

MARCH 2020

POWER WORKS

 PWU NEWSLETTER



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**| PRESIDENT'S
MESSAGE**



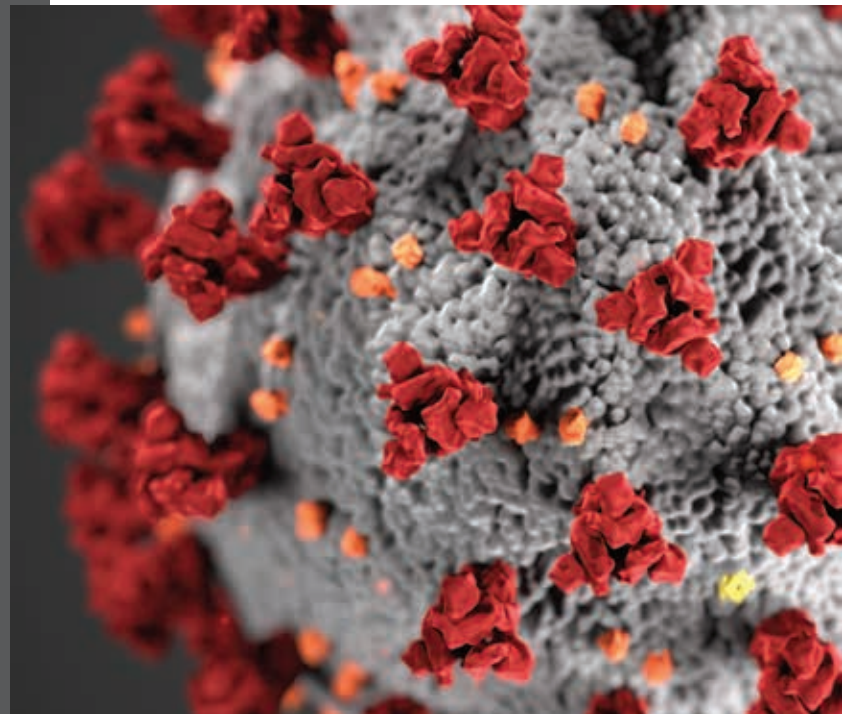
By **Mel Hyatt**
President
The Power Workers' Union

We are currently facing challenging circumstances. We may be facing an unprecedented situation with the Covid-19 outbreak. But as always, our strength is in our solidarity. It's the way we come together when it's time to do battle and put away any differences that matters.

As you all know, our most immediate and complex threat is the Covid-19 Pandemic. The jobs we do put us on the front line. We play a significant role helping keep the lights on in Ontario. And we do it well. Our dedicated

members can be out in any kind of weather and in dangerous situations. Our jobs also mean working away from our loved ones. Thank you for your dedicated service to Ontario and the sacrifices you routinely make. The role you play is vital to society; providing energy to people right now is essential to survival.

It appears from everything we are hearing, seeing and reading that the Covid-19 threat is going to be around for an undetermined time — several weeks to several months. And as you know, it is fundamentally changing our day-to-day lives and how our society works. It may impact our sector in various ways as the economy is halted.



PRESIDENT'S MESSAGE

We will face these challenges together as the PWU has always found a way to rise in difficult times. Your Executive immediately set up a Pandemic team and you should be receiving their updates. I want to thank every member of the team for coming together and ensuring our members receive these timely updates. We have been working hard to keep you informed of the latest developments and what they mean to you. We have also been working with our employers to ensure safe workplaces for our membership under these current, difficult circumstances. We also know how important it is to each and every one of you that your families are safe.

Please pay attention to what our Public Health officials are saying. I think you know this Pandemic is moving fast and each update creates more fear and disruption. We will keep you up to date as circumstances unfold.

Our Union's success over the last seven plus decades has been because of the way we unite to overcome the threats that faced us. This is no different today. In solidarity, we will continue to succeed. Stay safe, we will get to the other side much stronger.

Mel Hyatt





PWU NEWS

MADE IN
USA

SECTOR 1 UPDATE

The Nuclear Sector is comprised of Members who work in one of seven (7) Companies: Bruce Power, Canadian Nuclear Laboratories, Compass, Kinectrics, Nuclear Waste Management Organization, Ontario Power Generation and the newest company to join the Power Workers' Union, Laurentis Energy Partners.

