

JUNE 2019

# POWER WORKS

 PWU NEWSLETTER



# TABLE OF CONTENTS

**PRESIDENT'S MESSAGE** ..... **PG.1**

**RECENT NEWS** ..... **PG.5**

• PWU PANEL ON TRADES RECRUITMENT AND BARRIERS

**PWU EVENTS** ..... **PG.7**

• Recap: Wonderland

**PWU IN THE COMMUNITY** ..... **PG.9**

• PWU Unsung Heroes - Linda Delibato

• PWU Member celebrates his 100th Blood Donation

• Cape Croker - Bruce Power Indigenous Career Expo.

• CARHA Hockey Tournament





**PRESIDENT'S  
MESSAGE |**

Going forward, I intend to use my newsletter message to keep you up-to-date on recent developments impacting our membership and how your Executive is responding.

One thing I've learned in my relatively short time as your President — there's no shortage of new challenges on the horizon. Your feedback is welcome; the Executive and I will listen to your suggestions and do our best to answer all of your questions.

## HISTORY REPEATS ITSELF

It's no secret that the current government is not enacting "pro-labour" policies and that unions, one by one, are in the cross-hairs. Daily television, print, radio programs and social media postings are filled with stories about the government's latest anti-labour initiative. Avoiding the turmoil is impossible – there's a battle brewing. This is not the first time our union has faced this situation in our seventy plus year history. Nor, based on my 38 years of experience in the industry, will it be the last.

On June 5, 2019, the Ontario government announced that it would be proposing legislation entitled 'Protecting a Sustainable Public Sector for Future Generations Act, 2019' (<https://news.ontario.ca/tbs/en/2019/06/protecting-a-sustainable-public-sector-for-future-generations-act-2019.html>). According to the government's background, "the proposed legislation will ensure public sector compensation reflects the province's current fiscal reality and that this will protect jobs in the future." As a result, this Act could potentially have significant impacts on our membership.



By **Mel Hyatt**  
*President*  
*The Power Workers' Union*

**This is not the first time our union has faced this situation in our seventy plus year history. Nor, based on my 38 years of experience in the sector, will it be the last.**





The proposed legislation is described as follows:

*"...if passed, would apply to bargaining and non-bargaining employees, managers and leadership whose compensation is not otherwise moderated, across the provincial public sector, including:*



- *Provincial authorities, boards, commissions, corporations, offices or organizations in which a majority of directors, members or officers are appointed or chosen by the province (including Ontario Power Generation, Independent Electricity System Operator and Ornge)*
- *School boards*
- *Colleges and universities*
- *Hospitals*
- *Long-term care homes*
- *Children's aid societies*
- *Transfer payment recipients who received more than \$1 million in annual funding in 2018*
- *The Ontario Public Service*

*As drafted, it would not apply to municipalities (including municipal authorities, corporations, boards or long-term care homes), the Ontario Medical Association Physician Services Agreement, or for-profit organizations. It would also not capture Broader Public Sector (BPS) executives covered by the Broader Public Executive Compensation Act, 2014 whose wages have been frozen for much of the last decade..*

- *Legislation would set requirements that could allow for up to one per cent increases to salary and overall compensation for unionized and non-unionized employees in the Ontario public sector.*
- *The provisions, if passed, would apply for a period of three years upon the expiry of existing collective agreements.*
- *Existing collective agreements would not be revised based on the proposed legislation, and it would not impede the collective bargaining process.*
- *The proposed legislation would not impose wage freezes, wage rollbacks or public sector job losses. Public sector employees would still be able to progress through salary ranges, be eligible for compensation increases, and be able to negotiate terms and conditions, including compensation.*
- *The proposed legislation, if passed, would limit future annual wage increases to a maximum of one per cent per year for a three-year period across the provincial public sector. A public sector employee making \$64,000 could be eligible to receive up to an additional \$1,900 over a three-year period, not including any salary range movement they may be eligible for..."*

The government has indicated that it will continue to consider any feedback received when deciding a path forward and have asked all interested and impacted stakeholders to review the draft measures and provide feedback over the summer.



Your Executive will continue to engage government officials directly and participate in its consultations and talk with our employers, other sector stakeholders and sister unions. We will also be informed by legal expertise to ensure we fully understand the implications of this proposed legislation. We are committed to making the best moves for our membership and labour movement; as well as keeping you informed.

