

# CUSW NEWSLETTER

Spring 2025



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## NATIONAL DAY OF MOURNING

### APRIL 28<sup>th</sup>

In 1990, Parliament passed the Workers Mourning Day Act to recognize April 28<sup>th</sup> as the day to remember workers killed or injured on the job. Over 1,000 Canadians lose their lives at work every year. On this day, we honour those whose lives have been forever changed by a workplace incident.

April 28<sup>th</sup>, National Day of Mourning is approaching, so please remember to take time to honour all workers that have been injured or lost their lives on the job. We all take our work seriously and sometimes forget that we work in a very dangerous industry, so again, take that extra moment to reflect on the hazards we face each day. We look forward to seeing our Members and families in the coming month.

Play safe and work safely.

[Health, Safety & Wellness – Day of Mourning Website](#)

### Day of Mourning Video

Take a moment to watch the 2.5-minute video where members talk about what the day means to them on the CUSW Website. Towards the end of the video is a tribute to the CUSW members we have lost over the years.

[Health, Safety & Wellness – Day of Mourning Video](#)

Talk to your Health & Safety Representative to get your Day of Mourning sticker.



### WORKERS HEALTH & SAFETY CENTRE

On April 28<sup>th</sup> workers, families, labour, and community partners will gather at Day of Mourning events across Ontario to remember lost loved ones and recommit to prevention efforts. Plan to attend an event near you.

[Health & Safety E-Bulletin – Day of Mourning](#)



## UPCOMING CONFERENCES

CUSW and its Members both sponsor and/or participate in many conferences, trades shows, fairs and events across Canada. Here is a snapshot of what's coming up this spring.

### APRIL

- The Outlook for Nuclear Energy in the changing world – Canadian Nuclear Association
- 2025 Progress Summit – Broadbent Institute
- Nicolle Butcher, President and CEO of Ontario Power Generation: Powering-Up Ontario – Empire Club of Canada
- Skilled Trades Fair – Vancouver FC
- CNA Conference
- 8<sup>th</sup> Skill Trades Expo – Skills for Change
- 8<sup>th</sup> Annual FNMPC (First Nations Major Projects Coalition) Conference
- Powering Prosperity: Shaping on Sustainable Energy Future - Inaugural Summit - Canada Powered by Women

### MAY

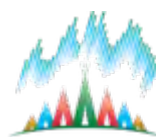
- Skills Ontario - Young Women's Conference (YWC) & First Nation, Metis & Inuit Conference
- 2025 Skills Ontario Competition
- Agents of Change - Electricity Human Resources Canada
- 2025 Supporting Equity in Trades Conference - Canadian Apprenticeship Forum
- First Nations Energy & Natural Resource Forum - Leadership Summit and Youth Plenary
- Organization of Canadian Nuclear Industries (OCNI) Bruce County Charity Golf
- The Calgary Energy Roundtable

### JUNE

- CCU National Executive Board Meeting
- Job Fair Career Expo - Serpent River Lifestyle Center (SRLC)
- 37<sup>th</sup> Annual Clifford Pilkey Memorial Golf Fundraiser – WHSC
- Recognition of CUSW Members - Hydro One Century Club



Confederation of Canadian Unions  
Confédération des syndicats canadiens



SASKATCHEWAN FIRST NATIONS  
NATURAL RESOURCE  
CENTRE OF EXCELLENCE



CANADIAN  
APPRENTICESHIP  
FORUM



FORUM  
CANADIEN SUR  
L'APPRENTISSAGE

## UNIT REPORTS - BRUCE UNIT

This has been a winter for the ages. Snow days have been abundant over the last few months, making travel to and from work a challenge with all the adverse conditions we have experienced. The Membership is looking forward to warmer temperatures that the spring will bring. We would like to take this opportunity to remind our Membership and families that the weather changes frequently at this time of year, and we always need to stay vigilant with these conditions to keep our loved ones safe.

### RECENT EVENTS

The Children's Christmas Party was a success this year and over 80 CUSW families attended. We kicked off the holiday season with a well-attended Christmas Social in Port Elgin. These events were planned and hosted by the Bruce Unit Social Committee and deserve our applause and recognition for all their hard work and dedication for these events. We have added a few pictures from our Children's Christmas Party.

### SPONSORSHIP AND DONATIONS

Kincardine Hospital Fundraising: The Bruce Unit made a \$3500 donation to the Kincardine Hospital Fundraising campaign. These were funds that were acquired through the grievance procedure and settlements from late last year.

We take pride in our work and safety culture, and the community that we work and live in. Congratulations to all that make CUSW a pillar of success.

### UPCOMING EVENTS

With spring in the air, The Bruce Unit is looking forward to more events and opportunities to get together in the more favourable weather. The Unit is always looking for Members to help plan and participate with events. We would like to remind Members that making some time to participate is always welcomed by the Unit Executives, together, we all make a difference for our communities. If you would like to participate, please reach out to [bruceunit@cusw.ca](mailto:bruceunit@cusw.ca)

**Friday June 13<sup>th</sup> – Bruce Unit Charity Golf Tournament –**  
Blackhorse Golf & Country Resort.

Full details are on the [Bruce Unit](#) webpage

### APPRENTICE ORIENTATION

Friday, May 23<sup>rd</sup>, and June 20<sup>th</sup> are scheduled for the Bruce Unit, and we are anticipating adding another date to accommodate the need for more demand. If you would like to participate, please reach out to [bruceunit@cusw.ca](mailto:bruceunit@cusw.ca)



## GREATER DURHAM UNIT

We have had a quiet start to the year but are excited for our upcoming events and training that the spring will bring.

### UPCOMING EVENTS



**Toronto Blue Jays** game coming up this spring. More details will be coming shortly. This year we are opening it up to families as requested by Members.

**Golf Tournament** is booked and will be held on September 13<sup>th</sup>. This year's dinner will be held on the course, more details will be included in the next newsletter.

### APPRENTICE ORIENTATION

On Saturday March 1<sup>st</sup> we hosted our first Greater Durham Unit Apprenticeship Orientation run by our new executive team. We enjoyed meeting our apprentices and look forward to holding this training at least twice a year or more depending on needs/requirements.

