

THE SENTINEL - STANDING WATCH FOR OUR MEMBERS AND THEIR FAMILIES

INSIDE THIS ISSUE:

Table Talk	2
Alarming Development	2
State of the Union	2
Front Line Report	3
Food for Thought	3
Notes from the Blackboard	3
Shop Talk	4
'Street Corner Psychologist'	4

Mark your calendar:

- Superman's Birthday - June 1st
- World Environment & Clean Air Day - June 5th .
- Don't forget Father's Day - June 12th.
- Ballots counted for Local Union President, Vice President and Executive Board - June 15th.

If you find mistakes in this publication - please remember that they are there for a reason. We try to publish something for everyone, and some people are always looking for mistakes!

TAKING IT TO THE STREETS - LOCAL 636 MEMBERS MOVE FROM THE BARGAINING TABLE TO THE PICKET LINE

For the first time in their history, the office and clerical staff at HYDRO ONE BRAMPTON were forced to take strike action against this employer on May 27th.

Initially, it appeared that this 'David and Goliath' struggle could prove to be a long and bitter affair. Fortunately, the issues that divided the two sides were resolved after just 5 days.

The power of the picket line was bolstered by the support of the outside staff - who are represented by the CAW. Although the employer had tried to implement a 'divide and conquer' strategy - in the end, the strength of solidarity prevailed.

Members have agreed to a new 3 year contract that will pro-



vide them with ATB wage increases of: 2.5%, 3% & 3%. In addition, an employee incentive plan has been introduced that will provide a guaranteed payout of at least \$2000.00 per member over the life of the agreement.

At the heart of this dispute were the questions of fairness, equity and respect. By their actions, these members have proven that they will accept nothing less.

Their courage and commitment should serve as an inspiration

to us all.

Members at STRATFORD PARALLEL TRANSIT also withdrew their services in an effort to improve the terms of their collective agreement.

After rejecting a mediated settlement, the membership voted in support of strike action - that began on May 27th.

We are pleased to report that members were on the picket line for only 1 day.

A 34 month agreement has been ratified that will provide ATB wage increases of: 3.5% in each year in addition to other improvements.

REMEMBER - DEMOCRACY IS NOT A SPECTATOR SPORT

One of the guiding principles of the I.B.E.W. is to promote and uphold the democratic rights of our members.

At both the 'Unit' level and the 'Local' level, it is the membership that determines who the leaders of our organization will be.

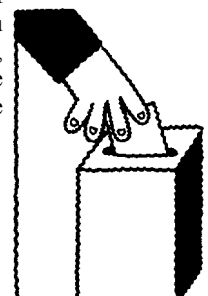
By now, your ballots for our Provincial Officers should have

been cast and returned to us. We certainly hope that you participated in this most important process.

During the month of June, Unit Officers will be elected. We encourage each of you to attend the meeting in your area.

The men and women who are successful in their bid for office will be entrusted to represent

you over the next 4 years. Regardless of who you support, make sure that you vote!



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We welcome your views, comments and (constructive) criticisms. Please let us know what you think - by contacting us via fax (519 - 967 - 9224) or e-mail: pvlanich@sympatico.ca

For help with your questions on issues such as pension, our group insurance plan or labour legislation - check out these web sites:

OMERS - www.omers.com

Ministry of Labour - www.gov.on.ca

Canada Customs & Revenue - www.ccr-aadrc.gc.ca

Unity Group Insurance - www.unitygrouponline.com

E&USA - www.eusa.on.ca

Canadian Labour Congress - www.clc-ctc.ca

TABLE TALK

TOWN OF LAKESHORE:

Members have ratified a new 3 year agreement highlighted by an ATB wage increase of 3% in each year plus an additional annual adjustment of 22¢ per hour. Many thanks to the negotiating team - Jeff Wilson, Jean-Marc St.Pierre and Greg Chauvin - for all their hard work.

ADT (LONDON): After just 2 days, terms of settlement for a 3 year agreement were reached. Highlights include: ATB wage increases of 2.75% in each year; significant language and benefit

improvements; introduction of 'paid rest time'; shift premium increase and; a \$200 signing bonus. Congratulations to the bargaining committee for a job well done.

