



# Local in Motion

## ATU 569 Member News

### Winter 2020

## Meet your New Executive Board



Steve Bradshaw  
President



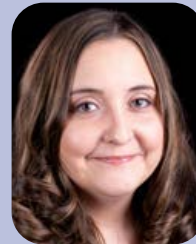
Harminder (Raj) Brar  
Recording Secretary



Daryll Miller  
Vice President - Ops



Damir Begovic  
Financial Secretary



Jennifer Ewanchuk  
Asst. Business Agent  
Maintenance



Bob Relkov  
Red Deer Chair



Emmanuel (Manny)  
Mutuc - DATS Rep.



Daryn Kreutzer  
DATS Rep.



Darlene Malayko  
St. Albert Rep.



Michael Trupish  
Safety & Security Rep.



Anita Gates  
Operator Rep.



Tejinder Machhiana  
Operator Rep.



Kelly Davis  
Operator Rep.



Ben Dobbins  
Maintenance Rep.



Daniel Revega  
Maintenance Rep.



Leigh McCabe  
Maintenance Rep.



## Stand Together

Steve Bradshaw

### "Financial Wellness in Times of Uncertainty"

**That's how the Alberta Teacher's Association Rep** spoke to her audience about today's attacks on workers. Translated, she probably means "It's time to get a couple of extra mortgage payments in the bank, folks!"

Elsewhere in this issue, you'll find an article about the new legislation either already enacted or in the chutes that slashes budgets, threatens layoffs, undermines Unions and undermines municipalities. There's another article about the importance of Unions in times of austerity.

It's no secret that the Alberta government has it in for Unions. And they are moving quickly.

Closer to home, a couple of months back the City of Edmonton threatened to lock-out members of CUPE Local 30. The threat was serious enough and came close enough that junior level managers were already being reassigned to fulfill critical roles ordinarily worked by CUPE members. If the City was so prepared to push our Sisters & Brothers in CUPE out onto the streets... why would we be exempt from similar treatment?

As of this writing, we do not have a new Memorandum of Agreement for you to consider. We are working hard to bring you one, but if you've been to Union meetings lately, you'll know that the City is defiantly holding out for a "no money" deal. Our message in bargaining has been: "ATU members are not greedy, but neither are we intimidated." We expect **something**. Nothing is not good enough.

All around us, workers are bearing the brunt of the government's austerity budgeting. Teachers, who haven't had a raise in 7 years, not even so much as a cost-of-living increase, have been told they'll have to wait again. They have

almost 2 years to go before they are in a legal strike position, but already they're starting to organize their members. Nurses and Health Sciences workers are looking at lay offs unless they take rollbacks. Provincial government workers are getting the same treatment or worse.

During a work stoppage (a euphemism for lock-out or strike), Unions are weakened when their members are not ready. Nobody's getting rich around here and it's nice to be able to own a home in which you can raise a family and to afford a vacation occasionally. It's also very uncertain times we live in and the security of our lifestyles and families is being very clearly threatened. Being prepared is the recipe for success.

Now is a good time to get a couple of mortgage payments ahead and a freezer full of groceries. If the worst happens and your paycheque is disrupted, and you have only strike pay on which to rely, you and your family will be protected, and the Union will stand stronger and achieve better results. When we STAND together, we WIN together!



**Spring Event 2020**

**June 13, 2020**

**Times: 9:00 am to 11:00 am**

**Immediate Family only**







## Why Society Needs Unions

Damir Begovic

**We are living in times when various** governments are pushing austerity agendas. In this moment of social, economic and environmental crisis, the trade union is the most enduring institution that protects the interest of the working class. And Unions are under relentless threat from powerful vested interests.

The neo-liberal agenda, as represented by, for example, the Kenney government, is the prime driver of threats against Unions. Their objective is to reverse the progressive era by reducing and eliminating essential public services that contribute to social needs and social equity. This ideology seeks to create greater growing disparity between rich and poor and locks in the advantage that economic wealth gives to the elite in terms of political power.

Over the past four decades, the Canadian economy has been transformed due to neo-liberal globalization. This dramatically increases the number of workers that are in direct competition with workers in other countries where Unions are only just starting to get a foothold.

Not long ago, most workers were considered an asset by their employers; today workers are considered a cost to be minimized. Across Canada, workers are enduring poor working conditions, low benefits and low wages out of fear of unemployment. The precarious conditions of under employment, part time and temporary work have become a standard among immigrants and youth at the expense of quality of life in our communities.