### MONTHLY MEETING

Monthly unit meetings are held every 3<sup>rd</sup> Wednesday of the month at Copperworks (in the back) in Bowmanville starting at 6:15pm. We look forward to seeing you there.

## NORTHEAST UNIT

### UPCOMING EVENTS

**Sunday May 31<sup>st</sup>** Charity Golf Tournaments (teams of 4)

**Saturday July 5<sup>th</sup>, 2025** - Santa's Village/ Tree Top Trekking

*More details to follow*



## SOUTH WESTERN UNIT

### MONTHLY MEETING

Meetings will be held on the 3<sup>rd</sup> Wednesday each month at 7:30pm. Bi-monthly, in person meetings will be occurring around the south west in various locations.

The schedule for in person meetings will be as follows:

- January – Woodstock
- March – Sarnia
- May – Seaforth
- July – London
- September – Windsor
- November – Petrolia
- December - Strathroy

**JANUARY** - The first meeting of 2025 happened in Woodstock, ON at East Side Mario's. About a dozen Members joined online and in person. Main topics of discussion were the Spitfire Hockey game, budget plans and a proposed budget extension, sponsorships, and events to come in 2025.

**FEBRUARY** - A family friendly hockey game event took place on February 13<sup>th</sup>, 2025. The Windsor Spitfires faced off against the Sarnia Sting at the WFCU Centre in Windsor, ON. The Spitfires defeated the Sting with an 8-2 win. In attendance, there were 23 Members, family and children. The kids loved the mascot, food was great, and everyone had a wonderful time. There was also a shoutout on the radio and TV stations to the Canadian Union of Skilled Workers – South Western Unit.

**MARCH** – We held the South Western meeting on March 19<sup>th</sup> in Sarnia, ON. The unit welcomed Matt Hurley as a guest speaker. Matt is an insightful resource for questions pertaining to recruitment and other CUSW contractors. Thanks for joining us Matt!

### UPCOMING EVENTS

The South Western executives will be participating in Unit Capacity Building pilot training.

April will see the next round of recruitment in London, ON.

Annual Charity Golf Tournament plans are underway for June.

The Events Committee is actively looking for Members to participate in planning and executing all events for the South Western Unit.

Please reach out to [swunit@cusw.ca](mailto:swunit@cusw.ca) if you are interested.

### APPRENTICE ORIENTATION

An Apprentice Orientation will be held in St. Thomas in May.





## CENTRAL UNIT

### RECENT EVENTS

#### Conestoga College - Indigenous Women Into Trades

CUSW Central Unit takes part in this program which is specifically geared towards indigenous women who are interested in working in the trade. They have opportunities for welding, electrical, carpentry. Kari-Lynn Kuebeck from the Central Unit teaches Introduction to Residential Electrical. The program is for 30 Weeks+ and includes job placement. The Central Unit donates a book for each student (Code Simplified). This program has been running for 5 Years. Below is a recent picture from this program.

### UPCOMING EVENTS

**Golf Tournament:** Central Unit and Greater Durham Unit worked together on the previous Golf Tournament.

Other Areas that the Central Unit is Involved in:

- Assisting with Skills Ontario Competition.
- Assisting with information tours for the guidance counsellors.
- Women's Intro into Electrical for Students called "Electro-Chick".

New Potential Program: still in the development process, Kari-Lynn and Kiera from the Central Unit have been working on a program with Hydro One and CUSW. The program would provide Electrical Co-Op Programs to High School students, starting with Durham District School Board.



## COMMITTEE REPORTS

### SOCIAL COMMITTEE

#### SAVE THE DATES FOR 2025

- **Saturday June 20<sup>th</sup> – Sunday June 22<sup>nd</sup>** - Annual Family Fishing Derby
- **Saturday July 19<sup>th</sup>** - Boat Cruise – Toronto – (Member and Spouse/Guest)
- **Saturday August 16<sup>th</sup>** – Annual Canada's Wonderland Family Day
- **Saturday October 4<sup>th</sup>** - Dinner and Dance (In conjunction with HSW Conference)
- **Saturday December 6<sup>th</sup>** - Annual Kids Christmas Party – Toronto Metro Zoo
- **Dates to be Confirmed** - Andrew Gressel Racing

## HEALTH, SAFETY & WELLNESS COMMITTEE

### HSW CONFERENCE

- **Friday October 3<sup>rd</sup> – Saturday October 4<sup>th</sup>**
- **Niagara Falls, ON**

[2023 CONFERENCE VIDEO](#)



### CONNECT WITH US

[WEBSITE](#) - To review our monthly bulletins and download our Health, Safety and Wellness know your responsibilities card.

[VIDEOS](#)

[FACEBOOK](#)

If you see any new hazards in the workplace or have any concerns, kindly contact us at [HSW@cusw.ca](mailto:HSW@cusw.ca)



E-Blasts will go out to all Members for the above events as we get closer to the date. They will also be posted on the Social Committee Facebook Page and on the CUSW Website under Social Committee.

If you wish to contact anyone at the National Social Committee, please send an email to [social@cusw.ca](mailto:social@cusw.ca)

We look forward to seeing all our CUSW Families at the Events.



## COMMUNICATIONS COMMITTEE

### UPCOMING EVENTS

The National Communications Committee is set to have our second meeting in April. Annual CUSW Calendars were sent out at the end of December and are working hard to bring our CUSW Member and Families information quarterly in our CUSW Newsletters.

Pictures for the annual calendar: If you have any pictures from CUSW events or at work and would like them to be considered for next years' calendar, please submit to [communications@cusw.ca](mailto:communications@cusw.ca)

### NEW! CUSW SPOTLIGHT PODCAST



This podcast dives into union members' experiences, stories, and insights while also spotlighting training opportunities, union initiatives, and essential information for skilled workers across Canada.

Each episode brings you closer to the people and projects driving CUSW forward, from personal stories and professional development to key topics on workplace safety, mental health, and union advocacy.

Hosted by Dan Plexman, this podcast connects you with the voices of CUSW, keeping you informed and engaged.

Tune in monthly for new episodes, and don't forget to share your thoughts and let us know what topics matter most to you! Check out the website: [CUSW News](https://www.cusw.ca/news)

Learn more about the podcast in this [Introduction Video](#)

Access the podcast through these sources:

[Apple Podcasts](#) | [Spotify](#) | [YouTube](#) | [Buzzsprout](#)

## CUSW MEMBERPERKS

Memberperks can help you save \$1000s every year with special discounts on home electronics and entertainment, restaurants, health and wellness, apparel and so much more.

