INTERNATIONAL UNION OF OPERATING ENGINEERS

LOCAL 772

AUTUMN NEWSLETTER 2019

Words from the Business Manager

Greg Hoath
Business Manager

Understanding your collective agreement is critical to ensuring your rights are protected. It is not only important to be aware of the wage rate, premiums and benefits one is entitled to but to also be aware of the application of each and every article of your agreement. For example, filing of grievances and the grievance procedure are quite often misunderstood. **A grievance may be filed when the employer violates an article of the collective agreement or legislation and to a lesser degree a past practice.** A grievance is not a mechanism to deal with day-to-day complaints that are not a direct violation. In most cases, if the agreement is silent on an issue then management rights govern, and policies are at their sole discretion.

Grievances are the legal tool available to the union and its members in enforcing the collective agreement. However, there are three critical issues to successful outcomes – merit, filing at the time of the first violation, and adhering to timelines in the grievance procedure. I previously mentioned merit as being a direct violation. On timing issues, if we do not file a grievance when a violation occurs whether the reason is a member does not want to rock the boat or perhaps decides to give management another chance, that inaction, that decision can be binding prohibiting any future challenges. The second timing issue that can be frustrating is we must follow the timelines in the article of the agreement. For example, the grievance procedure article states a grievance must be filed within 5 days and then if denied must be forwarded to the next step within five days, if we wait two weeks, the employer can and will argue the matter is untimely meaning even if the grievance has merit it will be dismissed on that technicality. Grievances are a very useful tool if utilized and utilized properly by each and every member.

Let me briefly touch on the application of management rights. **Management has the right to do whatever it wants unless directly prohibited or restricted by collective agreement language.** For example, scheduling, to protect one's schedule: it must be in the agreement with language that changes can only be by mutual agreement. If not, the fact one has worked a certain schedule for 10 years and was hired as a day maintenance person is irrelevant. **Management has the sole right to determine schedules.** Another misunderstood concept in workplaces is overtime. **Overtime is a privilege, not a right and again whether one works overtime or not rests solely with management.** Typically, collective agreement language will state the rate one is paid if overtime worked, perhaps timelines and in many cases fair and equitable distribution which applies within a job classification.

In conclusion, we need to understand the collective agreement, all articles, and the application of management rights. We need to enforce the agreement and legislation. That responsibility rests not just with the union but with the stewards and every member.

Hopefully you all had an enjoyable summer and although it may be early, we wish you and your family happy holidays.

PRESIDENT'S LETTER

Greg Black
President

I hope all the members of Local 772 had an enjoyable and safe summer, even though it did get off to a slow start.

Bill 66 (Ontario Competitive Act) was passed into law this Spring and certainly diminished the rights of workers in the province in several areas including when you qualify to be paid overtime. Having a Collective Agreement certainly helps protect us with these changes. The Minister of the Ministry of Government and Consumer Services (MGCS) now has the authority to accept "alternative rules" to the regulations, i.e. Path 1 and Path 2. This will also allow regulations to be changed on an as needed basis.

In May, I attended the IPE sponsored "Collaboration of Colleges" meeting at Mohawk College and spoke about the role of Unions in helping Power Engineering students receive "steam time" in unionized plants. I also had an OE Advisory Council meeting at TSSA which involved a lot of discussion regarding the changes to the Regulations.

In June, I attended the IPECC (Interprovincial Power Engineering Curriculum Committee) conference where I continued to participate in the Refrigeration "C" (rink operator) development and made a presentation on company trends in dealing with the profession.

In September I was invited by PanGlobal to a meeting at IUOE Local 95 in Pittsburgh, PA. Some of the Locals in the U.S. are interested in having a national training standard and are very impressed with the Canadian model. We now have started discussions with the IUOE Training Center in Crosby Texas to see if there is the possibility of Canadian engineers receiving educational training.

In closing and **with the federal election happening soon, please give careful consideration as to which party will best represent the workers of this province and country.** Having a stable, safe and protected job is becoming more difficult to achieve in todays global economy with companies pressuring governments to lower standards.

Be engaged, be involved.