Currently we are bargaining with Canadian Nuclear Laboratories (CNL), Canada's premier nuclear science and technology organization, located in Pembroke. CNL develops innovative applications from nuclear technology through its expertise in physics, metallurgy, chemistry, biology and engineering.

Bruce Power (BP) is a Canadian-owned partnership of TC Energy, Ontario Municipal Employees Retirement Systems (OMERS), Power Workers' Union and Society of United Professionals. Our Members contribute to the production of ~ 30% of Ontario's power. BP is also a leading supplier of medical isotopes that are used in life-saving cancer treatments and sterilization of medical devices.

Our Compass Group Members provide food and great service in the cafeterias located at the Bruce, Darlington and Pickering sites.

Kinectrics is an integrated life cycle management services company providing testing, inspection, certification and engineering consulting for the electricity industry. Kinectrics helps keep the electric power industry's construction and refurbishment projects and existing operations running smoothly and to specification through its independent laboratory and testing facilities, a diverse fleet of field inspection equipment and PWU technical experts.



Laurentis Energy Partners (LEP), formerly known as Canadian Nuclear Partners, is a wholly owned subsidiary of OPG. Laurentis is an industry leading provider of inspection, maintenance, engineering, and project management services for the nuclear and hydroelectric power generation industries. The PWU is recognized as the sole and exclusive bargaining agent for employees of the company who perform work in Canada. LEP also has the ability to utilize PWU members internationally.

Nuclear Waste Management Organization (NWMO) is a not-for profit organization established in 2002. The founding members of the NWMO are OPG, New Brunswick Power Corporation, and Hydro-Québec. These organizations, along with AECL, are mandated to fund their operations. NWMO is responsible for designing and implementing Canada's plan for the safe, long-term management of used nuclear fuel.

Ontario Power Generation (OPG) is a Crown corporation and is wholly owned by the Government of Ontario. Their nuclear fleet consists of two generation stations – Darlington and Pickering. Our Nuclear Members

contribute to OPG's production of ~ 50% of Ontario's power. For decades, OPG has been supplying the world with valuable radioactive isotopes harvested from its nuclear reactors. These isotopes, which include heavy water, Cobalt-60, Tritium and soon Molybdenum-99, are key components in applications in medicine, sterilization, food preservation, lighting and fusion research.

Vice President - Andrew Clunis, Sector Reps, Chief Stewards and Sector 1 Staff continue to work diligently to resolve member-related issues and improve upon the environment that our members work in.



CANADIAN NUCLEAR ASSOCIATION'S 2020 CONFERENCE , "NUCLEAR NOW"

The theme of this year's CNA conference, "Nuclear Now: Achieving Our Clean Energy Future," showed the growing need to embrace the environmental, medical and economic benefits of Canada's nuclear industry. Over 900 attendees, the most to date, included international experts and federal and provincial ministers from across the country. Canada's Minister of Natural Resources, the Honourable Seamus O' Regan, delivered the opening keynote address, describing "affordable, safe nuclear power as the key to reaching Canada's climate goals". An upbeat panel discussion on provincial perspectives included Greg Rickford, Ontario Minister of Energy, Northern Development and Mines, Dustin Duncan, Saskatchewan's Minister of Environment and Mike Holland, New Brunswick's Minister of Energy and Resource Development. Efforts are underway to extend the current tri-province Memorandum of

Understanding for Small Modular Reactors (SMRs) to include Alberta and Manitoba.

Canada is taking the lead to enhance international relationships in the areas of regulation, research, isotopes and industry and trade associations to build support for the role of nuclear energy. Bruce Power and Ontario Power Generation are working with SaskPower and NB Power to develop a feasibility and business case to support the deployment of SMRs. This will include identification of viable technologies for the near-term and long-term and a full market analysis. Public survey data indicates there is support for SMRs, but it is clear that affected communities want to be involved in the process. While progress is being made on the nuclear waste management front, the transportation of these materials remains a challenge. Additionally, the success of any future investments in nuclear facilities will require the involving and partnering with Indigenous and Metis people.

This year's conference also celebrated the Canadian Nuclear Association's 60th Anniversary.

Congratulations!



About Laurentis:

Laurentis Energy Partners, formally known as Canadian Nuclear Partners, is a wholly owned subsidiary of Ontario Power Generation formed in 2012. Laurentis is an industry leading provider of inspection, maintenance, engineering, and project management services for the nuclear, and hydroelectric power generation industries. Laurentis services its base of international clients from offices in Toronto, Ontario; Tiverton, Ontario; Saint John, New Brunswick and Bucharest, Romania.