Access the webpage here: [Venngo // memberperks®](https://venngo.com/memberperks)

- If you are already enrolled, enter your login details
- If you are not enrolled in CUSW memberperks, please email [communications@cusw.ca](mailto:communications@cusw.ca)

Did you know you can search for memberperks by your home address or location?

- Click on the "Home" button
- Click in your current location or search by city, neighbourhood or Postal Code
- Click "Apply"



## 2025 MARK'S WORK WAREHOUSE DISCOUNT



You must download the discount card from the [CUSW Website](#)

## CONSTITUTION COMMITTEE

What is a Constitution? The basic definition of a constitution is that it is a set of fundamental laws and principles that govern a country or organization. It establishes the basic rules for how the organization operates. The Constitution of the Canadian Union of Skilled Workers is just that - it is a set of fundamental laws and principles that protects our rights, governs how our organization is run, and provides social benefits for the Members. It sets out the Roles within the Union and defines how each of us participates in the day-to-day activities. The CUSW Constitution ensures that all Members have a say in how their Union is run and how we can best benefit Members and their families. Updated Constitution booklets are now available in paper copies. Reach out to your Union Representative to get one. The Constitution is also available online on the CUSW website.

On the inside cover of the CUSW Constitution you will find the Values and Beliefs that govern our Union. The list of Values and Beliefs form a foundational part of the Constitution of CUSW.

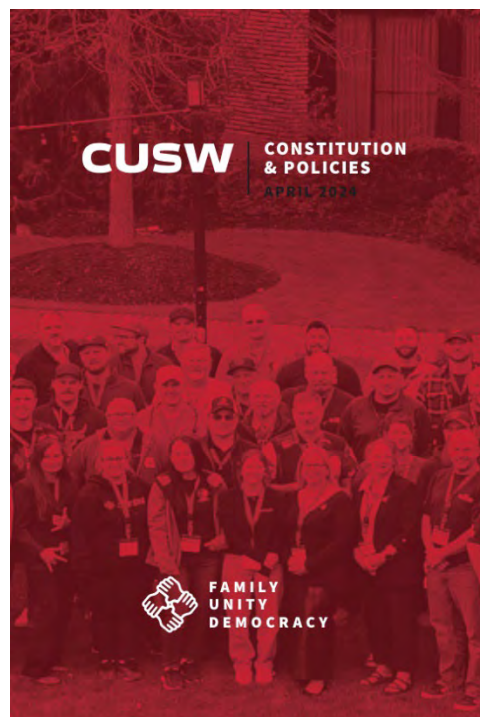
**Article 1** – This section lays out the name and jurisdiction of the Union.

**Article 2** – The first part of the second section of the Constitution outlines the objectives of the Union, while the second part lays out the oath of office taken by Members, Officers, Committee Members and Workplace Representatives.

**Article 3** – This article defines the authority and responsibilities of the Union. This covers such things as: establishing rules; regulation and policies; financial responsibilities; the right to bargain with employers; and to provide for the well-being of Members among others.

**Article 4** – The fourth article in our Constitution lays out the requirements and responsibilities of Membership.

If you are interested in helping to shape the Constitution, nominations for the Constitution Committee open July 2025! If you have any questions, please contact us [constitution@cusw.ca](mailto:constitution@cusw.ca)



## TRAINING & EDUCATION COMMITTEE

CUSW is committed to lifelong learning, offering opportunities for both technical and soft skills development—whether it's hands-on training in fiber optics or enhancing leadership and communication skills. Through the Education and Training Trust Fund, CUSW offers scheduled training programs for Representatives, Board Members, and others in supportive roles. Additionally, Members can pursue courses independently and apply for reimbursement.

The Education and Training Trust Fund was established in 2011 as means for CUSW Members to enhance their career skills and long-term employability. Whenever a CUSW Member is working under a CUSW Collective Agreement, they are contributing to the fund. It is a pool of monies collected that is accessible to all CUSW Members.

The Education and Training Trust Fund is used in a variety of ways:

- Training initiatives for Stewards, Health and Safety Representatives, Committees, Units, Executive Board Members, etc.
- Apprentice Trade School Reimbursements
- Course reimbursements for individual Members
- Training programs for current and future work initiatives

You can find more information about the Education and Training Trust Fund on the FAQ tab on the CUSW website.

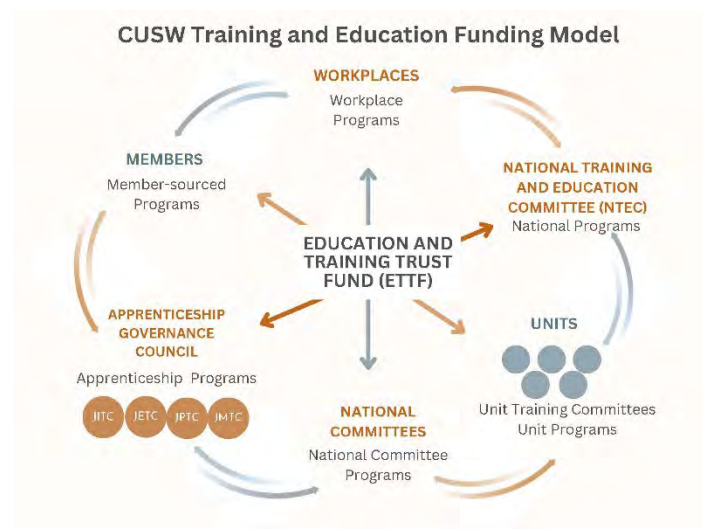
You can download the funding model here:

[CUSW Training and Education Funding Model](#)

If your Unit or Committee wishes to host or participate in Training, you can use the Request for Funds form to submit a request to the Trustees. This must be accompanied by a detailed outline of the total project and scope of the funding requirements. This should be submitted in a Word or PDF document along with the form. Include details such as who will be trained, how many persons, where, for what purpose, what is the duration of the training, etc.

Please be as detailed as possible.

