



◆ EXECUTIVE

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The Conciliator

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The Brain Drain

Almost every week there is at least one new going away party for one of our brothers or sisters as they cross-over into the promised land, retirement. We all knew it was a matter of time before the “Upgrader Generation” became retirement eligible and started to take their decades of experience and wisdom with them, but it is an easy argument to make that the current workplace atmosphere has accelerated plans for many of our friends. The departure from cooperative values, the eroding family atmosphere, and the uncertainty created by Saskatoon’s micro-management and purse tightening has really soured the dedication of not just retirees, but of all workers.

When I was hired seventeen years ago as a young punk who thought he knew it all, but didn’t know the first thing about the refining of crude oil, it was the Upgrader Generation that took me under their wing, showed me the ropes, answered my millions of questions, and helped shape my loyalty to the refinery. The Upgrader Generation, as I refer to them, for those of you that don’t know were a group of 200ish employees, covering all maintenance trades, process, and admin, that were hired between 1986-1991 to staff up for the addition of The Upgrader expansion project that CCRL ventured in to with the Saskatchewan government (NewGrade Energy).

This group, and I think of the process group specifically, have stories of all the sh*t they have seen in their time. Starting up the ARDS, numerous fires, a Coker that couldn’t stay running for more than a week, turnarounds every year (sometimes twice a year), and the all hands-on deck days when the entire refinery came together and pushed the Co-op to record profits year after year. The operating experience, intimate unit familiarity, and safety awareness that this group possesses now is directly tied to the opportunities afforded to them throughout their careers. The phrase, “they have forgot more about refining then you’ll ever know” is not untrue. And that’s because now our workers are left on the sidelines as maintenance work is contracted out, and turnaround involvement is either non-existent or we are relegated to paperwork.

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Section IA:
Wade Schnell

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Curtis Baht & Kevin Geiger

Section IV:
Ryan Jelinski

Section V:
Chad Thompson & Andrew Murray

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MRP:
Vacant

Pipefitters:
Shaun Jenkins & Karl Dahle

Mechanics:
Derek Kups & Pete Thorsen

Stores:
Dallas Allen & Nathan Fafard

Electrical:
Les Bonkowski

Instrumentation:
Jaret McCloy & Dave Mushynsky

Inspection:
Keith Britton

Fire & Safety:
Daryl Watch

Lab:
Scott Weber

Pumpers:
Ryan Dzioba

Decokers:
Jon Javorik

Welders:
Scott Wickland

Scaffolders:
Nelson Wagman

Boilerhouse:
Matt Wason

Insulators:
Luke McGeough & Ryan Morgan

PDD Office:
Andrew Fowlow

PDD Loading:
Dylan Bailey & Justin Farrant

Packing & Blending,

Warehouse:
(vacant)

Administration:
Tasha Davis & Randy Guillemain

The Brain Drain continued...

You'll never hear me advocate for more unplanned or emergency shutdowns (ie, Coker, Poly), as I have been on-shift for more newsworthy events than I prefer, but my first few years when we shutdown every year and I wasn't prevented from participating in turnaround maintenance activities were invaluable. Ask any operator who got to twist wrenches, climb through a tower, pull an exchanger, or the plethora of other turnaround activities, they miss it and they will say it made them better, more valuable employees.

Now, as a Union leader I often get approached by in-scope and management employees who are eligible to retire, or nearing eligibility, and they are asking advice. They are worried about the direction Saskatoon has taken the refinery. They say they don't recognize the Co-op anymore. Lots of them had plans to work past 55, but the golden carrot they have been promised and working for might not be there if they delay retirement because the Company seems determined to eliminate the defined benefit pension plan. We are talking about loyal, career co-op employees who have built and dedicated their lives to the refinery, and the company doesn't want to show that same loyalty. That relationship should be irrevocable.

So now we have smart, experienced employees retiring sooner than planned, and we have new, younger employees not getting the same opportunities to grow and learn, and we haven't even touched on the higher number of resignations. It wasn't that long ago that the refinery was an impossible place to get on at, turnover was next to nothing. No one left. And why would they, it was a great place to work.

The brain drain is real. Experienced, trained employees retiring early and often, resignations climbing, and the suppression of education for the younger generation are pointing our workplace in a dangerous direction. With all that going on in the background, I am still amazed at how our maintenance group outperforms contractors hands down during turnaround, and how the process group reacts to incidents to keep the refinery people and equipment safe and operating effectively. And those are just two departments who overcome adversity to perform their job duties at a high level everyday. It makes me proud to be a member of this local.

So to those members that have resigned, I wish you good luck in your future endeavors. To the "Upgrader Generation", retired or getting ready to retire, thank you for molding myself and others with your wisdom, experience, work ethic, and cooperative values. And finally to my fellow co-workers that still have to clock in for the next 20 years, the refinery can be a great place to work again if we want it to be. Through our solidarity we control the direction of the safety culture, of the compensation package, and of the sustainability of our careers at the Coop.