2019 IN THE GTA

SUCCESSES

- Arbitration success rate 80%, OE apprentices, Successor Rights entrenched with third party contractors, market adjustments for Engineers i.e. Sunnybrook Hospital 4.5% + 1.4% per year
- Violence, harassment & bullying incidents on the rise, complaint re: behavior of Chief Engineer, intimidating, bullying, managed by fear – union successful in achieving termination
- Bargaining – employers opting for conciliation
- Interest Arbitration – unfair awards without consideration of criteria

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- Political support/lobbying – 55% membership PC – need labour friendly Liberal/NDP governments
- Public Sector Wage & Compensation Consultations with the Ontario Treasury Board. Government is seeking methods to control costs directly and indirectly within collective agreements. Update: legislation enacted, 1% total compensation caps

GRIEVANCES AND ARBITRATIONS

- **City of Hamilton Water Treatment Plant** – new arbitrations: work jurisdiction, work accommodation, new – Certification Renewal policy – disciplinary in nature with factors beyond a member's control i.e. training requirements – Update: City abandoned policy
- **Human Rights** – medical work accommodation & racial slurs by manager
- **Ferrero** – employer grievance claiming overpayments of overtime for last 3 years; negotiated settlement 12 hour stat pay, refusing to pay – Update: settled and paid
- **Maple Leaf** – Termination – LOTO violation
- **CBS** – Work jurisdiction & suspension
- **Sanofi** – Shift schedules & seniority rights
- **York University** – Management harassment & abuse
- **Interest Arbitration** – St. Joseph's Lifecare

NEGOTIATIONS

- **Highbury Canco** – conciliation – settled market adjustments & vacation improvement
- **Toronto Western Hospital** – settled prior to introduction of public sector wage freeze legislation
- **Michael Garron (East General) Hospital** – interest arbitration – settled with 5% market adjustment
- **Sunnybrook** – 1.5% ATB + 4.5% market adjustment / year over 3 years, +18%)

OUTSTANDING / SETTLED

- **Canadian Blood Services (CBS)** – interest arbitration – settled without arbitration
- **Molson** – concessionary bargaining – settled, employer withdrew concessions that other unions accepted
- **Alexandra Hospital/Tillsonburg** – concessionary – interest arb – settled without arbitration or concessions
- **Upfield**
- **BGIS** - settled
- **Huronview** – settled
- **York University** - settled

2019 IN OTTAWA

CONTRACT NEGOTIATIONS UNDERWAY

Catarina Rotondo
Business Agent
(Ottawa)

- Kemptville District Hospital – Conciliation/Election
- Canadian Bank Note – Operating Engineers
- Cascades Recovery
- Ottawa University – Group A - Wage & Benefit Opener (Year 5/6)
- Agreement including 2 Year Extension Negotiated and Ratified
- Agreement Pulled by University
- New Tentative Agreement
- Ottawa University – Group B
- Tentative Agreement

NEGOTIATED SETTLEMENTS

<u>Canadian Bank Note – Bookbinders Guild</u>

Wages: 12.5%/ 5 years (2019 – 2.5%, 2020 – 2.5%, 2021 – 2.5%, 2022 – 2.5%, 2023 – 2.5%); $4.00/Hour Worked Premium; Uniforms: No trades for eyewear, 3 provided; New Classification created; Safety Footwear Increased from $120 to $175/Year (or $350/2 Years); $90/Year towards Non-Skid Footwear; LOU – Group Benefits – Improvements to others apply; LOU – Custom Fit Ear Protection Program; LOU – Banking Overtime; Bereavement Leave: Add Aunt, Uncle, Niece and Nephew – 1 day; Prescription Eyewear Increase from $350 to $450/2 Years

UPCOMING CONTRACT NEGOTIATIONS

- Lactalis formerly Kraft Heinz – 2019 Expiry
- Morguard (St-Laurent) – February 2020 Expiry

UPCOMING ARBITRATIONS

- **CBN Bookbinders** – Termination
- **Heritage/Chartwell** – Accommodation/Return to Work
- **CNL** – Discrimination/Improper Lay Off and Failure to Accommodate
- **CNL** – Pre-Arranged Overtime
- **CNL** – Suspension

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- **Lactalis** – Termination
- **Lactalis** – Discriminatory Discharge (Probationary Employee)

GRIEVANCES OUTSTANDING

- Non-Union Employee performing Union Work
- Termination (Settlement Pending)
- 5 Days' Notice (Floaters)
- Vacation
- COLA Payments
- Training Opportunity
- Statutory Holiday Pay (Policy Grievance)
- HVAC Lead Hand Position

Important Accomplishments Achieved Through the IUOE's Partnership with the Government of Canada:

- Line 3 Replacement Pipeline Project, Coastal Gas Link, and Trans Mountain Pipeline Project, as well as purchasing the latter
- Union density on the Trans Mountain Pipeline Project went from 0% to over 30%
- Removal of the anti-worker and anti-union laws of the Conservatives (Bill C-377, Bill C-525)
- CPTPP (previously known as TPP), a Conservative free trade deal, had provisions that could allow unskilled labour into Canada. The Liberals have now put in safeguards to address those concerns.
- Seeking our input and adjusts accordingly before moving forward on any pilot projects for Temporary Foreign Workers
- IUOE budget funding and created an advisory board to promote the Red Seal Trades across Canada.
- Plan to provide assistance and support to our training centres. The Liberal government created the Union Training and Innovation Program (UTIP) which many of our construction locals have utilized.
- Regulations to ban the import, export, manufacturing, sale, and use of asbestos and asbestos-containing products.
- Legislation to promote pay equity and combat harassment at work, as well as to create safer and fairer work environments for all workers.
- Support for women in trades by funding CBTU's Build Together and the establishment of Provincial and Regional offices.
- Budgetary support for the establishment of a single-payer, national Pharmacare program which has the promise of lifting a heavy burden from our OE Benefits and Welfare programs.