[CUSW Education and Training Trust – Request for Funds](#)





## THE TRUSTEES OF THE EDUCATION AND TRAINING TRUST FUND

The Trustees of the Education and Training Trust annually engage an Auditor to complete financial statements. The Trustees received and approved the 2023 – 2024 financial statement this past December and are sharing the highlights with Members.

<b>Canadian Union of Skilled Workers Education and Training Trust Fund</b> <b>Statement of Operations</b> <b>For the Year Ended June 30, 2024</b>		
	July 1, 2023 – June 30, 2024	July 1, 2022 – June 30, 2023
<b>Contributions from Members</b>	<b>2,583,638</b>	<b>2,619,259</b>
<b>Expenses</b>		
• Administration	459,141	227,216
• Computer System	62,135	12,226
• Conferences	195,909	213,323
• Participation Roundtables	-	93,559
• Sponsorship, Donations	138,899	119,571
• Trade School Reimbursements	113,787	167,434
• Training - Programs	1,033,749	725,110
• Training - Reimbursements	52,338	37,462
• Training – Workplace Rotations	710,058	81,915
<b>Total Expenses</b>	<b>2,766,016</b>	<b>1,677,816</b>

## THE LEARNING CENTRE

The online Learning Centre launched early in February. You can now complete work-ready certifications required for Hydro One in the new platform. Courses can be completed at your own pace on a desktop, tablet, or mobile device.

### READY TO JOIN?

Here are the steps:

1. Visit the [Learning Centre landing page](#) (you will be prompted to sign in to your CUSW account). If you are an Applicant Journey person or Applicant Apprentice, you must use the link in your [Applicant Portal](#).
2. Scroll and click the “Create Account”. The button status will then change to “Visit Learning Centre”, click it.
3. Begin your learning journey!

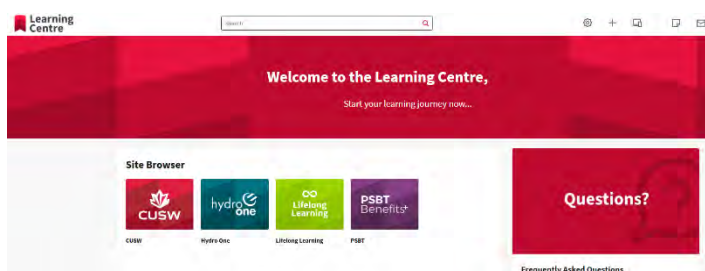
Once you complete any learning path in the Learning Centre, it will automatically be synced to your CUSW My Skills profile the next day.

Here’s a helpful video to get you started!

[Welcome to The Learning Centre](#)

If you have any questions or need assistance accessing the Learning Centre, our support team is here to help.

Contact [help@learning.cusw.ca](mailto:help@learning.cusw.ca)



## MY SKILLS PROFILE

All CUSW Applicants and Members must keep a current Skills profile. If your skills do not match the skills and qualifications required for a job posting, you will not be eligible to register for the call. You must ensure your profile is accurate.

Have you acquired a new certification, qualification, or license? Have you attended and passed trade school? Have you received security clearances?

Skills include, but are not limited to:

- Certificate of Qualification
- Master's License
- Driver's License - G, DZ, AZ, etc.
- Security Clearance for Bruce Power and Ontario Power Generation
- Work-ready training courses - WHMIS, First Aid, Confined Space Awareness, Working at Heights, Elevated Work Platforms, etc.
- Education - diplomas/transcripts from High School, College, University, Trade School, or Training Institute
- CUSW Training & Education – Mentor Workshop, WSIB Workshop, Bargaining Rights, Advocate Training, etc.

### Learn How to Upload Skills

If you have a question regarding skills, please contact [skills@cusw.ca](mailto:skills@cusw.ca)

In addition to keeping your My Skills profile up to date, if you are a licensed Journey person or Apprentice, your CUSW My Profile needs to include your Skilled Trades Ontario ID # and your status needs to be Active.

This information is found in the public registrar on the [Skilled Trades Ontario](#) website.

## TAKE TRAINING, GET REIMBURSED

As a CUSW Member, you are encouraged to engage in lifelong learning and take training that will update either your technical or interpersonal skills. It should be a type of training that will enhance your career development within CUSW. Think about transferable skills within the workplace and what's required for not just your employer, but other CUSW employers.

### What are some course examples that other CUSW Members have taken?

It depends on how you want to grow professionally. Do you want to become a Steward or Health and Safety Representative? Would you like to move into a supervisory role? What skills and qualifications will help you achieve that goal?

Some popular courses include AZ and DZ license training, welding, fiber optics, fire alarms certifications, Master license preparation, leadership, public speaking, Joint Health and Safety training, labour relations, negotiating, etc. Suggested training providers are on the next page followed by some of the upcoming training offered through CUSW. If you need further help, contact [training@cusw.ca](mailto:training@cusw.ca)

### What is not eligible?

Work-ready training courses such as Workplace Hazardous Materials Information System (WHMIS), Standard First Aid, Confined Space Awareness, Elevated Work Platforms, Working at Heights, etc. are not eligible for reimbursement.

Recreational courses are subject to approval from the Trustees.

### How much will I be reimbursed?

Members can receive 75% of the course cost up to a maximum of \$500 per course.

### How do I submit a claim?

Once you have completed a course, you must submit an online [Continuing Education Tuition Claim Form](#). Additionally, you must have proof of course completion (certificate, transcript, license, etc.), uploaded to your CUSW My Skills profile. Please note: a copy of your license is required for all driving courses (M1, A, D, Z, etc.) and is also required for any Master's courses. Documents must clearly show the name of the school/institution, your name, date, and the total amount paid. Please ensure you read the claim form carefully. Claims must be submitted within six months of the course completion date.

If you have any questions about reimbursements, contact [info@ettrust.ca](mailto:info@ettrust.ca)



## TRAINING PROVIDERS & DISCOUNTS

The Training and Education team is working with some of the industry's leading training providers to extend discounts to CUSW Members. These are reputable organizations with a breadth of training course offerings.



### INFRASTRUCTURE HEALTH & SAFETY ASSOCIATION

CUSW Members receive a 10% discount off training courses.

You must call to book training and pay in advance via credit card: 1-800-263-5024

CUSW IHSA member account # 01\*151741



### WORKERS HEALTH & SAFETY CENTRE

CUSW Members receive the quoted online price for virtual classes.



