

POWERWORKS

February 2016 POWER WORKERS' UNION NEWSLETTER

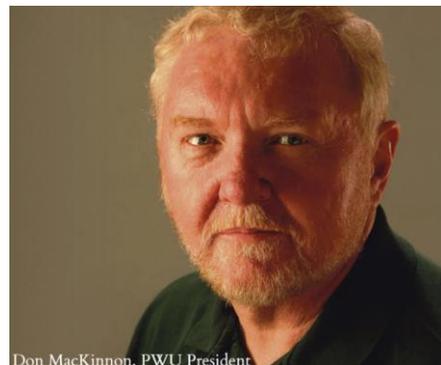
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Winds of Change in Ontario's Electricity Sector

The electricity sector in Ontario, as in other parts of the world, is experiencing massive and rapid change.

In the past six months we have seen a changing of the guard at the top of the house of OPG, Hydro One, and now Bruce Power. Changes at the Chief Executive Officer positions of all three companies come at a time of significant junctures in business operation altering initiatives.



Don MacKinnon, PWU President

PowerStream, Enersource and Horizon Utilities are poised to merge and purchase Hydro One Brampton to form the second largest distribution company in Ontario.

As these transitions in corporate leadership and governance structures take place, each of the four companies is positioned for success in its own way. The PWU has played a big role in the evolution of each of these companies and will continue to

work closely with the new leadership teams to ensure that, first and foremost, these are successful and sustainable business operations in which employees will share in the benefits of that success.

The recently announced refurbishments at Bruce Power and Ontario Power Generation (OPG) are great news for electricity consumers, Ontario's carbon footprint, all PWU members, construction workers, suppliers, engineers, the Ontario economy and Canada's broader nuclear industry.

Once completed, the refurbishments will set the stage for the operation of the Bruce Power station to 2060 and the Darlington OPG station to 2055.

The planned extension of operations at the Pickering OPG plant to 2024 is more good news, particularly for the 2,500 plus PWU members working there.

Hydro One remains an integrated transmission and distribution company despite the efforts of many to tear it apart and sell it off in pieces. The result is a healthy public-private partnership company with the potential and incentive to grow both inside and outside Ontario.



Carmine Marcello (pictured to the left), former President and CEO, left Hydro One in the transition from the provincially-owned company to a public-private partnership last August.

Mayo Schmidt (pictured to the right) replaces Carmine and, along with a newly appointed Board of Directors, will be charged with growing the company for the benefit of both public and private



shareholders.

Tom Mitchell (pictured below to the left) retired as the President and CEO of OPG in July of 2015, five months before the Darlington and Pickering announcements.



Jeffrey Lyash (pictured to the right), an industry journeyman with an extensive project delivery background in the nuclear industry, has taken the helm as the refurbishment of Darlington begins and preparations are made for the extension of the Pickering operations.



On February 1 of this year Duncan Hawthorne announced he would retire as President and CEO of Bruce Power. The announcement came on the heels of the December Ministry of Energy announcement that Bruce Power and the Ontario government had reached an agreement to start the major refurbishments of units 3 through 8 in 2020. Although many expected Duncan to stay longer, this timing should give Bruce Power adequate opportunity, both to recruit a new President and CEO, and for that person to take charge of the refurbishment program well in advance of its scheduled start in 2020.

Duncan (pictured to the right) has a long and storied history with the PWU dating back to the year 2000 when British Energy was bidding to operate the Bruce Nuclear Power Development. In 2001 Bruce Power was established with Duncan as President and CEO, a position he has held since that time through several ownership structures that he was instrumental in helping to put together. He guided the company in negotiating 7 collective agreements with the PWU and for most of those he participated directly in the bargaining process.



In 2012, Units 1 and 2 were successfully restarted bringing all 8 units into service for the first time in 17 years and the Bruce Nuclear Power Development was once again the largest nuclear generating station in the world.

Duncan has not only been a key player and partner in the success of Bruce Power, he has long been an energetic, effective and dynamic leader in Ontario's nuclear industry. Duncan will remain in his current position until a new President and CEO is selected.