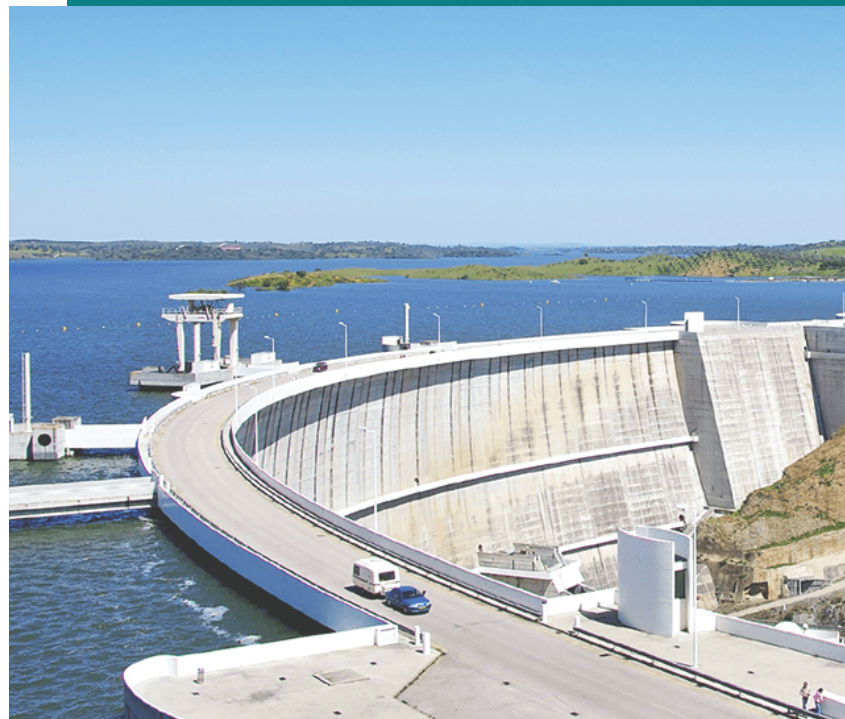
SOURCE Laurentis Energy Partners

TORONTO, Jan. 24, 2020

/CNW/ - Laurentis Energy Partners (LEP) and the Power Workers' Union (PWU) are pleased to announce they have agreed to their first Collective Bargaining Agreement. Under the terms of the Agreement, the PWU is recognized as the sole and exclusive bargaining agent for employees of the company who perform work in Canada. LEP also has the ability to utilize PWU employees internationally.

“We are delighted to have signed our first CBA with the PWU. Under the terms of the agreement, we have greater flexibility to meet the needs and requirements of our customers and deliver high quality services,” said, Jason Van Wart, Vice President, Laurentis Energy Partners.

The Agreement is effective March 1, 2020 and lasts for 3 years.



PWU HEALTH & SAFETY CULTURE INDEX SURVEY LAUNCH



The Power Workers' Union (PWU) has launched a member-wide Global Safety Culture Index Survey. This is a Union initiative that is not being conducted in partnership with any one of our employers. The goal is to help improve the health and safety culture in all PWU-represented workplaces.

The survey was launched at the beginning of February and is currently open to PWU members working at Alectra. **The survey will end on April 1, 2020.** Surveys for Hydro One, Bruce Power and OPG are also ongoing. You can also visit our social media outlets @pwuconnects and watch for the survey announcements. It is also sent via email to all members who signed up to the PWU email list.

Fill out the survey for your chance to win a:

YETI 45 COOLER.

To help clarify the intent of the survey, here are some answers to some frequently asked questions regarding the survey.

Will my answers be anonymous?

Yes, the survey is 100% anonymous. Your anonymity is ensured so that you can provide your honest views on your workplace's health and safety environment. The PWU will be using the results of the survey to gain a more detailed understanding of how members feel about health and safety. It will also help us to make improvements where they are needed.

How do I interpret the survey questions?

When reading the questions in the survey, consider how the statements relate to you on a normal workday. For example, if you are asked about ‘management’, your answers should reflect your overall view of management even though you might have different views of individual managers.

What is the survey process?

The PWU is a large organization. All PWU members will be provided with an opportunity to complete the survey in 2020, just not all at once. Please keep an eye out for information specific to your employer and your workplace to find out when you can gain access to the survey. The survey is a series of statements and you will be asked to select the level with which you agree or disagree with the statements. The survey shouldn't take longer than 20 minutes to complete.