### ELECTRICALEXAM.CA

Call to book your training and let them know you are a CUSW Member to receive a 10% discount on top of any discounts already available.



### St. John Ambulance

### ST. JOHN AMBULANCE

CUSW Members will get 10% off local rates on: Standard First Aid, Emergency First Aid, and Mental Health & Wellness courses (both Managers & Leaders, as well as Peer to Peer)

### USE CODE: WORKCUSW10

Family members will get 10% off local rates on: Babysitting, Home Alone and Pet First Aid courses.

### USE CODE: FAMCUSW10

## UPCOMING TRAINING

Skilled workers are key to the success of CUSW and its employer partners. CUSW promotes lifelong learning and ongoing professional growth through training and education.

Through the Education and Training Trust Fund, CUSW provides scheduled training programs for Representatives, Board Members, and others in support roles.

As we develop new training programs and schedule existing training sessions, we continuously update the training page on the CUSW website member portal.

### (PART) TRAINING



PART is a powerful training and education program that inspires change towards making communities safer. With custom programs for schools and workplaces, PART delivers practical tools to end violence, bullying, and harassment.

It is a 1-day training session with either all male or all female participants.

- Thursday April 24<sup>th</sup> - Male session - Bowmanville
- Thursday May 29<sup>th</sup> - Male session - Barrie

## WSIB



The goal of this 3-day workshop is to find health and safety leaders who can serve as WSIB mentors in the workplace to help facilitate our requirements for representation. After the workshop participants will understand how to navigate WSIB claims and their website to do research, effectively execute return to work meetings, how to prepare for objections and appeals both written and in person.

Here is a helpful video of [WSIB facilitator James Herman](#)

- Monday April 14<sup>th</sup> - 16<sup>th</sup> – Bowmanville
- Monday May 12<sup>th</sup> - 14<sup>th</sup> – Toronto
- Monday June 16<sup>th</sup> - 18<sup>th</sup> – Kincardine
- Monday July 14<sup>th</sup> - 16<sup>th</sup> – Barrie

Be sure to visit the [CUSW Website](#) often to get information and dates of available upcoming in-person training.

## APPRENTICE COMMITTEE

### GRADUATES

Congratulations to our recent graduates for January and February 2025!

#### 309A – Electrician

- Cameron MacVarish
- Sebastian Wlizio

#### 434 – Powerline Technician

- Brody Smith
- Dean Van Sydenborgh
- Kyle Baril
- Kyle Liedtke
- Mitchell McCron
- Ryan Audette
- Tyler Stroud

## APPRENTICE ORIENTATIONS

The Apprenticeship Orientations have begun for 2025!

The Apprenticeship Orientation consists of an overview of what apprentices can expect during their years as an apprentice. It provides an overall understanding of the Canadian Union of Skilled Workers and the Union's expectations of them.

This is a very important step in their journey with CUSW as the orientation counts towards the Apprentice receiving their Certificate of Qualification.

This year, each unit will be hosting two orientations, one in the Spring and one in the Fall. They will be hosted by the Unit Executive with assistance from the Education and Training Trust.

The Spring dates were released in January and filled with great enthusiasm. We currently have 140 apprentices

registered. The goal will be to have the same attendance numbers for the Fall sessions.

The Fall sessions will be sent out to all apprentices by the end of March for registration.

Please see the remaining spring sessions and the Eventbrite links for registration and information on each individual orientation.

Apprentices, click a link below to book your seat!

[Friday April 11th, 2025 - Niagara/Hamilton Unit](#)

[Friday April 25th, 2025 - Central Unit](#)

[Friday May 9th, 2025 - South Western Unit](#)

[Saturday May 10th, 2025 - North East Unit](#)

[Friday May 23rd, 2025 - Bruce Unit](#)

[Friday June 20th, 2025 - Bruce Unit](#)



## RETIREE COMMITTEE

### PREVIOUS MEETINGS

The Retiree Committee had a successful meeting at Melanie Pringles in December with over 20 Retirees in attendance, below are some pictures. A secondary meeting was held in January in Bowmanville.

### UPCOMING MEETING

Our next meeting will be on April 15<sup>th</sup> at Copperworks in Bowmanville at 12:00 noon. The Power Sector Benefit Trust (PSBT) team will be attending to provide information on the Optional Benefit Plan and provide any feedback on benefit questions.

### What we have been working on:

Coverage and costs under the Optional Benefit Plan for Retirees over 65 will be put into place in May, as per the Trustees of the PSBT.

Increases in the plan for those carrying the full plan have been implemented.



## JOINT COMMITTEE

Joint Committee – Coming to a Workplace near You!

As CUSW has grown over the past 25 years we have been challenging our Members to remain member driven. As a response to that challenge, the delegates at Convention proposed implementing Joint Committees to our workplaces. The Joint Committee has been a provision of the collective agreements for many years. Historically, the National Executive Board served the Joint Committee function by liaising with employers at a high level to ensure our strategic partnerships included skill enhancing training, growth and business development initiatives, work commitment, and workforce recruitment to position ourselves as the union of choice when performing the work.

Members see this as an opportunity to take workers from the “shop floor” and position us to respond directly to the needs of the workplace in partnership with the employer. This aligns the Membership to champion the principles of industrial democracy and the objects under our Constitution. As such, at the 2021 Convention in Port Elgin delegates voted to accept the resolution, allowing for the implementation of Joint Committees within our Constitution.

As per Article 11.05 of the CUSW Constitution, workplaces are now establishing a Joint Committee.

“A Joint Committee shall be formed to participate in the establishment, negotiation, implementation and renewal of the Collective Agreement.” – Article 11.05

The Joint Committee through implementation of the collective agreement will also meet with senior management of the workplace regularly as outlined in the collective agreement to discuss topics of mutual interest, such as health, safety, and wellness.

During our Convention this past April in Niagara Falls, delegates voted to move the grievance Committee from the Unit structure to the Workplace, under the Joint Committee activities.

“The Joint Committee will also establish a Grievance Committee to ensure Workers are fairly represented in the Workplace.”