## EQUALITY AND DIVERSITY IN THE WORKFORCE

Later in this issue you'll see an article about a Panel discussion the PWU sponsored on Equality and Diversity at the recent CEM (Canadian Energy Ministers') 10/MI-4 Conference in Vancouver, May 27-29. Ministers from over 23 countries attended this event with the focus on accelerating progress towards a clean energy future. As host, Canada highlighted the leadership of women, Indigenous peoples and youth in the energy sector. CEM 10/MI-4 supports "Equal by 30", a public commitment by public and private sector organizations to work toward equal pay, equal leadership and equal opportunities for women in the clean energy sector by 2030.

Recent reports from the Electricity Sector Human Resources Council, Women in Nuclear and Institute for Women's Policy Research shows our sector still has some ways to go.

Our union has experienced the same complex challenges as others in the energy sector – rapidly emerging disruptive technologies and business models, digitalization of the economy, automated intelligence and cybersecurity, robotics and climate change to name a few. We know these factors will profoundly impact the number and kinds of future jobs for our young people and the education, skills and experience they'll need to fill them. The PWU remains committed to ensuring all of our youth, regardless of gender, ethnic background, disabilities or sexual orientation, have an opportunity to participate in Canada's clean energy future.



And we, like others in our sector and the nuclear industry, have been working for some time to address these collective human resources' challenges. Equality and diversity are in our union's DNA, underpinned by a democratic constitution and principles. We've been participating in various initiatives with other stakeholder organizations like those already mentioned, and will continue to monitor and respond to the emerging trends, including the pending short-term skills shortage and future job opportunities.



## STRENGTHENING MEMBERSHIP SUPPORT

Since taking office I have been making some organizational changes in the membership's support staff and processes. Given the speed at which issues emerge today and the complexity they bring, changes were needed to ensure your support services are well-prepared, have the right skills and clear accountabilities to better serve you.

There are still some bumps to be ironed out and further changes will be made as necessary to see that the membership has what it needs when it's needed.

In closing, a big thanks from me and the rest of the Executive for your continuing support, comments and suggestions. I know we all lead busy lives – work, family and personal. That's why I think it's important for us all to take a break. We hope you are enjoying and benefiting from the events organized by the PWU. Over the last several weeks, I've had the pleasure of attending PWU Day at Canada's Wonderland and our Annual PWU Charity Golf Tournament. Meeting one another, learning about who we are, how we all fit and work together while sharing our ideas and goals, is important to the PWU. It's the glue in solidarity.

I look forward to meeting more of you in the coming months.

Mel Hyatt  
President







**RECENT  
NEWS**



## PWU PANEL ON TRADES RECRUITMENT AND BARRIERS

On May 28<sup>th</sup>, 2019, PWU organized an event at the Vancouver Convention Centre West during the International CEM 10/MI-4 Canada Conference. The conference's objective is to gather all worldwide interest parties as well as Natural Resources Canada under one roof to discuss how to best advance the development of clean energy policy, technology and innovation globally. It is the meeting point between environmental and economic stewardship.

Our expert panel touched upon the importance of facilitating the entry of youth and women in trades as well as detailed the current barriers that remain while proposing solutions to eliminate them. One key component highlighted was the disappearance of trades from the high school curriculum where youth and women start forming an opinion about their future studies. There is also a push towards academic education and a misconception of trades in general, as trades are not always recognized as an equivalent path. The industry expressed the need to remove the 'curtain', allowing the public to see the benefits of entering the trade workforce.

The April 2019 Electricity Human Resources Canada Report was explored describing the near-term workforce challenge facing Canada's electricity sector:

- **20,500** new and qualified workers needed by 2022 to keep the lights on.
- Currently, about **107,000** people directly employed in the industry from generation to power delivery.
- Women account for only **1 in 4** employees.
- Visible minorities just over **1 in 10**.
- Workers under age 25, account for fewer than **1 in 20**.

Furthermore, there is a need for systematic organizational changes coming from stakeholders, academia, employers and unions to address the following issues:

- **1%** of women in trades have experienced sexual harassment at work
- **32%** of respondents of color report frequent racial harassment and discrimination
- **37%** of respondents who identify as lesbian, gay, or transgender say they frequently face discrimination or harassment based on their sexual orientation or gender identity.