GREAT NEWS!

"Hamilton For Who?" Rally

A rally against 'organized hatred' was held at Hamilton city hall Saturday July 13, 2019. The organizers — a small group of activists who were also involved in the Hamilton Women's March — said it was a "peaceful demonstration" showing that "organized hatred has no place in our city."

The rally comes amid a series of events that have led to increasing friction in the city. Many have criticized the city for allowing the "yellow vests" to demonstrate on city property every Saturday. The yellow vest movement started in Europe over rising fuel prices but has expanded in North American to include far right political views.

A UNIFOR Steward was quoted as saying: "I attended this event on Saturday morning and attach a photo that tries to capture the size of the colourful crowd. The nine yellow-vesters mostly confined themselves to the north side of Main Street. There were about 12 police including two on horseback. Except for one occasion when one of the yellow-vesters attempted to invade the diversity party and was asked (OK, pressured) to return to the other side of the street, there was no conflict. It was a nice non-violent party with some entertainment, food, and comraderie."

https://www.cbc.ca/news/canada/hamilton/rally-saturday-1.5181507

Local 772 Steward Training—May 2020

Local 772 provides an all-encompassing training session for Shop Stewards that includes the grievance process, arbitrations and human rights with guest speakers. **The next session is scheduled for Saturday May 2nd and Sunday May 3rd, 2020.** 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).

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

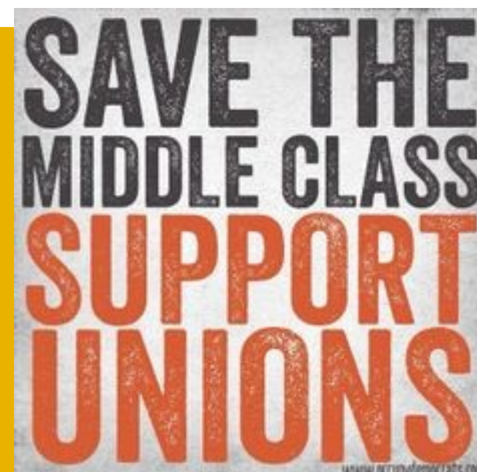
YOU CAN'T MAKE THIS STUFF UP!

HERE'S AN EXAMPLE OF THE SUPPORT YOUR UNION WILL PROVIDE WHEN MANAGEMENT REFUSES TO ABIDE BY THE COLLECTIVE AGREEMENT

A member was not receiving their meal allowance reimbursement. Since February, they had continually but politely been raising the issue with their Supervisor. For whatever reason, the Supervisor was resistant to process the reimbursement even though it is required as per an Article in the collective agreement. Finally eight months later in September, our member had had enough and reached out to Greg to intervene. Greg contacted the company HR department. Ironically, the Supervisor complained that they were being harassed with a trivial matter when they were the one who owed the employee a large sum of money! Within a week, our member received his cheque.

HOLD YOUR EMPLOYER ACCOUNTABLE TO THE COLLECTIVE AGREEMENT!

MIDDLE-CLASS CANADIANS HAVE LESS DISPOSABLE INCOME THAN EVER



Canadians are starting to notice that they have less and less disposable income every year. Like 40% of Canadians, many of your family and friends probably have a part-time job or a "side hustle" in addition to full-time work just to make ends meet.

Income inequality is squeezing the life out of the middle-class and unfortunately for everyone, it is the middle-class that is the driving force of any economy. We cannot depend on the upper-class to rescue the middle– and lower-class. Despite all of their empty promises, they've proven for decades that they only wish to amass as much wealth as possible at the expense of everyone else. They are not interested in strengthening the economy but rather only in increasing their own wealth.

There are many signs that have gone up very slowly and quietly: the rise of big box stores, the collapse of small, family-run businesses, more and more people going through your blue bins on garbage day to collect bottles and cans, more people begging at storefronts and highway exit ramps, etc.

There may be signs within your own family: Have loved ones asked to borrow money? Missed family events to attend to work obligations? Sold off possessions? Wear old and shabby clothes? Have a house in disrepair? Driving an old, beat-up car? No longer going away on vacation?

This upcoming election, vote for a political party that will ensure taxes are being collected from people who can spare it, relieve those trapped in the cycle of poverty, bolster social programs, and strengthen the economy.

