

Your Union News

Fall 2011 Volume Nine Issue Two • Construction and Specialized Workers' Union Local 1611 represents 6000 members in BC and the Yukon

This Newsletter has been mailed to all members in the health care, security, recycling, parking lot, cemetery, crematorium, funeral home and janitorial sectors

CSWU LOCAL 1611
TO CELEBRATE 75 YEARS
IN 2012

Workers' Advocate Report

Members Compensation Claims Denied

Since the Liberals took control of our provincial government, they have gutted the Workers Compensation Act resulting in members being denied decent and fair compensation when injured. In this hostile climate, members must be aware of a number of issues if you want to be successful in having your Workers Compensation Board (WCB) claim accepted.



Richard Saunders
Workers' Advocate

Report All Injuries Immediately

When injured at work, report it to the First Aid attendant immediately. Explain the incident in detail to the attendant and make sure everything is written down. Also, see a doctor as soon as possible or, if the doctor is unavailable, go to your local clinic or the emergency ward at the hospital. If there is no First Aid attendant available, report it to management.

If you don't report the incident of injury immediately and wait a few days, the WCB will deny your claim. They will state that it couldn't have happened at work because there is no record of you reporting the injury. If you did report it, then you have evidence to support your claim.

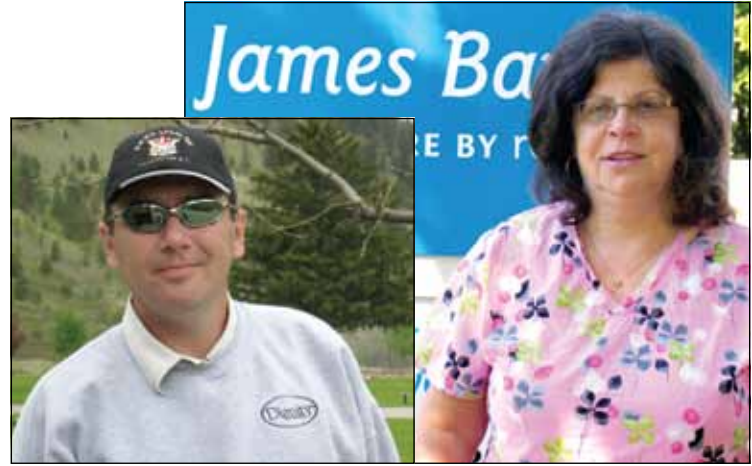
Often the WCB will deny a claim because the worker can't explain in detail the 'specific' incident when the injury happened. That five or ten minutes spent recording the incident with the First Aid Attendant could save you a lot of time, pain and difficulty later on when applying for your WCB claim.

If Your Claim Has Been Denied

If your claim is denied, make sure you call us as soon as you get the decision letter.

Our department will also assist members with problems involving the Employment Insurance Commission (EI) and in obtaining Canada Pension Plan (CPP) Disability benefits.

Our phone numbers are 604.437.6889 or Toll Free 1.888.788.2888 and you can fax us at 604.437.5684. If you are unable to reach me, please do not hesitate to contact my assistant, Patrizia, and remember, be careful and watch out for each other.



Above: Dan Buell Kelowna LakeView Memorial Gardens.
Right: Sandy Handy, LPN, is serving on the bargaining committee with Shelley Moore. They are currently in contract negotiations involving James Bay Care Centre, Sandringham Care Centre and Local 1611.

ORGANIZE – ORGANIZE – ORGANIZE

Local 1611 has organized, certified and/or signed Collective Agreements with twelve companies from January to August 2011

- Advance Underwater Imaging Inc.
- Westrock Custom Breaking
- BFI Constructors Ltd.
- Germain Favel Specialized Services Inc.
- 3D's Concrete Ltd.
- Aecon Industrial Inc.
- Acer Contracting Ltd.
- Wayne Christensen (Bencor Canada)
- Sehbar Landscaping Ltd.
- Blue Horizon Contracting
- Quadra Industrial Refractory Services Ltd.
- McNally/Aecon Joint Venture

Many thanks to members who have given us tips, and members who have worked as 'salts' assisting us in organizing drives.

Do you know any organizing targets, or do you have friends and relatives who work non-union or CLAC and can help us?