Can I fill out the survey at work?

Yes. You will be able to complete the survey online through a link provided.

Why should I complete this survey?

The PWU has taken on this initiative in order to improve health and safety culture in our represented workplaces. By completing the survey, you will be contributing to that improvement. Additionally, the Union will be providing a prize of a Yeti 45 Cooler and every member who completes the survey will have a chance to win.

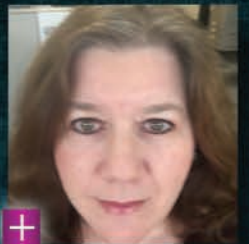
What will happen with the results of the survey?

The PWU has teamed up with a company called Global Safety Index. The questions have been carefully formulated and will provide the Union with the ability to compare our employers with utility-based companies around the world. A report will be provided to the employer once the data has been organized. Your honest answers are needed to help build that database.

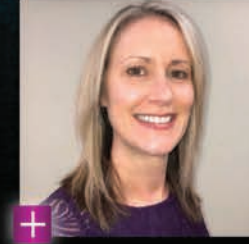
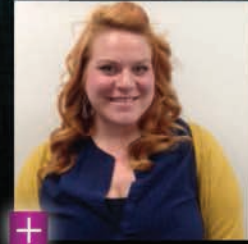
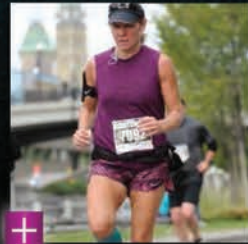
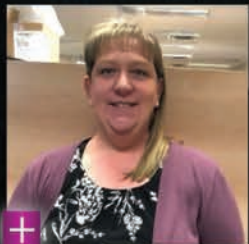


A FEW OF OUR MANY

Women OF POWER



Click on the  to learn more about just a few of the hardworking women who help keep the lights **ON**.



INTERNATIONAL WOMEN'S DAY 2020



Denise McKay

**NUCLEAR OPERATOR, ICE PLUG TEAM
ONTARIO POWER GENERATION (OPG)**

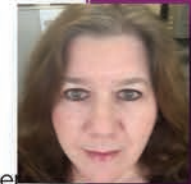
Denise has been a Nuclear Operator at OPG for 16 years. She is a mother of 3 and spends her free time creating fun and functional craft items. These items are often sold or donated to support humanitarian initiatives around the world. Denise also enjoys using power tools; being an active participant at last year's Women in Power Build for Habitat for Humanity.

At work, Denise is a hardworking, inspirational contributor to the outage team. As a lead member of the Ice Plug team, Denise often thinks outside of the box to solve problems and uses this to keep complex work on track.

Many thanks Denise for being a POWERful woman both inside and outside of the nuclear field!

**BACK OFFICE SUPPORT REPRESENTATIVE
LONDON HYDRO**

Mardina Held



Mardina Held is a Back Office Support Representative ensuring the completion and accuracy of billing for London Hydro. Mardina is a member of the following committees: Ergonomics, Wellness, and the Health and Safety Committee. As a long serving JHSC member of over 25 years and current Co-chair, Mardina has been instrumental in many improvements to both personal safety and equipment. From personal experience, Mardina knows how devastating a workplace injury or fatality can be to a family and is committed to preventing any co-worker from suffering such an event. Mental Health is a priority of hers, and she looks forward to new improvements being made in the workplace.

She currently lives on a farm with her daughter, their dog and cats. Outside of work she enjoys concerts, travelling and hockey (a Leaf's fan). The Principal Steward of London Hydro-Cole Stewart is honoured to recognize Mardina for all her hard work and dedication, an exemplary representative of an effective, collaborative, highly successful woman in the hydro industry. Her proficiency in her role is only a part of what makes her such a valued employee and PWU member. She has a long history of going above and beyond expectations, taking on additional roles in health-related committees at London Hydro to help ensure the safety and wellbeing of her co-workers. This is a passion of hers, and to our benefit, as her tireless efforts have made great strides to improve the safety of the work environment for all.

Many thanks to our sister!



Carolyn Simerson

MATERIALS SPECIALIST
ONTARIO POWER GENERATION (OPG)

Carolyn has been a PWU member for 14 years. She is a mother of two and spends her free time volunteering at the local community centre, as well as spending time with her family. Her PWU union activities include being a Joint Health and Safety Committee member, as well as a Shop Steward.