FIGHTING THE RACE TO THE BOTTOM

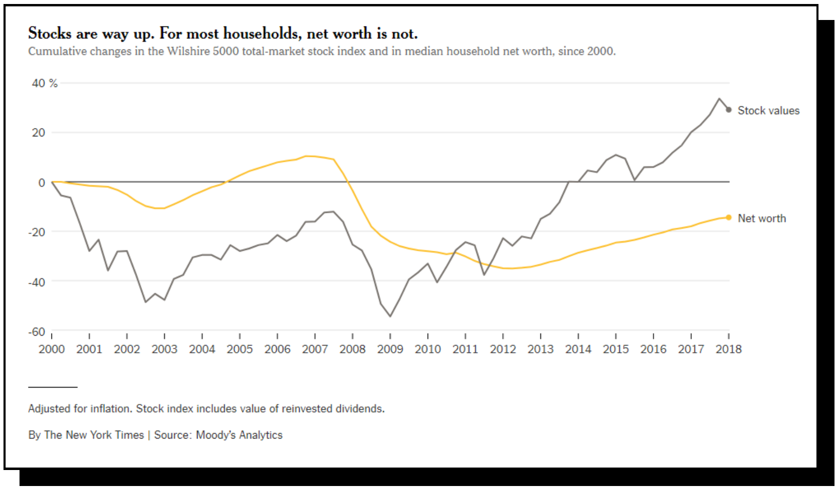
Why Aren't Wages Keeping Up? It's Not The Economy, It's Management

In the decade since the 2008 recession we've had an enormous runup in the stock market, accelerating growth in GDP, and a steady increase in job growth. Yet despite these positive economic trends, wages are not keeping up.

Yes, wages ticked up in the most recent jobs report, but they're still lagging in a significant way. This may not a problem of economics, but rather an issue of management – and one which we can address by changing the nature of the discussion.

Point 1: Wages Are Not Keeping up with inflation.

Consider the data to the right. While the GDP has risen (after inflation), real incomes have barely budged. In fact, if we look at wages over the longer term, **wages after inflation have barely budged over the last 44 years.** It's frightening to consider, but a young couple in the 1960s could buy a house for less than 25% of their take-home pay. They could own two cars and put two children through college on a middle-income salary. That dream is elusive today. As economist Heather Boushey puts it, "The economy is growing. Why aren't people feeling it?". "The answer is: Because they literally *aren't* feeling it." And it seems to be getting worse. Despite an increase in wages most recently (2.9% as of August of 2018), income inequality has increased, leading even more to feel they aren't keeping up. While the stock market has benefited those with savings and pensions, most don't feel it.



Point 2: Workers Are Struggling

The second piece of evidence is the level of financial stress we see among workers. Look at some of these statistics:

- **40% had trouble paying for food, medical care, housing, or utilities in the last year.**
- **Nearly half have no retirement savings, creating increases in stress-related illnesses and heart disease.**
- **60% do not have $500 of cash on hand to handle emergencies or other significant expenses.**
- **70% of university grads have $15,000 or more of loans outstanding in their first year of work.**
- **4 in 10 now have a "sides hustle" to make more money to help make ends meet.**

Housing prices in many cities are skyrocketing, the cost of transportation continues to rise, and 45% of Millennials now believe they will never achieve the

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(continued from page 8) financial status of their parents.

Point 3: Companies Are Sitting On Cash But Not Raising Wages

HR and business leaders are well aware of these financial issues, yet are afraid to raise wages. Apple, for example, recently announced that its quarterly revenue grew to $61 billion (making it a $250 billion company) and that it generated $13.8 billion in profit (almost 23% profit). This means that for every dollar you spend on an Apple product or service, 23 cents goes into the bank. What is Apple doing with this money? They're returning it to the shareholders. The company announced it will distribute $210 billion to shareholders through stock buy-backs and will increase its dividend as well. If you own Apple stock, you see a good return, but if you're an Apple employee, you may or may not see a thing. (P.S. Apple pays only a 14.5% tax rate.)