Change is not limited to the top of the house. The skilled workforce is getting rapidly younger as the Baby Boomers continue to retire and the Millennial Generation establishes its presence at the entry levels (We will talk much more on that subject in future editions).

Relationships are a key to success in our industry and as always, the PWU will continue to reach out to the new leadership at all of these companies in an effort to create the honest and open dialogue needed to develop and maintain valuable partnerships.

Federal Environment Minister Asked for More Information on OPG's Proposed Plans for Nuclear Waste Storage

On Thursday, February 19, 2016, federal Environment Minister Catherine McKenna announced that the government has requested more information regarding Ontario Power Generation's (OPG) proposed Deep Geological Repository (DGR) for low-level and intermediate-level nuclear waste storage. Among the information requested Minister McKenna asked that OPG study the comparative environmental suitability of alternate sites.

While the announcement is likely to delay the start of the project, the PWU is confident that the OPG proposal is a rock solid, long-term plan and more information will only serve to make that even clearer.

Opponents claim that the repository is a threat to the waters of the great lakes but the science shows otherwise.

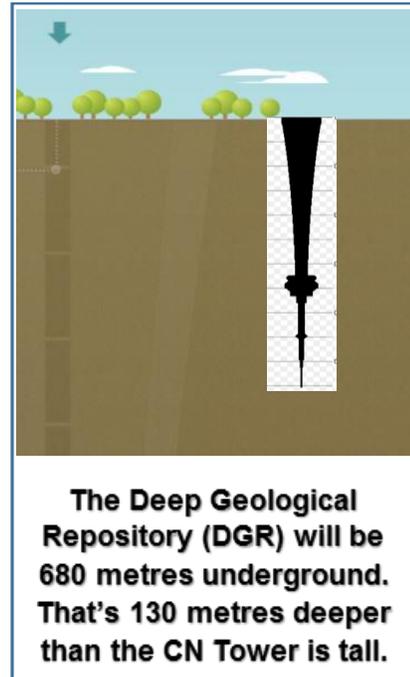
The repository would be located 680 metres deep under horizontal layers of ancient rock formations that have been stable and unchanged for 450 million years. The storage rooms would be located in impermeable rock formations far below moving groundwater systems.

Low-level waste is not used fuel. It consists of minimally radioactive materials that have become contaminated during routine clean-up and maintenance in the generating stations. Materials include mop heads, cloths, paper towels, floor sweepings and protective clothing. No special protection is required when handling low-level waste.

Intermediate-level waste is also not used fuel; it consists of resins and filters used to keep the reactors' water systems clean as well as irradiated reactor core components associated with the refurbishment of reactors. This waste, while much less radioactive than used fuel, is more radioactive than low-level waste and regulations require shielding to protect workers during its handling. It will be placed in retrievable casks and placed in an underground intermediate-level waste storage room.

The proposed DGR is a well-planned, safe and responsible solution that Canada's nuclear industry has developed for the long-term storage of low and intermediate-level nuclear waste materials.

OPG, with the support of Bruce County municipalities, is proposing to construct and operate the facility on the Bruce site. At the time of this writing it is difficult to estimate how much time OPG may need to complete the additional studies requested. The Minister has asked OPG to come up with a timeline needed for OPG to provide the additional information by April 16 of this year.



Your Health and Safety Should Never Be Compromised

PWU members work in a wide variety of workplaces and locations. The methods by which these workplaces are managed and work is performed continually change. These changes show up in many different ways, but some are more common than others. Increased pressure for regulatory performance improvements, improved productivity, new work management systems, outsourcing, increased pressure on budgets and competition are common themes.

The PWU meets with employers on a regular basis to emphasize the need to exercise an abundance of caution when considering changes that could affect the health and safety of PWU members, contractor employees or the general public. Health and safety is **never** to be compromised – not by the employer, not by the supervisor and not by the worker.

Workers have rights enshrined in the *Occupational Health and Safety Act* in Ontario that when exercised, save lives and prevent injuries and exposures to hazards. Many PWU workplaces have procedures and policies that exceed the legislative minimums found in the *Occupational Health and Safety Act* – many of those have been negotiated or initiated by the PWU.