We need to work collaboratively to ensure the youth and women who enter the trades can remain in the profession without having to face these psychosocial hazards in the workplace.







# PWU EVENTS



# RECAP: WONDERLAND

May 25<sup>th</sup>, 2019

We had a record high participation of 7000 members and their families joining the PWU for the Wonderland event. Despite the weather, the turnout was great, and it gave our members increased access to rides. Rain or shine, our members brave the elements.

To ensure you get your code next year, please sign up to our PWU email by contacting [support@pwumember.ca](mailto:support@pwumember.ca)





A group of people, including a woman in a grey hoodie and a woman in a teal shirt, are shown from the chest down, stacking their hands in a circle on a grassy field. The hands are of various skin tones, symbolizing diversity and community. The background is a soft-focus green field.

# || PWU IN OUR COMMUNITIES



## PWU UNSUNG HEROES - LINDA DELIBATO

We try to identify those members who actively make a difference in their community. This month, we are profiling Linda Delibato from Alectra in Hamilton.

We first asked Linda why she chose to devote herself to the Ronald McDonald foundation. Linda said she decided on a whim while driving past the hospital, reflecting on the time she now had available as her child entered University. She spends time here at reception, greeting families and children who will be staying at the Ronald McDonald House. The foundation depends on volunteers to keep it running smoothly. It is a well-organized charity; training is of quality as well.

Linda shared that she can witness first-hand the impact made on families; the Ronald McDonald House provides a home away from home for children under 18 years of age requiring hospital care at McMaster Hospital. Families can cook on site or have dinner provided. The food is gathered through donations. There is also a library, a TV room, a theatre, a playroom and a big kitchen where families can bond.



This helps to relieve families as they are in the worst situation of their lives. Some families will stay for a long time. Therefore, the support system is important. When asking Linda how she feels about her contribution, she says "I could be at home watching TV or give back. I choose to give back. All that come and stay at the House appreciate the time given so much. Volunteering is serving the community; it's important. Also, I have a great time at it."

To learn more about the Ronald McDonald foundation, you may visit:

<https://www.rmhcsc.ca/about-us/ronald-mcdonald-house-charities-south-central-ontario>

The foundation is often appealing for volunteers to power their 15 homes in Ontario.

The PWU extends a sincere thanks to Linda for making a difference.





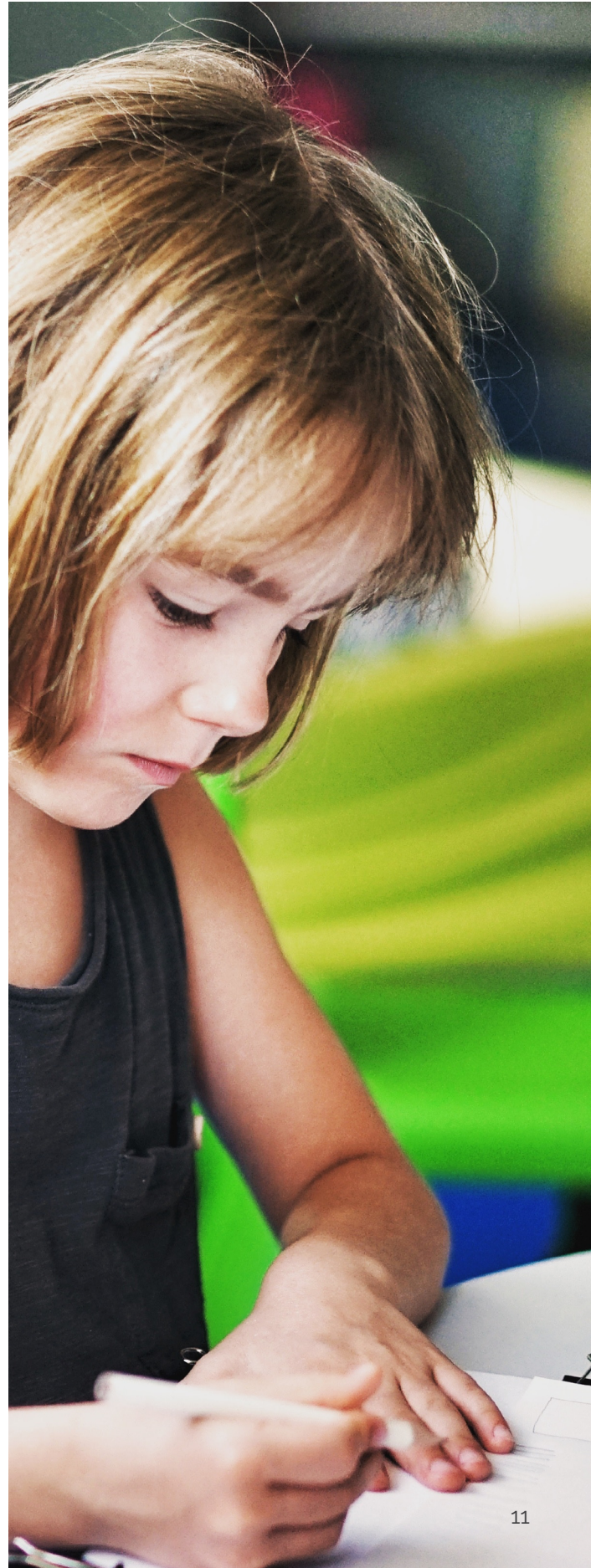
### PWU UNSUNG HEROES - LINDA DELIBATO (CONTINUED)