Please contact Manuel Alvernaz, our Chief Organizer at 604.437.6889 or his cell 604.323.4442. ALL INQUIRES ARE CONFIDENTIAL.

B.C. Liberals = Bad for Families

For all Christie Clarks babblings on television and radio, her actual record and the BC Liberal policy is bad for BC families.



Mark Olsen
Business Manager

Here is a 'partial list' of their hurtful policies:

- Medical Services Premiums (MSP) have been increased by over 106%. (We are the only province with an MSP).
- \$2 billion dollar annual tax cut for corporations and imposing the same additional cost to citizens under the failed HST.
- Massive increases in ferry fares, BC Hydro rates and other fees.
- Increased gas taxes.
- SHAM called the Pacific Carbon Trust which requires schools and hospitals seen as 'less green', to fund companies like Encana who are seen as 'more green'.
- 30% cut in WCB benefits for newly injured workers, and no pension after the age of 65.
- Ripping up Union contracts in health care.
- Contracting out of good paying health care and other government related jobs.

The majority of our members have consistently told us, that the BC Liberals are not the answer, and that we should support the NDP.

While no party is perfect, the NDP is much better for our members, and much better for BC families. They believe in a fair tax system where the very rich and most profitable corporations pay more; they rejected and lobbied to kill the unfair HST; will return the previous WCB benefit levels and introduce fair labour legislation; and stop contracting out good paying jobs. The bottom line is that our Union and its members will be respected.

We are proud to support the NDP and ask all of our members to do their own research, and we are very confident that you'll come to the same conclusion. This time vote NDP – it is the right thing to do.

Please take care and above all stay healthy and work safe.



Care Aides Norma Gibson, Tillie Vo, Maria Juarez, Mary Pabsdorf and Trey Jamieson-Zonneveld from James Bay Care Centre.



May 11, 2011 Meeting in Kelowna with Impark Members.

Local 1611 Supporting Communities

Local 1611 has recently supported these charities and benevolent efforts:

- BC Child Find's 20th Annual Tournament
- Canadian Red Cross for famine relief in Somalia and Ethiopia

Here Are Your Elected Delegates

All by acclamation, to attend the 2011 International Convention
Our Union is an affiliate of the Laborers' International Union of North America – LIUNA

- Bruce Ferguson
- Manuel Alvernaz
- Rick Clarkson
- Nav Malhotra
- Chuck Chatten
- Mat Mc Greish
- Shelley Moore
- Matthew Lust
- Gary Palmiere
- Leroy Vollans
- Danny Klein
- Oscar Sanchez
- Dean Homewood
- Tony Parkinson
- Richard Saunders
- Greg Harris

Mark Olsen, automatic delegate by Business Manager position.

We greatly appreciate the support of our members, and will do the best we can on your behalf.



Richard Rohrs Recipient of 10 year pin April 30 2011, works at Garda.



Mohamed Hussein Recipient of 15 year pin on April 30 2011, works at Impark.



Florence Boyd Recipient of 10 year pin April 30 2011, works at First Memorial.



May 12, 2011 Meeting in Kelowna UPS Members.

BalanceOfTheYear LooksGood

As I write this report we are at approximately late summer. Thus far the weather has been unseasonably dull and chilly. However, the sun has finally broken through and I remain hopeful that we can expect some good weather for the next month or so!

Benefits Newsletter

Members enrolled in either our Union's Medical and/or Pension Plan should have by now received your annual Benefits Newsletter. I commend the article from your Union's Business Manager Brother Mark Olsen who also chairs your Medical Plans Board of Trustees.

In his article entitled 'Liberals Health Record Poor' Brother Mark highlights the fact that BC is the **only province** in Canada to have an **MSP premium**. That the Provincial Liberals negotiated a lousy deal that requires citizens in BC to pay **20% more for generic drugs** than citizens in Ontario, and how we are all being ripped off when the BC Government established the sham called the **Pacific Carbon Trust**.

Think Politics

Please think above these issues when you mark your next Provincial election ballot!

Recognition Given

I would also like our members to know about the good work of our Chief Union Organizer Brother **Manuel Alvernaz**. Brother Alvernaz despite our Provinces rotten labour laws, along with our representatives and organizing staff, has organized 65 new companies to union agreements during the course of the last 5 years. Manuel is worth his weight in gold.