– Article 11.05

The National Executive Board has the responsibility to appoint Members to the Joint Committee in accordance with the selection criteria laid out in Article 18 of the Constitution. To ensure all nominees to the Joint Committee are aware of the role and requirements of the Joint Committee an orientation takes place prior to appointment.

To date we have established Joint Committees at OPG, Bruce Power, Hydro One, and Valard, with several other nominations currently underway. To view who has been appointed to your Joint Committee please visit:

<https://www.cusw.ca/group/cusw/committees-reps>

For more information on industrial democracy and why it's important to our Members, see the information piece on the Wagner act on the following page.



## WAGNER ACT

1935 National Labor Relations Act

The **Wagner Act**, officially the **National Labor Relations Act (1935)**, is "the single most important piece of labour legislation enacted in the United States in the 20th century" (according to the *Encyclopedia Britannica*). The act prohibited employers from engaging in unfair labour practices, like setting up a company union and firing, or otherwise discriminating against workers who organized or joined unions. The Wagner Act takes its name from the US democrat senator, Robert Wagner.



**1935** Six years after the "Black Thursday" that led the world's economy into the **Great Depression** in 1929, the US, under the presidency of Franklin D. Roosevelt, introduced the **New Deal**, a series of economic programs focused on the so called **3Rs**: Relief, Recovery, and Reform.

The six main Objects of the Wagner Act, according to Karl E. Klare:

### 1 INDUSTRIAL PEACE



By encouraging **collective bargaining**, the Act aimed to subdue "strikes and other forms of industrial strife or unrest", because industrial warfare interfered with interstate commerce; that is, it was unhealthy in a business economy. Moreover, although this thought was not embodied in the text, **industrial warfare clearly promoted other undesirable conditions**, such as political turmoil, violence, and general **uncertainty**.

### 3 BARGAINING POWER



The Act aimed to promote "actual liberty of contract" by **redressing the unequal balance of bargaining power** between employers and employees.

### 5 UNDERCONSUMPTION



The Act was designed to **promote** economic recovery and to **prevent** future depressions by **increasing the earnings and purchasing power of workers**.

### 2 COLLECTIVE BARGAINING



The Act sought to **enhance collective bargaining for its own sake** because of its presumed "mediating" or "therapeutic" impact on industrial conflict.

### 4 FREE CHOICE



The Act was intended to protect the free choice of workers to **associate** amongst themselves and to select **representatives** of their own choosing for collective bargaining.

### 6 INDUSTRIAL DEMOCRACY



This is the **most elusive aspect** of the legislative purpose, although most commentators indicate that a concept of industrial democracy is embedded in the statutory scheme, or at the least was one of the articulated goals of the sponsors of the Act. Senator Wagner frequently sounded the industrial democracy theme in ringing notes, and scholars have subsequently seen in collective bargaining "the means of establishing industrial democracy... the means of providing for the workers' lives in industry the sense of **worth, of freedom, and of participation** that democratic government promises them as citizens."



### Effects of the Wagner Act on Canadian Labor Policies

In Canada **Labour's pressure** in the workplace and in the political arena **forced the government's hand**. In early 1944, the ruling Liberal government passed an emergency Order-in-Council, **P.C. 1003**, that protected the workers' right to organize and required employers to recognize unions chosen by a majority of workers. This emergency law was extended by two years after the war's end to ensure labour stability in the transition to a peacetime economy.

This pivotal change in our labour laws had far-reaching effects on industrial relations in Canada. It meant that **employers now had to bargain with legally certified organizations** of their employees.

### Did you know?

Joint committees are formed to participate in the establishment, negotiation, implementation and renewal of Collective Agreements in the workplace.

To find out more, or to participate in yours, visit the Bargaining Rights committee site at:

[www.cusw.ca/web/bargaining](http://www.cusw.ca/web/bargaining)





## HIRING HALL

### The Importance of Acquiring / Renewing your Bruce Power and OPG Security Clearances

Members / Applicants seeking job opportunities within the nuclear industry, specifically with Bruce Power and Ontario Power Generation (OPG), must possess valid security clearances for these sites. Security clearances are mandatory to access these sites and ensure that Members can work on-site.

Having both **Bruce Power** and **OPG Security Clearances** ensures Members:

1. **Are eligible for a broader range of job opportunities:** Many roles in these sites require one or both security clearances. Without them, Members will not be considered for those jobs.
2. **Meet the safety and regulatory standards:** Both Bruce Power and OPG require Members to complete background checks.
3. **Are prepared for calls at Bruce Power or OPG:** With both clearances in place, Members are positioned to immediately register for job calls when job opportunities are posted on the Job Centre that require security clearance

### TIPS

- **Start the process early:** both security clearances take time to obtain, it is highly recommended that you begin the security application process well before you want to register for calls that require security clearance. Members / Applicants without the appropriate security clearance will not be considered for calls.
- **Stay proactive:** Regularly check the Job Centre to check for upcoming job opportunities.
- **Ensure your clearances do not expire:** As security clearances have an expiry, be aware of

expiration dates, and renew them on time to avoid any disruptions in your ability to register for calls. You can find this information (expiry date) on your CUSW profile. Members should be completing renewals 4 months before expiry.

- **Please note:** To be eligible for a Job Call requiring security clearance, your clearance must be valid and must not be expiring for at least 3 full months after the reporting/start date.

### TIMELINES

- **New Applications:** Approximately 5-12 Weeks once application is received and completed in full. The timeline can vary based on possible volume of applications with CPIC, CSIS, OPG and BP or when additional information/verification is requested.
- **Renewals:** Approximately 4-5 Weeks. (timelines may vary)
- **Transfers:** Members will be notified when a response is received. (timelines are around 10 business days but may vary)

### IMPORTANCE OF SKILLS PROFILE

- It is the **responsibility of the member** to ensure that their Security Clearance is up to date on their profile.
- If you have received security clearance directly with your current Employer / have clearance but do not see it on your profile, please email [securityclearance@cusw.ca](mailto:securityclearance@cusw.ca)
- If you are registering for a call that requires either OPG or BP security clearance, your profile needs to include your current Security Clearance status to be eligible for dispatch.