UTILITIES KINGSTON: A tentative agreement has been reached that was presented to the membership for ratification on June 6th. More details to follow.

CONCILIATION: Despite our best efforts, in some Units we have been unable to reach mutually acceptable terms with

the employer. Consequently, the Union will be seeking third party assistance in resolving the outstanding issues at: **APPD (WINDSOR); the TOWN OF KINGSVILLE; MARKHAM HYDRO** and the; **DELTA GROUP.**

Across the Local, Business Representatives have already had a very busy year at the bargaining table-and much work remains.

We thank all of our members for your continuing patience and support during these most challenging and demanding times

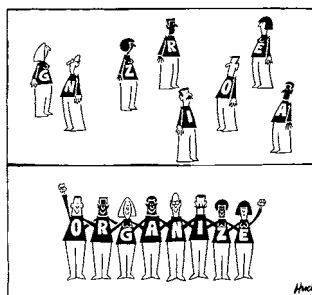
ALARMING DEVELOPMENT

We are very pleased to report that our organizing campaign at **COUNTERFORCE INC.** has proven successful.

With more than 92% support, Local Union 636 has earned the representation rights for this group.

We are indeed proud to welcome these individuals into our

family. These new members



work at a call centre for alarms similar to the Chubb monitoring station whose employees we also represent.

Special thanks goes out to Business Representatives Barry Brown and Domenic Murdaca for their hard work and contributions to the success of this drive.

STATE OF THE UNION

From the desk of J.R. (Rick) Wacheski -B.M./F.S. : Recent events at both Hydro One Brampton and Stratford Parallel Transit have helped us recognize the importance of being prepared for a labour dispute.

Our history makes it clear that strike action is not our preferred course. Over the years, we have been quite successful in negotiating settlements without the necessity of withdrawing our services.

Nevertheless, when contract talks break down, we are often

in a legal strike/ lock out position.

Anyone who has experienced life on the picket line is well aware of the preparation and monitoring necessary to make it work.

Sometimes, it will be the little things that make a big difference in a work stoppage.

With this thought in mind, we are currently working on a strike readiness kit that will be made available to all Units. In the event that you find yourself

forced to take your fight to the streets, this package will be of great assistance in coordinating your efforts.

It is our hope that we won't have to 'break the glass' on this kit-except as a last resort. But it will be nice to know that it is there.

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UNION

FRONT LINE REPORT

In communities across our province throughout the month of June, local Cancer Societies will host an event called the 'Walk of Life'. This very unique experience celebrates the lives of survivors and contributes to research into cures for this disease. Several of our members from **FESTIVAL HYDRO** will be doing their part to raise awareness and funds for this very worthy cause. We encourage others to join in the activities scheduled in their area.



Although he suffered 1st, 2nd and 3rd degree burns, brother Greg Bell is expected to make a full recovery. We wish him well as he travels along this road.

To everyone in this field we ask you to remember to 'be careful out there'.

In keeping with the theme of workplace safety, congratulations are in order for the members at **ENERSOURCE - HYDRO MISSISSAUGA** who have worked an unprecedented

'3 million plus' hours without a lost time injury. This is an accomplishment that sets a benchmark for the electrical industry in Canada. Way to go!

On a more sombre note, it was with great sadness that members learned of the untimely passing of sister **Diane Beneteau** who had been a long-standing employee at **WINDSOR REGIONAL HOSPITAL**. Diane will be greatly missed by all who knew her. Our deepest sympathies go out to her family.

A recent flash accident involving one of members from **HYDRO OTTAWA** serves as a sobering reminder of the dangers faced by all who work in the electrical utility industry.

❄️

"Never argue with an idiot. In the end they will only drag you down to their level and then, beat you with experience"

- Author Unknown

FOOD FOR THOUGHT

UCS/CALM - Union members in the U.S. average \$5241 more a year in pay and \$7571 more in benefits than workers who do not have a Union. There-

fore, the average economic value of a Union card to the 16 million members in the U.S. is about \$12, 812 ! Although such statistics are not readily avail-

able here, Unionized workers in Canada enjoy similar advantages. Sometimes we forget how lucky we really are.