This business model creates a 'race to the bottom'. It drives competition between workers and propagates "least cost production and low wages". It is responsible for the concentration of income among the top 1%. The key market mechanism for redistributing wealth and power has been unionization. Unionization, together with employment standards enforcement, supplemented by access to education, technical training and child-care are essential to solving these challenges.

Extending the union advantage to vulnerable workers means the union can bargain pay and employment equity provisions and push for a living wage and help improve working conditions for workers and their families.

Many employers and their allies in the ideological right wing have launched a political attack on unions. They seek to introduce laws which would undermine the dues base of unions. They are also targeting sectors with unionized and secure jobs, making them vulnerable to contracting out and privatization. Right wing politicians aspire to import so-called right to work legislation into Canada from the United States in order to further attack unions.

Mainstream media does not tell the truth: privatization and austerity impose many costs on families and communities. At a time when poverty is on the rise, social assistance support is grossly inadequate to meet challenges of livelihood. Defined Benefit pension plans are being converted into privatized RRSPs and good paying jobs are being replaced by low paid and insecure jobs, it is clear that unions are the most essential countervailing force.



***This Year's Retirement Banquet is on September 19, 2020  
Edmonton Conference Centre***

***Please Wait for Invitations Prior to Calling for your Tickets***





## Life of a Grievance

Darryl Miller

**Collective Agreements vary somewhat** on their Dispute Resolution (Grievance) Processes, but there are clear similarities. For example, all will have several steps leading to arbitration. The dispute can be resolved at any step along the way.

It all starts when a member alleges that the employer has transgressed on the Collective Agreement or on some piece of legislation, for example, the Occupational Health and Safety Act. The most common disputes arise from:

- Discipline Grievance (either too severe or unwarranted)
- Pay Grievance (issues unresolved after dealing with your Supervisor and Payroll)
- Selection Grievance (issues related usually to failing to receive a promotion)
- Group Grievance (deals with issues specific to a group. Issues that don't affect all areas. Currently the Park and Ride cancellation without pay is a Group Grievance the Union is working on)
- Policy Grievance (deals with issues that affect everyone in our Collective Agreement; such as Photo Radar/Red Light, AWOL vs FTR, COE Drug and Alcohol Policy to name a few current ones we're dealing with)

The first step is for the grievor, with or without a Union Rep, to approach

the manager who is alleged to have offended. If they can sort it out to everybody's satisfaction, it's done.

If not, the grievance can be advanced to a more to a formal step, often called Consultation. Union Reps and HR Reps are always present at this step as well as the grievor and supervisor. Each will have researched the facts of the case and the Collective Agreement and pertinent legislation. Arguments will be made, and solutions proposed. The employer will consider whether to accept the grievor's proposal and respond within a specified timeframe. If the parties do not agree, the matter will be heard at a higher level, often the Branch Manager.

At the higher level, it will not be the supervisor who decides whether to accept the Union's proposal; it will be the more senior Manager. Again, if the Union is not satisfied with the decision, it can be advanced one more time, this time to arbitration.

At arbitration, it is an independent 3rd party who will decide who's right. An

Arbitration panel is appointed, lawyers engaged, and a ton of money spent. An Arbitrator can find for either party and will decide what if any damages or reparations are to be paid.

At every step after Problem Solving, the Union owns the grievance. In return, the Union owes the member a duty to fairly represent them. At any point where the Union feels the resolution offered is reasonable or that there is no likelihood of changing the employer's decision, it can consult the member and conclude the grievance provided the Union has fulfilled its to duty of fair representation.

It's incredibly important to know your rights and protections afforded to you by your Collective Agreement and those that are legislated. If you have any questions or concerns remember to always contact us when you need assistance or to determine if your rights have been violated.





## Workplace Harassment

Linda Anderson

**Harassment and violence can take** place at any work site and may range from disrespectful remarks to physical aggression to cyber-bullying. Addressing issues early on can prevent acts of bullying and harassment from progressing to acts of physical violence.

ATU 569 is committed to working with our membership in helping

our members work through any workplace harassment within our membership. This also includes any conflict that doesn't fall within the OH&S legislation ([www.alberta.ca/ohs-legislation](http://www.alberta.ca/ohs-legislation)).

As brothers and sisters of ATU 569, we are a family and like all families we disagree, we tease each other and have fun joking around. Some old attitudes and humour may not be appreciated by all.