A second staff member Brother **Nav Malhotra** who is responsible for looking after several different sectors covering security, parking lots, cemetery, crematorium, waste disposal, janitorial and recycling industries with the assistance of retired Union Representative Brother **Dennis Morgan** has all of the several hundred members he looks after now under new collective agreements. Nav will be a real asset for our union and no doubt one of the leaders for our union for many years to come. Brother Malhotra has also been appointed as a 'Trustee in Training' on both your Union's Medical and Pension Plan Board of Trustees.

Well that is all for now, stay healthy and work safe, and I look forward to seeing all of you at your next area union meeting, and on the job sites I take care of. Warm fraternal regards.



Bruce Ferguson
President

VolatileTimesBut WorkPictureStrong

Here we are 2/3 of the way through the year. After a miserable spring and early summer we finally get sunshine and warmth just in time before the start of the PNE and rain. I hope this year will bring us a great late summer that will stretch into late November. (One can only wish).

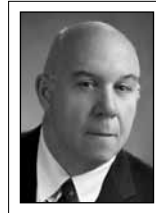
We are still in volatile times but Union statistics show bright spots;

- worked hours province wide all sectors up 17%,
- Union deficit cut by 68%,
- enabled jobs down from 60% to just 15%,
- most collective agreements successfully re-negotiated and ratified by the respective membership.

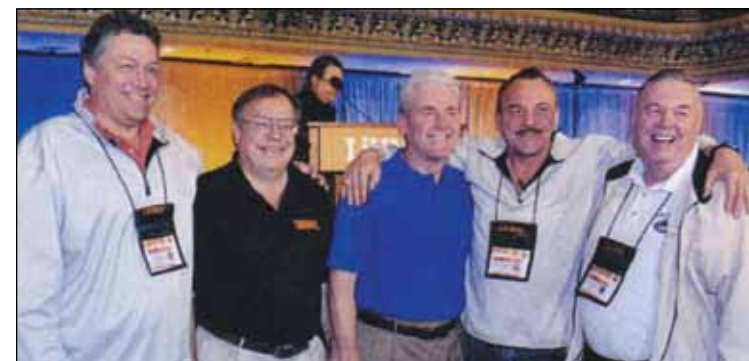
While we continue to run a small deficit, I think I see light at the end of 2.5 years of slow work opportunities for our members as a result of the American lead recession. Our work picture is strong and getting stronger. For the first time since the early 70's we are seeing camp jobs and large projects starting to come on stream.

It is my opinion that the unionized sector and all workers has been under attack by the Liberal government. They changed the injured workers benefits, cut pensions awards and rejected claims. The Labour Board no longer appears to be neutral with decision after decision against the unions and even lawyers crying foul and anti-union bias. We have had all kinds of hidden tax increases that take more of your hard earned money.

I think we will see a provincial election soon and it's time for a change.



Rick Clarkson
Secretary Treasurer



June 15, 2011 following the LIUNA Multi-Regional Conference in Chicago. Mark Olsen, Manuel Alvernaz, and Bruce Ferguson with distinguished gentlemen, Terry O'Sullivan our LIUNA General President (blue shirt), and Mano Frey our LIUNA Northwest Regional Vice-President (black shirt).

UNION SCHOLARSHIPS AVAILABLE

There are 2 different scholarships that our members or their dependents can apply for:

- **Roland B. Gordon Memorial** - offered through CSWU Local 1611. All information requested must be in by the last day of October.
- **W. Vernie Reed Memorial Fund** - offered through the Labourers' International Union. All information requested must be in by April 1.

Contact the CSWU Local 1611 office for the applications.

HealthcareSectorUpdate

Bargaining

James Bay Care Centre and **Sandringham Care Centre** are currently negotiating a collective agreement. Members will be informed of progress as the talks carry on. **H.O.M.E.S.** members are part of the Community Social Service Sector and CSWU, along with eight other unions, bargain on their behalf.