Apple, by the way, has about 80,000 employees, so if the average employee makes $100,000 per year (which is high), Apple could give them all a 5% raise, and it would only cost the company $400 million per year, which is *less than 0.2% of the cash the company is using for stock buybacks*. In other words, Apple management believes it is better for the company to return cash to the shareholders (which enriches its stock price) than it is to invest in the salaries of its employees. That's not to say that Apple is underpaying its people. Apple employees are well paid (software engineers make well over $100,000) and sales and service representatives are fairly paid. The point is to consider how management is thinking: **at a time when the company is flooded with profit, management chose to invest in its share price. Companies do not see employees as an investment.**

(A recent article in Business Insider shows that companies repurchased $4.4 trillion since the 2008 recession, $191 billion in this last quarter alone). This is money just being returned to the shareholders – why isn't it being invested in employees? Why are companies afraid to raise wages? Economists often point to the "Sticky Wages" effect. As economists teach in school, management hates to raise wages because once you raise them, it's hard to take them back down. And in the inevitable time of a recession or slowdown, you're stuck with a high cost of labor. Managers are acting this way now. A recent article in the Wall Street Journal points out how bonuses and benefits are going up, but wages are relatively flat. Companies are willing to pay as much as $25,000 bonus to diesel electricians and train crew members, but they don't want to raise base pay. (Even Amazon's announcement to raise wages to $15 per hour was coupled with a reduction in stock rewards.)

Point 4. The Sticky Wage Theory Has Flaws

Economists know about this issue, and that the "sticky wage" theory is firmly embedded in peoples' minds. In this theoretical construct, wages are slow to rise because they're even slower to fall. So managers hold onto cash and delay salary increases because they know how hard it will be to cut them later. Unfortunately, this philosophy has flaws, especially in a skills-driven economy like we have today.

Suppose a company like Google, Facebook, Amazon, Goldman, or another "trillion dollar cap" digital disruptor decides to pay people more. They bid up the price of labor and pay people high wages to attract the very best. (Amazon, for example, gives all its employees stock options, which are often worth tens to hundreds of thousands of dollars in only a few years.) These high performing companies just ignore the sticky wage theory and act like winning sports teams, bidding high prices for the super performers. Do they create wage

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inflation and make inequality worse? Not necessarily. **When a *company raises the wages of all its workers*, including the frontline service workers, something entirely different happens. Employees feel more committed; their financial lives become less stressful; they are proud to be part of the company; their attitude and service to customers and client get better. In fact, the company's employment brand becomes more positive, so every position now attracts more committed, passionate, ambitious people – and ultimately the company performs better.**

Zeynep Ton, in the heavily researched book *The Good Jobs Strategy*, clearly points this out as she compared wages between Costco, Mercadona, Tesco, and Wal-Mart. Her research showed that **higher wages in retail result in a *more profitable operation***. The reason? Well-paid employees are better trained, they are more engaged, and they spend more time helping customers buy the right products. In one of the studies, they found that a $1.00 increase in hourly wages resulted in a 40% increase in total profits, a hugely positive return on investment.

What about the problem of a business downturn? The sticky wage theory would say that you have less flexibility to reduce cost. Well, in fact, the opposite is true. If managers are underpaying people now, the option of "reducing pay" is limited, so when the business turns down managers have to lay people off. While layoffs are common, they almost always result in a negative outcome. Not only does the company's employment brand suffer, but the "survivor syndrome" of those who remain dramatically reduces their loyalty and engagement. **Extensive studies prove that companies that lay people off later underperform for years.** Remember how Circuit City tried to "layoff its way to profitability" and eventually went out of business? American Express and other great brands have seen this problem when they lay people off, so it's not just an indication of a company with a poor product or out of sync offering. Layoffs are permanently damaging.

On the other hand, if you pay people well from the start and they feel a genuine commitment to the company, they will do anything to help manage a downturn. Southwest Airlines did not lay people off during the 2008 recession, and they continue to thrive. Steve Jobs famously reinvested in innovation during the 2000 recession and gave birth to the iPad.

When people are well paid you have enormous flexibility to ask people to take a temporary pay cut, and they will stick around and work even harder. (Intel, a company that has been through many business cycles, is famous for investing during recessions because it's a time to attract some of the brightest and most sought-after people.)

Point 5: This Is A Management Issue, Not an Economic Issue

The bottom line is this: lagging wages is not an economic issue, it's really about management. The spirit is there, but the actions are not. Just as Marc Benioff, CEO of Salesforce believes "inclusive capitalism" is his mission, and Jeff Bezos is funding a $2 billion fund to help homelessness, and many other CEOs are trying to take on social causes, they are reluctant to act with their paychecks. And this old way of thinking is holding the economy back.

In business school we are taught that *labor is an expense* to be managed. CFOs look at the cost of payroll (which is often 40 or 50% of revenue) as one of the biggest discretionary expenses on the income statement.

But in reality people aren't an expense, they are an investment. *People are an appreciating asset*: the more we invest in them, the more we see productivity, customer service, innovation, and growth. And in today's labor market, raising wages lets employers attract the most ambitious people, something every

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(continued from page 10) company is striving for now. We have to rethink our accounting practices too: *consider labor an investment* like machinery. But one that goes up in value, not down.