In Solidarity,
Richard Exner
Chief Shop Steward

Pride Month

Pride month is a celebration of LGBTQ2S: lesbian, gay, bisexual, transgender, queer, asexual, two-spirit and all other sexual orientations and genders. It occurs every year in the month of June to recognize the influence LGBTQ2S people have had around the world. Pride day was originally celebrated on the last Sunday of the month. It now encompasses the full month with many celebrations including parades, picnics, educational workshops, awareness events and memorials for those that have lost their lives to hate crimes and HIV/AIDS.

The movement began in 1969 during the spontaneous *Stonewall Uprising* in Manhattan, where a group of police raided the Stonewall Inn in New York City, with riots lasting for five days. The bar was a solace for LGBTQ2S people to socialize in peace. Bar patrons; gay men and drag queens, were among the noble people that fought back for an establishment where they could be open in their sexual orientation without the fear of being arrested. The riots became the tipping point for the community and a catalyst for the rise of the Gay Liberation Movement. The movement was a way to protest violence and discrimination and promote dignity, equal rights, self affirmation and increase society's awareness. A year after the riot, the first pride walk was organized by Brenda Howard, who is now known as the "Mother of Pride".



This year, Unifor 594 joined other Unifor locals including 1S (Sasktel), 2002 (Air Canada), 649 (Power & Energy), and 651 (Delta) in creating a float and showing support by walking in the Pride Parade on Saturday, June 15th. We are proud to support our brother's and sister's in pride!

From the Bargaining Table

The bargaining committee last met with the company on June 5th and 6th. We are still progressing through both the company's and the union's non-monetary package, but we are nearing the end of that stage of the process. We have also ratified the National Pattern agreement on June 7. This ratification sets a 4 year term, with wage increases of 2.5%, 2.75%, 3%, and 3.5%, an increase in the severance multiplier from 1.15% to 1.3%, and language in reference to meeting with the national union in order to discuss domestic violence issues. We expect to enter the monetary phase of local bargaining in July, though no package exchange date has been set. We will then continue through the bargaining process.

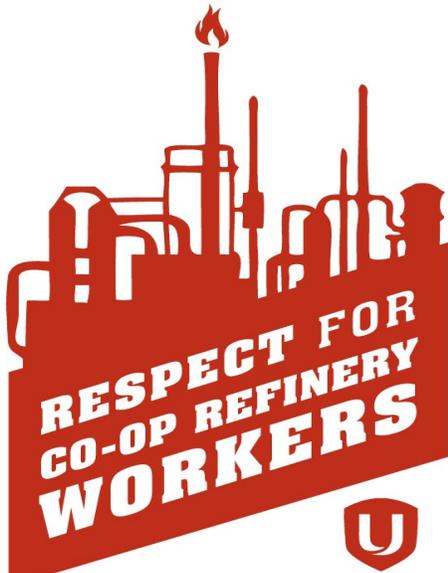
If both sides have stopped making progress and an agreement is unable to be reached, an impasse occurs. The government would then appoint a mediator as per the Saskatchewan Employment Act. The mediator acts as an intermediary between the two sides and attempts to facilitate further progress and find agreement. If an agreement still cannot be reached through the mediation process, we then enter into a 14 day cooling off period. During this cooling off period negotiations can still take place, but neither side can initiate a job action of any kind. After those 14 days pass, either side can choose to serve 48 hours notice of a strike or lockout.

We are still progressing through the bargaining process and the goal is to reach the end without getting to that point, however the bargaining committee remains dedicated to reaching a fair, equitable deal for all of our members. The bargaining committee will continue with regular updates as we move along. Our next dates set to meet with the company are July 23rd and 24th.

In Solidarity,

Nathan Kraemer, Negotiating Chairperson

Communications Campaign Update



#SupportUnifor594

Check out our refreshed website, sponsorship announcements and other promo on social media, and campaign billboards around Regina.

This campaign will be stronger if all of us are involved. Here's how you can help!

#1 – Make sure you're following @Unifor594 on Facebook and Twitter – please share our posts and tweets, join discussions, and spread the word

#2 – Change your social media profile picture to the campaign logo (get it at Unifor594.com)

#3 – Wear the campaign! We've got new shirts you can buy and hats coming soon. Shop before & after Executive and General Meetings or through your shop steward. New hardhat stickers will be out soon!

#4 – Volunteer a few hours to represent our union around the community over the summer – it might be handing out info & swag or staffing a booth somewhere fun. Contact Ashlyn to raise your hand!

infoofficer@unifor594.com

Have you noticed our new look?! On June 1, we launched a communications campaign to raise public awareness about Unifor 594's work and our value to the Refinery and the community.

Why? To promote our value, our values, our people ... and how to support us.

What? The strategy is all about amplifying our key messages on and offline, like across social media and community events, in advertising and the mail. We proudly participated in Queen City Pride on June 15, we were the presenting sponsor for "The Cookout Sponsored by The Brotherhood" on June 23, and are planning involvement in other fun things that you will be invited to join.



CIBC Run for the Cure



Unifor 594 is sponsoring a team to run in the CIBC Run for the Cure on Sunday, October 6, 2019. More information will follow shortly.

Please contact Heather Bell if you are interested:

habell73@gmail.com