Carolyn we appreciate your efforts to uplift your coworkers and community!

MAINTENANCE ASSESSOR
BRUCE POWER

Diane Williams



Diane has these great things to say about her journey as a woman at Bruce Power.. "Back in the early 90's I happen to be serving lunch to some women wearing coveralls once a week and had to ask what they all did for a living only to find out they weren't cutting grass at the neighboring hydro plant. Their answers blew me away starting with crane operator, electrician and pipefitter! They told me to check out a course through unemployment called "women in trades and technologies". I registered for the next course available. I did a few co-ops through the course at some shops but soon realized I didn't want to weld or stand at a lathe all day for a full-time career and that's when I found out what a Millwright was and knew it was for me. I applied to the Sarnia Millwrights Union and started my first union contract job and apprenticeship May 1995. I completed my apprenticeship after 8000 hrs plus three, 8-week trade schooling and my certification of qualification as a licensed Construction Millwright. In late 2006 I was working a contract job at Bruce Power and was approached by PWU workers to apply to an opening for mechanical maintainers." Diane has worked with Women in Nuclear at events sponsored by Skilled Trades and Ontario Youth Apprenticeship Program. The initiative is to encourage women to complete math and science classes during high school in order to qualify for trade's positions. She struggled in high school being diagnosed with ADHD, however has continued to encourage young women to never give up through her volunteer efforts in local high schools, camps and other events. She also started teaching a group of 12 to 18-year old's welding skills and to her surprise loves every moment of it.

Amazing life's work sister, thank you!



Martha Verville

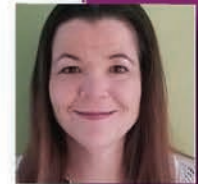
PLANT PRODUCTION CLERK
ONTARIO POWER GENERATION (OPG)

Martha has been a Plant Production Clerk at OPG for 14 years. She is always willing to take time out of her day to help out a fellow employee. She is also a PWU representative on our Diversity Committee.

Our workplaces work better with people like you Martha! Thank you for sharing your power of positivity.

OFFICE SUPPORT REPRESENTATIVE
PICKERING NUCLEAR GENERATING STATION

Melissa Courcelle



Melissa Courcelle is an Office Support Representative at Pickering Nuclear Generating Station. Melissa is this year's Charity Campaign chair, she has been involved with the Charity Campaign since 2001. The Charity Campaign raised \$118,000 last year, donating to 35 charities. Melissa, along with the Charity Campaign, hopes to exceed last year's goals and increase employee involvement. Look for the Polar Plunge, Car Show Pancake Breakfast, and Shoe Drive to name a few events planned for 2020.

Melissa our communities thrive because of sisters like you!



Jackie Lariviere

**ENVIRONMENT, CHEMICAL AND SAFETY TECHNICIAN SUPERVISOR
ONTARIO POWER GENERATION (OPG)**

Jackie has nearly 29 years working for OPG and 16 of these years have been at Lennox Generating Station near Kingston, Ontario. She is an Environment, Chemical and Safety Technician and became the lab supervisor 2 years ago. In her spare time, Jackie enjoys being a beekeeper and flying with her husband in their ultralight airplane. She is also the secretary for her local flying club. Her PWU activities include serving 8 years as a member of the Health and Safety Committee, being a Union Steward and the Unit Secretary. She is involved with the Women in Science event that OPG offers to grade 9 and 10 females in the community and is a member of the organizing committee for OPG's International Women's Day Conference held annually. In 2017, Jackie became an instructor for the PWU Health and Safety Accreditation Program. She enjoys talking safety with PWU members from all of the different utilities.

A big thank you Jackie for your on-going commitment to family, safety and union.

**REGIONAL MAINTAINER FORESTRY (RMF)
HYDRO ONE**

Angela Vacchino



At age 37, Angela calls Timmins home and enjoys Snowmobiling, Jet skiing, Downhill Skiing, Fishing and Hunting. She has worked at Hydro One for 12 years. She had this to say: "My career began with Hydro One in 2009 as a Utility Arborist Apprentice. I am proud to be one of only a handful of women to embark down this trade path. My apprenticeship took me to all corners of the province which enabled me the opportunity to work and learn a skilled trade. Being a Regional Forestry- Maintainer over the past 12 years has been amazing. The day-to-day work is challenging, physical and rewarding.