Also, Pay Practices Are Out Of Date

Only 7% of companies believe their pay system is aligned with their corporate goals and 30% said it was misaligned. Why? The way we pay people is based on legacy models. We only review wages annually; we are afraid to overpay high performers; we are afraid to explain to people why they are paid what they are.

Why is it so hard to fix pay practices? Not only are CFOs holding companies back, but the HR department is partly in the way. Companies are concerned about pay equality, salary bands, carefully staying within benchmarks, and not providing a holistic view of pay. **People want to be paid more frequently, they want a wider range of benefits, and they want programs that meet their particular needs, not just lists of programs they never plan to use.**

The pressure to fix pay is building. Research found that 40% of adults rate C, D, or F in financial literacy; 1/3 pay their minimum credit card balance and the average credit card debt is $5,839, and the median retirement balance is only $3,000 . In other words, there's plenty of pain out there, and if employers fill these gaps they gain tremendous engagement from their people.

To put a simple ROI on better pay, consider the impact of poor financial wellbeing. The same research cited earlier shows that 64% of millennials feel financially stressed (15% of their salaries goes toward student loans), 32% say it impacts their daily work, and 33 peer-reviewed studies proved that financial stress leads to heart attacks (expensive for employee and employer).

A Call To Business Leaders and Management

Despite the job numbers, HR managers, employees, and young professionals are not happy with their pay and they are scrambling around to keep up. The problem isn't the mystical "economy," it's simply the way CEOs and managers think.

Imagine if the top companies who purchased back stock in the last ten years (Apple, $102 billion; Microsoft: $878 billion; Cisco: $228 billion; Oracle: $67 billion; JPM Chase, $63 billion; Wells Fargo, $56 billion; Intel: $55 billion; Home Depot: $51 billion) **took a tiny percent of this money and raised the wages of their lower-wage customer-facing employees. Would the company feel it? Probably not – and their performance as a business would rise.**

A new paradigm of management is required, one where CEOs and CFOs must understand that every employee provides an outsized value to the company. And if we consider them as an asset and not an expense, we find that the return on higher pay is greater than we thought. **Let's not just blame the "economy" for income inequality and slowly rising wages.** Remember that in today's service-driven economy, people are the product. Invest more in people, and profits will follow. www.forbes.com/sites/joshbersin/2018/10/31/why-arent-wages-keeping-up-its-not-the-economy-its-management/#7eeba0b2397e

"Safe working conditions, fair wages, protection from forced labor, and freedom from harassment and discrimination - these must become standard global operating conditions.—Paul Polman

Labour Day Has Come and Gone.
Here's How Workers Fared in Canada This Year

From legislation to lockouts, here are the major events that changed the lives of workers across the country, for better or worse.

Ah, Labour Day. It's the symbolic end of summer, the final blissful long weekend of the season and your last chance to wear white. It's also the day celebrating workers: both the activists of history who secured protections many Canadians now take for granted and the workers today who keep the economy afloat. So how did the worker fare in Canada over the last year? Here's a non-exhaustive roundup of stories that cut to the heart of the issues workers faced.

Changes to labour laws across the country

A major revamp of the federal labour code came into effect on Labour Day this year. That doesn't mean labour laws are changing for all workers; only federally regulated industries are governed by the Canada-wide rules, including air transportation, telecommunications and banks. The changes are broad in scope. They add new options for federally regulated employees to take leaves of absence for personal reasons or if they become victims of domestic violence. They also require employers to pay part-time and casual employees the same rate as full-time employees for equivalent work. Most workers in Canada aren't protected by federal labour law, which means changes to provincial labour laws matter just as much, if not more. In B.C., the only province currently governed by the labour-backed NDP, sweeping changes were introduced to labour laws for the first time in about 20 years. The most significant changes this spring were setting a minimum age of 15 and implementing legal protections against a union-busting move called contract flipping. On the other hand, Ontario and Alberta both saw rollbacks in worker protections under premiers Doug Ford and Jason Kenney. Alberta reduced its minimum wage for students to $13 and changed banked overtime rules. Previously, if an employee banked overtime, each extra hour counted as 1.5 hours. Under the new rules, overtime is banked as regular hours. Ontario also loosened overtime rules this spring.

App-based workers hold a union drive in Toronto

In Toronto brews an uphill but possibly precedent-setting battle to bring Foodora bike couriers into the Canadian Union of Postal Workers (CUPW). It's new and challenging terrain. Since most platforms acting as intermediaries in the bike-courier sector classify workers as independent contractors, they are largely excluded from employment laws that provide basic protections and the ability to form a union. But advocates are increasingly contesting that classification, arguing that many gig economy apps direct and control significant portions of workers' jobs. That, CUPW national president Mike Palecek argues, means they should have the same legal responsibilities as any other employer. If the couriers successfully unionize, other people working on platforms could follow suit — think Uber and Lyft drivers and even serving staff or swim instructors currently working on the assumption that they are independent contractors.

