenance services under a long-term agreement."

Typically, Infrastructure Ontario notes, the province has stuck to the DFB design-finance-build p3 model – a DBFM designation would give the consortia explicit control over "maintenance."

In 2021, Infrastructure Ontario President and CEO Michael Lindsay told a trade magazine:

"Our traditional public-private partnership models will continue to be the primary mechanism we use for project procurement and delivery ... But there are several projects in our pipeline at the moment that call for approaches that are above and beyond the traditional, fixed-price, fixed-schedule approach. Whether because of their size or their complexity, those projects require new ways of working with our development partners to understand and mitigate risks."

The government did not respond to questions from PressProgress about what "maintenance" would be under the purview of the P3 financiers.

Ontario Health Coalition Executive Director Natalie Mehra says the province's history with private hospital financing is long and troubling.

"Usually there's a financier and then financiers financing the financiers, there's a property manager and a builder," Mehra told PressProgress. "They say they find savings, but they are ridiculously expensive."

While it is unclear what "maintenance" services the financiers will be able to control, Mehra said the province's first P3 hospitals – the Royal Ottawa Hospital and the Brampton Civic Hospital – operate under a similar arrangement that was "bundled into the real estate deal,

over a generation, all of the services of the hospital.”

That included patient support service, record-keeping, portering, security, food services, and transcription. “All of that was privatized and bundled into the real estate deal for the duration of the contracts,” Mehra noted.

Registered Nurses Association of Ontario CEO Doris Grinspun says regardless of what the financiers explicitly control, they can only receive a return on their investment from the hospital’s own operations.

“RNAO does not support P3s,” Grinspun told *PressProgress*. “We are not in favor of investor-driven healthcare at all.”

“There is way more uncertainty from a long-run deal like this. And the consortium’s revenues come in unexpected ways: higher user fees, selling other services, cutting services, and cheaper staffing to make up for shortfalls and so on.”

<https://pressprogress.ca/doug-ford-is-quietly-planning-to-privatize-maintenance-services-at-new-hospitals-in-ontario/>

THIS MUST BE OPPOSED!

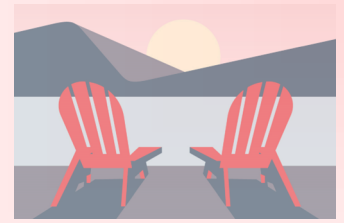
Privatizing essential, vulnerable services does not work. Lessons should have been learned with the disastrous privatization of the City of Hamilton Water/Wastewater treatment facilities. Personal knowledge of its failure given decisions were always profit-driven with minimal maintenance performed, high replacement costs, no PM plan, and high risk levels.

We cannot afford to experiment with hospital privatization!

Read more and please write to your MPPs (link below).

Find your MPP at <https://www.ola.org/en/members>

MEMBER'S UPDATE



Retirees to date 2023

- Edwin Aguila
- Andrew Antal
- Benoit Asselin
- Romeo Audette
- Pierre Auger
- Darko Bagaric
- Peter Barczynski
- Roger Barrett
- Carl Beckles
- Brenda Bertazzo
- Blaine Bender
- Isabelle Bleakney
- Bryan Blimkie
- Byron Bolton
- Doug Borland
- Lloyd Borsoi
- Randy Bridgman
- Audrey Broadfoot
- Larry Burnett
- Francois Campeau
- Vince Cantwell
- Sylvain Carle
- David Carte
- Shawn Casey
- Melissa Clark
- Robert Clarkson
- Arthur Cockman
- Cassandra Cruikshank
- Regina Daly
- Poncito De Luna
- Dave Drover
- John Dubeau
- Linda Duncan
- Jim Fisher
- Pauline Foisy
- Tim Foster
- Clayton Gammie
- Yvon Garon
- Jean-Claude Gascon
- Eric Goulet
- Mark Green
- Richard Grenier
- Heather Heaphy
- Paul Jeffery
- Ian Johnson
- Sandra Johnston
- Steven Keenleyside
- Norma Kennedy
- Debbie Kingsbury
- Grant Kingsland
- Thomas Krapels
- André Landry
- Emile Laroche
- Suzanne Lavoie
- Claude L'Ecuyer
- Gérald Levac
- David Love
- Dennis Marks
- Sylvain Martel
- Ferdinand Martin
- Jacques McMurray
- Przybyslaw Mejnarowicz
- Vania Mihalache
- Rhonda Miles
- Thomas Miller
- Ronald Moroz
- Linda Morton
- Kenny Nealon
- Huy Nguyen
- Betty Nitschke
- Randy Omstead
- William Ouellette
- Joseph Paiva
- Nicholas Peters
- Philip Pfeifer
- Hoa Pham
- Paul Plante
- Joe Reaume
- Paula Reece
- Sandy Renchko
- George Richer
- Scott Ridehalgh
- Edward Rogowy
- André Romain
- Marc Routhier
- Keith Ryckman
- Rick Saccomano
- Sheilagh Senos
- Matthew Sham
- Linda Smith
- Sam Song
- Todd Sumner
- Paul Thiessen
- Suzanne Toner
- Steve Tosh
- Marek Turski
- Habib Wadhwa
- Robert Walker
- Kevin Walters
- Mian Waqar
- Steve Wilkinson
- Derrick Williams
- Hase Williams
- John Wynoch
- Ya-Gang Zhang

In memoriam

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

- Randy Busnarda • Vince Cantwell • Steve Kaye • Patricia Morgan • Patricia Vadneau • Xu Yan