The following is information from the Community Social Services Bargaining Committee's News Release on August 17, 2011:

- A tentative deal averts CSS strike,
- A tentative agreement has been reached for BC's 15,000 community based social service workers, thereby averting a strike. Talks went into the weekend to avert looming job action,
- Key bargaining demands were met, as the tentative agreement improves job security and fair work practices for workers, such as bumping language and anti-bullying provisions. In addition, the government has approved a \$600,000 retraining grant for workers in the sector,
- The multi-union bargaining association recommends the settlement,
- Union members showed tremendous patience and solidarity throughout a very lengthy and often frustrating process. To back-up their bargaining demands, members returned an 82% strike mandate on May 30, and
- Employers and union members will now have an opportunity to ratify the tentative agreement. Details of the agreement and the ratification process will be released next week. Your bargaining committee is developing a comprehensive report to members and a timeline for ratification.

Members with any questions are encouraged to call and discuss them at 250.382.1511.



Shelley Moore
Business Representative

HEALTH AND WELLNESS

Work-Life Balance

Health is a state of complete physical, mental and social well-being, and not merely the absence of disease or infirmity.
~World Health Organization, 1948

Work-life balance is an indicator of your health. How to make it all work smoothly involves you, your family and your employer. When the home front is taken care of, you are less distracted at work. When your work is managed well, you are happier at home.

In most workplaces, mental health disorders such as depression, anxiety and burnout are now the leading cause of absenteeism. Burnout costs Canadian business an estimated \$12 billion every year in health claims, lost productivity and absenteeism.

To promote preventative measures, your workplace must be a 'psychologically safe workplace'. Through joint efforts of employers and employees, a respectful, fair and civil environment is achievable. When workers are engaged in a meaningful decision making, work routines, work schedules and their role in the workplace, they gain clarity of job expectations and sense that their work matters and is valued.

Good mental health is achieved through the following characteristics;

- Ability to enjoy life
- Resilience
- Balance
- Self-actualization
- Flexibility

Take a moment to review your own work-life balance. Are you happy at work? Do you feel respected at work? Do you treat your co-workers in a positive and respectful fashion? Do you have hobbies that you enjoy outside of work?

Here are suggestions that will assist workers to improve work/life balance:

- Schedule brief breaks for yourself throughout the day. This increases your productivity and effectiveness.
- Make a distinction between work and the rest of your life. Leisure activities and family time are essential to maintain a balance.
- Exercise at least 15 minutes per day
- Share humour
- Volunteer
- Treat yourself well.

We live in an age where everyone has too much to do and not enough time to do it. By being aware that our time and energy can be managed to improve our quality of life, assists us to achieve a healthy work/life balance.

ServiceSectorUpdate

Another summer has come and gone and hopefully each and every one of you had a great one. Many things have happened since our last update such as our Vancouver Canucks losing a heartbreaker in Game 7 to those worthless Boston Bruins. But, on a positive note, two more Collective Agreements were ratified in the Service Sector.

First, the collective agreement with **Cascades Recovery Inc.**, formerly known as **Metro Waste Paper Recovery Inc.** was ratified. This agreement was a three year agreement with increases to wages every year. Another highlight that came out of negotiations was first time language introduced for RSP's (Retirement Savings Plan) into the newly ratified collective agreement. The membership demanded RSP's and stood strong and firm, until this demand was met.

Second, the collective agreement with **Cowie Maintenance** was ratified with yearly increases in wages over a 5 year term.

I would like to thank each and every one of you involved in these two sets of negotiations. Without your hard work and patience this could not have been accomplished.

I would like to stress to the membership for upcoming collective agreements that are expiring. If you the membership have any ideas or suggestions for your collective agreements please call me, as it is important to have your thoughts and input expressed, so that we can be prepared for negotiations. These are your collective agreements, and the Union will make every effort to accomplish your demands.

Lastly, I would like to take this opportunity to thank one of our long term members in the service sector. His name is **Nick Zoltay** who retired in August 2011. Nick has been a shop steward and a member of the bargaining committee on behalf of the Union for over a decade. Nick always strived hard to better the working environment for his brothers and sisters. Thank you Nick for all you have done and we all wish you a happy retirement.



Nick Zoltay from Impark.

CONGRATULATIONS

Congratulations to our member Ted Mosterd's son, Conley for being awarded the 2011 W. Vernie Reed Memorial Scholarship of \$2,300 U.S.



Nav Malhotra
Business Representative