With over 3000 members we have a very large range of personalities and backgrounds. Some members may be offended by our actions and behavior. We all need to be aware of the people around us within earshot.

Keeping in mind the definition of workplace harassment, it's

important to speak up immediately or soon after when you are uncomfortable with anyone's behavior. We may also speak up for someone else who may be uncomfortable speaking up for themselves.

It's important that the message is clear but polite. This should be the end of it. If it is not, we may have to remind that we are serious about this unwanted behavior. If we are unsuccessful in resolving this harassment or conflict, ATU 569 is here for you.

We have a harassment team that is trained to help our membership work through any harassment or conflict. This is member to member harassment and not necessarily a member to public or member to management, although we have other processes in place to help with those situations.

It's important to resolve these issues through the ATU 569 harassment team, not your supervisor. They have their own policy & procedure on resolving these issues which often results in documentation on both members files and possible discipline.

We understand that in such a large family there is bound to be misunderstandings and conflict. There is no shame in getting help from your brothers and sisters on our harassment team.

We have four team members Advisors;

Linda Anderson, Tammy Bittner, Joel Bastarache, Kevin Gosselin



## Congratulations to the Following Retired Members Living the Dream

Michael Anderson	Betty Andrew	Lilliane Andrews
Leonard Bauder	Bedrich Cerny	Andrew Choluj
Robert Christensen	Dennis Davie	Ralph Davies
Jeffrey Falls	Bruce Fraser	Dirk Freeman
Neil Gerdes	James Hansen	Birgit Hoeger
David Huot	Rashid Jairath	Stanley Kell
Brenda Kelley	Linda Lanteigne	Daniel Lusignan
Ivan Lysak	Joyce MacKenzie	William McDonald
Roderick McEachern	Tyler Mitchell	Dennis O'Neill
William Persse	Donald Petrician	Ken Pulfer
Michael Reynolds	Martin Rowe	Terry Ruddell
Ken Rushforth	Gail Russell	Leonard Scherger
James Scheuerman	Barrie Schultz	Stuart Shaw
Ranbir Sidhu	Raeann Sparks	George Sprenger
Robert Sproat	Kenneth Stotz	Mark Tetterington
Richard Thew	Rudolf Vanovermeire	Nico Visscher
Larry Waters	Glen West	Wayne Winichuk
Kim Winsel	Ralph Wood	Kenneth Wright
Alexandra York		

*This Newsletter can be accessed on our website: [atu569.ca](http://atu569.ca)*

## ***Upcoming Events***

### **Regular Membership Meetings**

**March 24, 2020 10:00 am & 7:00 pm**

**Union Hall 10540 - 108 Street**

From time to time ATU will have special draws  
at the Monthly Membership Meetings

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### **Women's Caucus Meeting**

**March 5, 2020**

**&**

**April 2, 2020**

**18:30 - 20:30**

**Union Hall 10540 - 108 Street**

## ***In Remembrance of Deceased Members***

|                                      |
|--------------------------------------|
| Gary Anselmo - July 28, 2019         |
| Carol Bacon - September 20, 2019     |
| Josie Daniel - July 3, 2019          |
| John Dean - December 11, 2019        |
| Michael Koziar - September 1, 2019   |
| Robert Manchuk - November 3, 2019    |
| Joanne McDougall - December 10, 2019 |
| James McIntosh - January 15, 2020    |
| Kelly Mitchell - July 5, 2019        |
| Lawrence Nowak - September 30, 2019  |
| Alvin Retz - May 7, 2019             |
| Fred Rurak - May 21, 2019            |
| Nasrullah Saleh - June 8, 2019       |
| Peter Schellevis - October 6, 2019   |
| John Stefanich - June 3, 2019        |
| Albert Wetzstein - August 16, 2019   |
| Loren Wildgrube - July 14, 2019      |
| George Williams - January 19, 2020   |
| Geert Zwier - December 19, 2019      |

### **ECECAF - Bursary Applications**

Are available at the Union Office or visit the  
ECECAF website: [ecef.ca/forms](http://ecef.ca/forms) for the  
guidelines and application forms.

Fall (September) term applications are to be  
submitted between receiving marks in  
December and March 31

Winter (January) term applications are to be  
submitted after receiving marks in  
April and by July 31

### **Shop Steward Meetings**

Thursday, March 19, 2020 @ 6:30 pm

Thursday, April 16, 2020 @ 6:30 pm

**Union Hall**