I am constantly learning from some of the best trade's people in the industry. As a Utility Arborist, I would not want to work anywhere else but Hydro One. Being in such a dangerous trade, I know Hydro One, my colleagues, and I put safety first. As I continue to grow at Hydro One, I have had the privilege to work with new apprentices in the Training Development Services. Forestry is currently enhancing the support to all employees by championing a platform of new female recruitment and advocating for women in trade. We are building upon our current percentage of women in the field. As the new Co-Chair of the WTTE, advocating for women in the trade and working strongly with the PWU I feel together we bring more awareness to the importance of equality, diversity and inclusion by further closing the gender gap. It's time to Harness our Leadership, Believe in Diversity and to Win as One!!!"

Angela, thank you for continuing to break down barriers and being a solid example for our sisters!



Nicole Kaufman

ACCOUNTING SERVICE CLERK
HYDRO ONE REMOTES-THUNDER BAY

Nicole has a 4-year-old son Abel and continued her PWU work including attending UAC meetings during her maternity leave. During her ten years of service, she has been a Shop Steward since 2012, Unit Secretary since 2017 and acting Chief Steward since 2018. Nicole works in a remote area and is the only Accounting Service Clerk and manages this along with her busy life and Chief Steward duties.

Fantastic job maintaining a great work life balance Nicole!

NUCLEAR SECURITY OFFICER
ONTARIO POWER GENERATION (OPG) *Kathy Armstrong*



Kathy Armstrong is in her 20th year of service here at OPG. She started as a Nuclear Security Officer, worked a short stint as a Civil Maintainer, then came back to Nuclear Security and then finally made it into the Security Training group as a Training Technician. She's also been a stepped up to supervisor (FLMa) in both Security and Civil Maintenance, but never lost sight of her caring for the well being of her PWU brothers and sisters while in these roles. She has been a PWU Steward in 1-12 on and off for almost all of her time here at OPG. Recently she participated in the workshop where PWU women got together to share stories about their experiences and brainstorm ideas that could help PWU women advance their careers here at OPG. She's a dedicated advocate who always tries to be a voice for her co-workers in regard to safety, working conditions and human rights and harassment. She's focused on learning and then passing on whatever she's learned to our membership. Kathy said this "In my training classes, I try to pass on knowledge with some sort of fun element, to help my trainees to remember the material. I think my sense of humour helps me to keep a good balance between work life and home life." I agree with her approach and have seen it work firsthand.

For Kathy, her Family, friends and hockey are her priorities outside of work. She no longer playing hockey due to injuries, but enjoys watching her husband and her are avid the junior hockey Ontario Hockey League. They've travelled across the province to almost every arena in the OHL. This love of junior hockey lead her to volunteering at the Memorial Cup when it was held in Mississauga and at the World Junior Hockey Championships in Toronto. Kathy is considered a great and trusted friend, a solid steward for Sector 1-12 and amazing trainer for our PWU Security Staff. She has trained on many aspects of the Nuclear Security Officer position within OPG and also spent time working in Corrections where she was a union Activist with OPSEU. Kathy has placed her union role over opportunities for advancement in the company and for this we are very grateful and appreciative.

Thanks Sister, for all your years of commitment!



Teri Fairbairn

LARGE EQUIPMENT OPERATOR
COUNTY OF BRANT

Teri has proudly worked for the County of Brant for 24 years starting as an Equipment Operator in the arena's, eventually being promoted to Lead-hand, then moving on to work in the cemeteries as a Large Equipment Operator/Lead-hand. She has 4 wonderful children and somehow still finds time to own and operate a hemp soap business, called The Dirty Soap Shoppe, during her spare time.

Check her out on Facebook. She is also the happy owner of a dog, cat and pig.

Way to go Teri!

REGULATORY CLERK
ERTH POWER

Ann Paquette



Ann has served as a PWU Union Shop Steward for approximately 18 years and as a Principal Steward for 15 years. She has diligently worked through several rounds of bargaining and at least 2 rounds of pay equity, always working hard to represent our members.

Thanks for being a devoted union sister Ann!