For more information or to contact Security Clearance to start or renew your Security Clearance for OPG or BP, please email [securityclearance@cusw.ca](mailto:securityclearance@cusw.ca)

## HYDRO ONE JOB POSTINGS

Effective February 3<sup>rd</sup>, 2025, to be referred to Hydro One, your CUSW My Skills profile must include the following Hydro One Training Courses – available online on the Learning Centre:

- WHMIS – Workplace Hazardous Materials Information Systems
- Electrical Safety Awareness
- Fire Safety
- Confined Space Awareness

If you previously took Stations Safety Awareness, you must take Electrical Safety Awareness. Once you take a course, it will automatically be added to your My Skills profile the next day.

The following are acceptable in-person equivalencies to the E-Learning:

- WHMIS – IHSA<sup>1</sup>, WSPS<sup>2</sup>, Danatec Educational Services
- Electrical Safety Awareness – IHSA<sup>1</sup>, STS Canada
- Fire Safety – IHSA<sup>1</sup>, Pyrosoft Incorporated
- Confined Space Awareness – IHSA<sup>1</sup>

Your CUSW My Skills profile should include the required Qualification and Ministry Training:

- Certificate of Qualification in the trade related to job posting – *if applicable for journey person*
- Worker Health and Safety Awareness in 4 Steps
- Supervisor Health and Safety in 5 Steps – *supervisory roles only*



For all courses and certifications earned outside of the Learning Centre, please upload the PDF certificate to your CUSW My Skills profile. In addition to maintaining member status, if your My Skills profile is not complete and you are missing one or more of the qualifications or skills, you will not qualify for the job.

If you have any questions about your CUSW My Skills Profile, please email [skills@cusw.ca](mailto:skills@cusw.ca)

If you are experiencing issues logging in to the Learning Centre, please email [help@learning.cusw.ca](mailto:help@learning.cusw.ca)

<sup>1</sup>IHSA – Infrastructure Health and Safety Authority

<sup>2</sup>WSPS - Workplace Safety & Prevention Services

## POWER SECTOR BENEFIT TRUST

### PSBT Benefits<sup>+</sup>

#### MEMBER SUPPORT

New Updates to the Members and Family Assistance Program (MFAP)

The MFAP has grown immensely, and we have made changes to help Members get support faster. Here is what you need to know:

#### Need Immediate Support?

- Counselling Help Anytime – Call **Homewood Health** at **1-800-663-1142** for private 24/7 support for you and your family.
- Questions? Email [info@psbt.ca](mailto:info@psbt.ca) for general MFAP inquiries.

#### Need Rehab or Emergency Psychological Support?

- Talk to your Health & Safety Representative for rehab support.
- Need extra help? Contact the MFAP team at:
  - **Toll-Free:** 1-888-270-1760
  - **Local:** 416-240-9384
  - **Email:** [mfap@psbt.ca](mailto:mfap@psbt.ca)

#### Emergency? Get Help Fast

- **Medical Emergency:** Call **9-1-1** or go to the hospital.
- **Mental Health Help:** Call or text **2-1-1** for community and health services.
- **Suicide Crisis Helpline:** Call or text **9-8-8** for immediate support.

#### New TeamCare Support at Work

- Homewood's **TeamCare** program helps groups deal with tough situations like job changes or losing a coworker.
- Call **Homewood Health** at **1-800-663-1142**

#### New Elder/Traditional Healer Support

- Members can ask for an **Elder or Knowledge Keeper** instead of regular counselling through Homewood Health.
- MFAP is working to make sure Members know about this option.
- Call **Homewood Health** at **1-800-663-1142**

#### More Support for Addiction Recovery

- Members leaving rehab now get “20 after-care counselling sessions with Homewood Health”, this is outside what is offered at rehabilitation centers.
- MFAP has worked with rehab providers to set this up before discharge.

#### STAY CONNECTED

We are making it easier to get the help you need.

#### Have questions? Contact us:

- **Toll-Free:** 1-888-270-1760
- **Local:** 416-240-9384
- **Email:** [mfap@psbt.ca](mailto:mfap@psbt.ca)

## POWER SECTOR RETIREMENT TRUST

### PSRT Retirement<sup>™</sup>

#### PSRT TAX DOCUMENTS

Members can check the [PSRT Website](#) for their PSRT Tax Documents and other information regarding your Power Sector Retirement Trust.

Contact Information for PSRT:

- Email: [info@psrt.ca](mailto:info@psrt.ca)
- Phone: **416-240-8479**



## PARTICIPATION ROUNDTABLE

### PARTICIPATION ROUNDTABLE SURVEY

#### Thank you for your input!

Congratulations to Troy Hicks, Sante Giordano and Charlie Geary on winning the Participation Roundtable draw for a \$50 Best Buy gift certificate. Over 200 CUSW Members, family members, allies and employers completed the short survey. Check out the insights below:

#### Which major centre would be best for you (and your family) to attend one of the 2025 Roundtables?

1. Toronto / GTA (Greater Toronto Area) - Includes references to specific Toronto venues (Rogers Centre, International Centre, Delta Toronto), Vaughan, Mississauga, and general GTA.
2. London
3. Durham Region (Oshawa, Pickering, Ajax, Bowmanville, Whitby)
4. Ottawa / Brockville / Arnprior
5. Niagara Region (Niagara Falls, Hamilton)
6. Bruce County / Kincardine / Port Elgin / Tiverton
7. Barrie
8. Sudbury
9. Kingston
10. Windsor / Essex

#### Other Notable Locations:

- Virtual Options: Some respondents explicitly requested Zoom or virtual alternatives.
- Thunder Bay – 6 mentions
- Kitchener / Waterloo / Guelph – 6 mentions
- Hamilton (separate from Niagara) – 6 mentions
- Peterborough – 6 mentions
- Calgary, AB – 3 mentions
- Victoria / Nanaimo, BC – 2 mentions
- Sarnia – 1 mention

- Saint John, NB – 1 mention
- Kenora – 1 mention

#### ADDITIONAL INSIGHTS

- Accessibility & Convenience: A few responses emphasized the importance of family-friendly, easily accessible locations.
- Flexibility: Some indicated they are willing to attend any location if convenient.

#### What is the most pressing issue/concern facing you (and your family) in the coming years?

##### 1. Cost of Living & Inflation

- Concerns about rising expenses, affordability, and financial struggles.
- Inflation outpacing wages, making it harder to afford housing, food, and necessities.