Janitors in B.C. fight to keep their jobs — and win

Often newcomers with limited English, janitors work for low pay and are always at risk of losing their jobs if the contracting company that hired them loses its bid to continue cleaning. Until recent labour-law changes introduced new protections, it was common for employers in B.C. to "flip" janitorial contracts. Contract flipping occurs when a portion of a workplace made up of contracted employees unionizes, only to have their contract ended and replaced with a contract with another, non-unionized company. Sometimes the same employees are lucky enough to be hired back, but without their seniority or union representation. Janitors at BC Hydro this year fought a contract flip and won.

After the janitors' union met with the province about the provincial utility's plan to change cleaning providers, BC Hydro decided not to change

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(continued from page 12) the contract after all. It was a well-timed fight; just weeks later, B.C. introduced a legislative amendment that guards against contract flipping.

University teachers demand their due

Professorships have been moving away from the model of secure, tenured appointments in favour of temporary and part-time arrangements for decades. A report released last November revealed the extent to which university teaching has become a precarious pursuit. The report, entitled Contract U, comes from the Canadian Centre for Policy Alternatives, based on Freedom-of-Information requests with all 78 publicly funded Canadian universities. It shows that more than half of all academic appointments made by the universities that responded to the requests weren't full-time, permanent, tenure-track jobs. **A total of 53.6 per cent of positions offered by the universities in the 2016-2017 academic year were on contract. About 80 per cent of them were part-time.** Faculty associations are calling for a sea change in academia, arguing that full-time appointments are better than contract gigs for quality of teaching and academic freedom.

The biggest private-sector investment in Canada ever — but who will get the jobs?

The $40-billion LNG Canada project in Kitimat, B.C. has publicly committed to using a "hire local first" policy when awarding contracts, as its guarantee of jobs for Canadians was one of the conditions for its approval. The promise of "10,000 jobs" through the project has become a major talking point for B.C. Premier John Horgan. Correspondence obtained by the BC Liberals, revealed during an exchange in B.C.'s parliament in April, estimated that about 35-55 per cent of the workers will come from within the province. Hiring for the project is currently underway.

Canada Post strikes again

Leading up to last Christmas, workers at various Canada Post locations went on strike, usually for periods of one or two days at a time. It led to delays in the processing of packages, especially because the postal service's three main international receiving centres were among the main targets. In addition to worrying holiday shoppers, the 2018 Canada Post strike was a major test of the federal government's commitment to workers' right to strike. Federal Labour Minister Patty Hajdu legislated the workers back to work last November, citing the prospect of economic distress. The move infuriated labour groups, who saw it as the government stripping away their most important bargaining chip.

https://www.thespec.com/news-story/9572570-as-labour-day-approaches-here-s-how-workers-fared-in-canada-this-year/?s=e

Labour Day has been celebrated in Canada on the first Monday in September since the 1880s. The origins of Labour Day in Canada can be traced back to December 1872 when a parade was staged in support of the Toronto Typographical Union's strike for a **58-hour work-week** (almost a full decade before a similar event in New York City by the American Knights of Labor launched the movement towards the American Labor Day holiday). The Toronto Trades Assembly (TTA) called its 27 unions to demonstrate in support of the Typographical Union who had been on strike since March. Although the laws criminalizing union activity were outdated and had already been abolished in Great Britain, they were still on the books in Canada and police arrested 24 leaders of the Typographical Union. Labour leaders decided to call another similar demonstration on September 3rd to protest the arrests. Seven unions marched in Ottawa, prompting a promise by Canadian Prime Minister Sir John A. Macdonald to repeal the "barbarous" anti-union laws. Parliament passed the Trade Union Act on June 14th the following year, and soon all unions were seeking a 54-hour work-week.
https://en.wikipedia.org/wiki/Labour_Day

Executive Pay Continues to Grow Much Faster Than Median Pay in Canada

One of the major contributing factors to income inequality in North America has been the growth in the compensation of the senior executives of large companies.

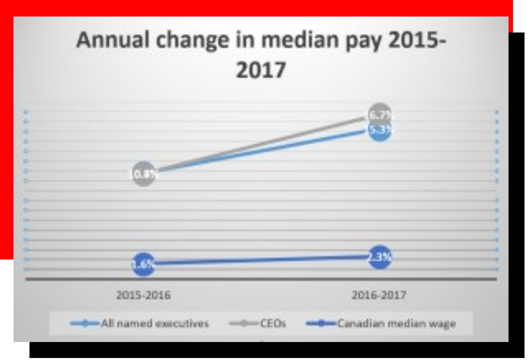
Investors have had a front-row seat for the growth of CEO pay from the compensation reports that publicly-traded companies provide their shareholders. For the first time in 2018, investors have also been able to look at the CEO-to-median worker compensation ratios for US companies, which became a requirement under the Dodd-Frank Wall Street Reform and Consumer Protection Act. In Canada, however, such disclosure is not required, making it more difficult to compare the way senior executives are being paid versus their employees.