NOTES FROM THE BLACKBOARD

For most of us, apart from money, the one thing we never seem to have enough of is time. Our lives are busier than ever before and we are continually searching for balance.

With this in mind, consider these tips for more effective time management.

Don't spread yourself too thin - instead of juggling too many things at once, try setting daily priorities and get the most important things done first.

Don't be afraid to delegate - remind yourself that it's not

necessary to everything by yourself.

Learn to say no - you can't say yes to everything. Decide what you must do - what you want to do - and say no to all other requests.

Don't be a slave to the phone - if possible, have someone screen your calls when you are busy. Use an answering machine, voice mail or shut the phone off when you do not want to be disturbed. Schedule a time to return all calls.

Do not procrastinate - Like it

or not, there are unpleasant tasks that we must complete. Instead of putting them off and really resenting them, get the tough, but important assignments out of the way first. Also consider dividing larger tasks into smaller ones. Most important, reward yourself when you are done.



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We're on the Web
Visit us at : [http://
ibewlocal636.com](http://ibewlocal636.com)

SHOP TALK - VIEWS FROM AROUND OUR LOCAL

After many years of dedicated service, brothers **Ken Bondy (EnWin Powerlines)** and **Bernie Malette (Essex Power)** have retired. We thank them for their dedication to the labour movement and wish them many years of health and happiness.

HAMILTON HYDRO - despite attempts by the employer to defer Pay Equity discussions, the members have made it clear that this issue must be dealt with quickly.

GRANITE POWER - a grievance was filed following the layoff of two members who became our first casualties of de-regulation, as this utility was

unable to generate power at a competitive rate.

ELECTROHOME- discussions are ongoing with the employer and the CAW to develop a plan that will fairly and equitably distribute

the surplus funds from a former pension plan. This will require agreement by 2/3 of retired members from both Unions. We will be meeting with the CAW to determine where our common interests are in this matter.

NOVATRONICS - like many private sector employers, the events of September 11th have had a significant impact on this operation. As a result, the employer is looking for ways to improve efficiencies. No details yet on what this means.



LARGE ENOUGH TO SERVE AND SMALL ENOUGH TO CARE

THE STREET CORNER PSYCHOLOGIST: THE STORY OF THE 'CRACKED POT'

A water bearer in India had two large pots, each of which hung on the ends of a pole that he carried around his neck. One of these had a crack in it while the other was perfect and always delivered a full portion of water .

At the end of the long walk from the stream to the house, the cracked pot arrived only half full.

For a full two years, this went on - day after day - with the bearer bringing only one and one half pots full of water to his house.

Not surprisingly, the perfect pot was proud of its accomplishments that had proven it was indeed perfectly suited for the purpose that it had been made.

On the other hand, the poor cracked pot was ashamed of its own imperfection, and miserable that it was able to accomplish only half of what it had been designed and in-

tended to do.

After agonizing for two years over what it perceived to be a bitter and dismal failure, the cracked pot spoke to the water bearer one day as they stood next to the stream.

It said, " I am ashamed of myself and want to apologize to you. I have been able to deliver only half of my load because of this crack in my side causes water to out all the way from this stream back to your house".

In response, the water bearer said to the cracked pot, "Have you not noticed in our daily travels that there are flowers only on your side of the path , but not on the other pot's side?"

"Why yes, now that you mention it, this is true" replied the pot.

The water bearer went on to say , " That's because I have always been aware of your imperfection and so I planted flower seeds along your side of

the path, knowing that every day on our journey back home you would water them."

"Thanks to this, I have been able to pick these beautiful flowers and decorate my table with them. Without you being just the way you are, there would not have been this beauty to grace my home."

The moral of the story is: Each of has our own unique imperfections. But it's the cracks and flaws we each have that makes our lives together so interesting and rewarding. We must always remember to take each person as they are and recognize that there is good in all.