Sarah Bearcroft

**CUSTOMER SERVICE REPRESENTATIVE
NEWMARKET-TAY POWER DISTRIBUTION INC.**

In 2015 Sarah started as an Office Clerk at Midland Hydro. When Newmarket-Tay Power purchased Midland Hydro in 2018 and won the representation vote, Sarah jumped at the opportunity to represent her work group and became an active Union Steward. Participating in Collective Bargaining and as a member of the Pay Equity Committee, Sarah has shown great passion representing her members with relentless determination. In her off-hours this same tenacity serves Sarah well for her daily marathon training. Sarah will be running in the Toronto Marathon in May of this year and at the age of 50, she will be running the Boston Marathon in 2022. She has also contributed her time to charity, including participating in a 20-hour family relay run around Lake Simcoe raising \$8000 for the Terry Fox Foundation in 2018.

Sarah is a powerful Power Worker, and a powerful Woman. For all she does in the workplace, Union, and community many thanks are owed!

**BUYER
INERGI LP**

Lori Carruthers



Lori has been a Buyer in the Supply Management Services Dept. at Inergi LP for 15 years. She lives in Mimico and has two energetic Border Collie dogs. She spends her time volunteering locally for the Youth Special Olympics, as well as manager of a women's ball hockey team who compete provincially and globally. Lori has marched in the Labour Day Parade, as well as the Women's March in Toronto, which harnesses the political power of diverse women and their communities to create social change. At work, she organized the I Love First Peoples Shoebox Campaign which includes educational materials to empower indigenous children & youth to succeed through education, reconciliation and the motivation to stay in school. She is a strong advocate for mental health and awareness initiatives at work and in the community.

Her PWU union activities include serving as a Steward for the last 8 years and participated on the Bargaining Committee. She is a PWU representative on the Inergi LP Diversity & Inclusion Committee and a member of the Employee & Family Assistance Program Committee. Lori believes in volunteering to give back to the community and raise awareness of the importance of female empowerment in life, employment and in sport.

Way to go Lori!



Krysta Alexander

RECORDS CLERK
ONTARIO POWER GENERATION (OPG)

Krysta has been a PWU member for 4 years and her positive attitude and great personality make her a fabulous asset to any team. She constantly goes above and beyond in her work and personal life. Her PWU union activities include serving on our Diversity Committee, as well as, helping plan events with retirees and others.

Krysta is another fine example of the powerful women in our workplaces.

PLANNING AND COST CONTROL TECHNICIAN IN WORK MANAGEMENT
ONTARIO POWER GENERATION (OPG)

Jen Lyndon



Since beginning her career at OPG in 2004, Jen has confidently served the PWU as a Union Steward for 11 of those years, Unit Secretary for 3.5 years and has been an active member of the JH&SC for 4 years. During a period of business transformation, Jen recognized a group of women Office Support Representatives, which lacked representation. Jen effectively campaigned and gained the required support to become their Steward. Assisting and guiding them through harsh working conditions, and as their group expanded, she then became their PWU Unit Secretary. Jen's experience has made her a leader and an educator within her department. Her great sense of humour creates a fun environment that connects all those around her.

In 2008, Jen and her husband Chris moved from Pickering to Kincardine where they settled and are now raising two active boys. After work hours, Jen can usually be found at the arena helping with hockey or contributing in one of her boys many other activities. Jen's efforts, not only within the PWU, but also at OPG, to make all worker's rights visible and evident are an inspiration to everyone at the Western Waste Management Facility.

Well done Jen thank you for being a great motivator!



Heather Bouley

PLANT PRODUCTION CLERK
ONTARIO POWER GENERATION (OPG)

Heather has been a PWU member at OPG for 12 years. She is a mother of two and spends her free time volunteering in her local community of Thunder Bay. Her PWU union activities include serving on the Joint Health and Safety Committee, the Diversity Committee, as well as, being a Shop Steward. She was also a recipient of the PWU Volunteer of the Year award in 2018.

Thank you Heather for being a powerful woman in your workplace and community!

BUSINESS SUPPORT REPRESENTATIVE
BRUCE POWER

Lisa Haight



Lisa has been a Power Workers' Union member for 26 years. She is a mother of two as well and a proud grandma of two. Lisa started her career with Heartland Hydro which became Ontario Hydro and then OPG. During downsizing in the 1990's, she transferred to Hydro One and then back to Bruce Power where she plans to finish out her career. She has worked in both Sectors 1 & 3. Throughout her career she has been a union steward and was the first Chief Steward for Sector 1-26, Hiring Hall. She participated in negotiations with Bruce Power in that role and was eventually hired as a regular and remains an active Steward in Sector 1-6. Lisa is well known for her quick wit and commonsense approach to solving issues.

Thanks Lisa, for being a powerful woman in your workplace!