In a recent analysis, executive compensation was reported by 135 companies listed on the Toronto Stock Exchange. The compensation that those companies paid between 2015 and 2017 to their five highest-paid executives and to their CEOs was compared to those amounts with the national median annual wage, as reported by Statistics Canada, for the same period. The median pay increase was compared for each of these three groups (see chart below).

From 2015 through 2017, executive pay increased at a much faster rate than the pay of ordinary workers in Canada. As this trend persists, the gap between most Canadians and those of the so-called "1%" continues to increase.

	2015	2016	2017
Median of all named executive pay	$1,434,997	$1,608,211	$1,898,277
Median CEO pay	$3,079,910	$3,450,058	$4,143,256
Median annual wages, Canada	$41,995	$42,661	$43,680

For all of the named executives, the median pay increased by 10.7% between 2015 and 2016, and by another 15.3% between 2016 and 2017. For CEOs, the increase was about the same between 2015 and 2016, 10.8%. But from 2016 to 2017, the CEOs' pay increase was much larger at 16.7%. The pay of both executive groups increased significantly more than the median wage during that period. The median wage for all workers in Canada increased by 1.6% between 2015 and 2016, and by 2.3% between 2016 and 2017.



Evidence shows that too much inequality can weaken economies, stall growth and contribute to social and political instability. When the income gap becomes too large it threatens the purchasing power of ordinary workers, which can erode the strength of the economy. Companies need to find a healthy balance between paying executives, re-investing in the company, paying their other employees, and rewarding shareholders. Doing this will allow them to maintain their productivity and retain the stable, motivated workforce necessary to remain profitable for the long term.

https://share.ca/exec_pay_median_pay/

The Myth of Greedy Unions Versus Actual Corporate Greed

Many in politics and the media have been attempting to foster division among the working class of late. Misinformation is circulated to pit families against each other. While the middle-class fights each other for scraps, those in a position of power and privilege laugh at us. These distraction techniques include exaggerations about organized labour. They continue to prey upon our fears with the tired stereotype of the "greedy unions" who employ shady criminals like hired goons and mobsters to threaten and intimidate management, non-union employees, and any members who do not tow the party line. Meanwhile, they accuse Unions of protecting incompetent, lazy workers.

Fat Tony and His Goons from "The Simpsons"

Times have changed. Unions have more restrictions and are under more scrutiny than ever. By law, Unions are required to be transparent with regular reporting, audits, and by-laws. In addition, it is easier than ever for workers to decertify and change Unions, so Union Management must ensure that members are happy with their representation. The vast majority of issues are legitimate workers' rights and health and safety violations and Unions have legal avenues to address those situations. Unions fight for fair pay raises, taking into account the similar job market values, the inflation rate, the CPI, the company's financial situation, etc.

Mr. Monopoly

In a free-market economy, there are checks and balances required to prevent corruption and supposedly prevent the rich from hoarding everything to themselves. For Unions, checks and balances are in place for the same reason.

Unfortunately, what has not changed (and has in fact gotten worse) is the inclinations of the upper-management "fat cats". **Currently, average middle-class income increases are a paltry 2%. Considering that the current inflation rate is 1.4%, that is only an actual increase of only 0.6%! Upper-management on the other hand, including Executives, Management, Professionals, etc. can grant each other their own excessive pay raises which on average are about 7%**, leaving only crumbs for their employees. Upper-class wealth has steadily increased since the 1980s meanwhile the middle- and lower-class' has stagnated.

Ask yourself: WHO IS REALLY GUILTY OF BEING GREEDY?

MEMBER'S UPDATE

RETIREES TO DATE 2019

- Arthur Cockman—Global Spectrum
- Tim Foster—Alexandra Hospital
- Ian Johnson—Global Spectrum
- Steven Keenleyside—Bentall Kennedy
- Emile Laroche—Hiram Walker
- David Love—Hiram Walker
- Ronald Moroz—McMaster University
- Randy Omstead—Hiram Walker
- Joe Reaume—University of Western Ontario
- Paula Reece—Kemptville District Hospital
- Suzanne Toner—Canadian Bank Note - Bindery II
- Robert Walker—City of Hamiltoon
- Kevin Walters—Bentall Kennedy
- Mian Waqar—Toronto Western Hospital

IN MEMORIAM

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

- Gary McGuire—Highbury Canco

PLEASE POST ON YOUR UNION BULLETIN BOARD TODAY!