Despite such prescribed rules and procedures, PWU members continue to be injured and exposed to hazardous materials. Recently there has been a disturbing number of very serious injuries – injuries that have left members and their families dealing with long-lasting physical, psychological, financial and social consequences. All accidents and injuries are both avoidable and unacceptable.

The PWU urges members to insist that proper pre-job briefings and safe work planning sessions are always held before any work commences.

In addition, the PWU reminds all members, despite any pressure being applied in the workplace, to only proceed with work when provided with the proper planning, equipment, procedures and documentation needed to undertake the work safely. It is your responsibility to participate in the planning sessions, to work the plan and to work safely. Make sure your supervisor and Joint Health and Safety Committee Member are aware of deficiencies to be corrected or concerns to be addressed and **IF IT'S NOT SAFE – DON'T DO IT!**

Workers in Ontario have the right to refuse unsafe work and this right saves lives in workplaces all across Ontario every single day. Unions fought for this right and in fact the PWU negotiated the right to refuse unsafe work for all of its members well before that right was legislated.

A worker may refuse to do particular work when equipment or the physical condition of the workplace is likely to endanger him or her, or if workplace violence is likely to endanger the worker. When a worker is directed to work in such circumstances, the worker has the right to demand that these issues be resolved before work proceeds. If these issues are not resolved, then workers should exercise their right to refuse the unsafe work.

The right to refuse unsafe work is the final barrier to protect a worker from injury or death. It must be used responsibly and only when its use is warranted but after an accident has occurred it is too late.

In the event that you are injured at work it is imperative that you report your injury immediately to your employer and seek the proper medical attention. Failure to do so could result in the denial of a Workplace Safety and Insurance Board (WSIB) claim and you could lose any benefits you may otherwise be eligible to receive.

Many people have not reported injuries because they think the injury is insignificant only to find that it was much more severe than they suspected or further serious complications like an infection set in. Protect yourself by reporting any injury!

Please remember safety is everyone's responsibility.

PWU Trains Diversity Representatives

In early October 2015, over 35 PWU Diversity Representatives from across the province and across our Union attended a two-day training session at the Union's Toronto training facility.

The training was designed to help Diversity Reps to be more effective when working on committees and when assisting the Chief Stewards and Stewards with member issues.

Key goals of the initiative were to provide Diversity Reps with up-to-date information and to foster networking between reps in different parts of our Union. Topics covered included Union Policies, the Role of Diversity Representatives, Diversity and Inclusion, Diversity Legislation, Harassment and Discrimination, and Local Workplace Experiences.

The day was capped off by an informative presentation on Investigations and Case Law Updates by Nini Jones, Legal Counsel with Paliare Roland. The training was well received by the participants and the Union's Diversity Committee plans to further build on the relationships established and the knowledge base of the group. Sharing of experiences and improved communications within the network of Diversity Reps are already proving to be valuable take-aways from the training session.



Black History Month: February 2016

This is the 20th year that **Black History Month** has been officially celebrated in Canada.

Canadian unions are celebrating that history too. Black trade union members and activists have played a key role in building and shaping our labour movement.



Canadian Soldiers in the First World War

International Women's Day March 8, 2016



International Women's Day, March 8 is a global day celebrating the social, economic, cultural and political achievements of women.

The day also marks a call to action for accelerating gender parity.

Young Worker Safety



From left to right: Joe, Don, Mayo, Scott and Rob

Rob Ellis of *MySafeWork* met recently with Don MacKinnon, Mayo Schmitt CEO of Hydro One, Joe Mulhall President of Canadian Union of Skilled Workers, Scott Travers President of Society of Energy Professionals to sign the Jersey of Courage, an initiative Rob Ellis started after the tragic death of his son David on his second day on the job. The jersey signings

are meant to symbolize commitment of workplace partners to eliminate workplace accidents and injuries. Every year *MySafeWork* does presentations in schools designed to improve safety awareness and for students entering the workforce for the first time. *MySafeWork* also reaches out to better inform parents, guidance counselors, unions and employers of the best approaches to young worker safety