#### **A word from the Ronald McDonald House Charities South Central Ontario (Hamilton) :**

The Ronald McDonald Family Room, located in McMaster Hospital, is a comfortable, quiet space for families to rest and rejuvenate while their child is being cared for in the hospital. Families of children in the hospital visit the room to relax, enjoy a snack or refreshment, watch TV or a movie, play games or with toys, use the computer, and do laundry.

Volunteers in the Family Room provide an atmosphere of warmth and compassion to all families. Volunteers assist in the day-to-day operation of the Family Room by providing comfort and support to the families and children who visit the room.

In order to further our reach within the hospital, our Family Room program is expanding. A new Ronald McDonald Family Room will open in McMaster Hospital in spring 2019. New volunteers are needed to help ensure our programs are successful.





## PWU MEMBER CELEBRATES HIS 100<sup>TH</sup> BLOOD DONATION

Rudy Kerec, PWU member since 1986, wished to share his 100th donation with the PWU and challenge his Union brothers and sisters to start giving blood. Blood donations can be given every 56 days for men and every 80 days for women. Giving blood only takes 40 minutes of your time, Rudy says, and every time you give, it is a small price to pay to save lives.

We are inspired by Rudy Kerec and his pledge. We hope you are too.





# CAPE CROKER - BRUCE POWER INDIGENOUS CAREER EXPO.

Staff Officer Pam Rafeiro and Chief Steward Gary Lemelin represented the PWU at the Bruce Power Indigenous Career Expo in Cape Croker. They engaged with youth and people in the community, providing information about our union and possible career paths with our employers.



## PWU IN OUR COMMUNITIES





## CARHA HOCKEY TOURNAMENT

The Provincial Ontario Electric Utility Hockey Tournament (OEUHT) took place last April and enlisted teams from all utilities, nuclear and non-nuclear generation.

The first hockey game began in Sarnia over four decades ago and originally hosted six teams. The tournament then expanded to add Nuclear and Non-Nuclear generation teams comprised of all unions, workers and management.

As it grew bigger, the Canadian Adult Recreational Hockey Association (CARHA) hockey tournament needed to be managed by a group.

By 1993 - Mike McElwain, an OPG PWU member - led and organized the tournament, investing 400 hours of his time in its planning. Mike has since retired from OPG, but he still organizes it every year.

At its height during the Ontario Hydro days, 36 hockey teams competed to raise money for charity.

As Ontario Hydro split into multiple entities, a record of 74 teams went on playing yearly.

The tournament generates \$20,000 in donations to Kids for Kids, a charity dedicated to helping underprivileged children have access to sports. An additional \$2,500 is donated to Wounded Warriors, and when funding remains, the balance is donated to a community care center.

Three of the CARHA qualifying teams are in the finals and compete in the national utility hockey tournament; with 2/3 of the teams PWU manned. PWU is a proud sponsor of this event where camaraderie and unity in the energy sector are reflected on the ice.

*Picture: Winner of Gents Division - Bushmen from Hydro One - Huntsville*