##### 2. Job Security & Employment Stability

- Fear of layoffs, lack of work opportunities, and employment uncertainty.
- Need for continuous work, steady employment, and reliable job prospects.

##### 3. Wages & Benefits

- Stagnant wages not keeping up with inflation.
- Desire for fair compensation, improved benefits, and stronger bargaining for wage increases.

##### 4. Affordable Housing & Homeownership

- Difficulty affording a home, rising housing costs, and homeownership barriers.
- Concerns about future generations being able to afford housing.

## 5. Retirement & Pension Security

- Worries about retirement preparedness and pension adequacy.
- Concerns for both personal retirement and future generations.

## 6. Work-Life Balance & Family Support

- Struggles with balancing long work hours, travel for work, and family life.
- Need for better maternity leave policies and support for working parents.

## 7. Economic Stability & Industry Changes

- Anxiety over economic downturns, tariffs, and industry shifts affecting job security.
- Concerns about the electrification of Canada and securing work in the power sector.

## 8. Mental Health & Well-being

- Increasing stress due to financial burdens, job uncertainty, and inflation.
- Concerns about children's mental health.

## 9. Union Strength & Negotiations

- Frustration with contract negotiations and union leadership effectiveness.
- Desire for stronger advocacy, fair treatment, and equitable agreements.

## 10. Childcare & Education Costs

- High daycare and education expenses, making it difficult to support families.
- Requests for union assistance in supporting Members' children in higher education.

### Other Notable Concerns:

- Workplace Conditions & Travel Expenses
- Health Benefits & Coverage
- Tariffs & Industry Competition
- Climate Change & Environmental Impact

- Interest Rates & Mortgage Costs
- Aging Workforce & Job Security for Older Workers

## KEY TAKEAWAYS

The top concerns of those who took the survey revolve around financial struggles, job security, and wages not keeping pace with inflation.

Housing affordability remains a major issue, particularly for younger Members and their families.

Many Members feel pressure from economic instability, industry changes, and union negotiations.

Mental health and work-life balance are growing concerns, reflecting the stress of financial and employment uncertainty.

## What do you appreciate most about being part of the CUSW community?

The overall theme of the responses was that CUSW has a strong sense of community and that our family-focused values stand out as key strengths.

Job security, fair representation, and having a voice in decision-making are highly valued by our Members though some expressed concerns about not being heard.

Members want CUSW to continue advocating for better wages, benefits, and career opportunities.

## Below are the ranked responses of what the survey takers appreciate most about being part of CUSW:

### 1. Family-Oriented Culture

- Strong emphasis on family values, inclusion of families in events, and a welcoming atmosphere.
- CUSW is described as feeling like a "family."

## 2. Support System & Community

- Peer support, solidarity, and a strong sense of brotherhood/sisterhood.
- Members feel they can rely on each other both on and off the job.

## 3. Having a Voice & Self-Governance

- Members appreciate that their voices are heard and valued.
- CUSW is seen as a democratic, member-driven union.

## 4. Opportunities for Work & Career Growth

- Access to good employment opportunities.
- Professional development, training, and job security.

## 5. Inclusivity & Diversity

- Members value CUSW's commitment to equity, diversity, and treating everyone fairly.

## 6. Benefits & Retirement Security

- Pension plans, RRSPs, and healthcare benefits are appreciated.

## 7. Social Events & Networking

- Many enjoy the social functions and opportunities to build relationships.

## 8. Safe & Fair Working Conditions

- Strong emphasis on workplace safety and fairness.

## 9. Advocacy & Collective Bargaining Power

- Representation in negotiations, better contracts, and standing up to employers.

## 10. Community Involvement & Social Impact

- Members value CUSW's contributions to community programs and social causes.

## Other Notable Mentions

- Union Identity & Solidarity
- Work-Life Balance & Flexibility
- Leadership & Governance
- Fair Wages
- Free Activities & Perks
- Canadian Identity
- Skepticism / Negative Feedback

To read the last report visit the visit the CUSW website:  
[Participation Roundtable](#)

**CUSW**  
*Participation*  
**Roundtable**

## CONTACT INFORMATION

### CUSW Head Office

10 Carlson Court, Suite 802  
Etobicoke, ON  
M9W 6L2

### Membership

[membership@cusw.ca](mailto:membership@cusw.ca)  
1-866-600-8083

### Apprenticeship

[apprenticeship@cusw.ca](mailto:apprenticeship@cusw.ca)  
1-866-907-7694  
416-240-7694

### Security Clearance

[securityclearance@cusw.ca](mailto:securityclearance@cusw.ca)  
416-245-5232

### Education and Training Trust Fund

[info@ettrust.ca](mailto:info@ettrust.ca)  
1-866-600-9026

### Training and Education

[training@cusw.ca](mailto:training@cusw.ca)  
1-866-600-9026

### My Skills Profile

[skills@cusw.ca](mailto:skills@cusw.ca)  
1-866-600-9026

### Learning Centre

[help@learning.cusw.ca](mailto:help@learning.cusw.ca)  
1-866-600-9026

### General Inquiries

[info@cusw.ca](mailto:info@cusw.ca)  
1-800-376-8539  
416-240-7259  
416-240-9970 (fax)

### CUSW-PWU Joint Dispatch

[dispatch@cusw.ca](mailto:dispatch@cusw.ca)  
1-877-575-3155  
416-245-9570

### CUSW-PWU Joint Job Line

1-877-575-2855  
416-245-3521

### CUSW National Dispatch

[nationaldispatch@cusw.ca](mailto:nationaldispatch@cusw.ca)  
1-877-220-4990

### Power Sector Benefit Trust (PSBT)

[info@psbt.ca](mailto:info@psbt.ca)  
1-888-250-2270  
416-240-8083  
416-240-0993 (fax)

### Power Sector Benefit Trust - Pay Direct

[paydirect@psbt.ca](mailto:paydirect@psbt.ca)  
416-245-9270

### Member and Family Assistance Plan (MFAP)

[mfap@psbt.ca](mailto:mfap@psbt.ca)  
1-888-270-1760  
416-240-9384

### Homewood Health

1-800-663-1142

### Power Sector Retirement Trust (PSRT)

[info@psrt.ca](mailto:info@psrt.ca)  
416-240-8479  
416-240-0993 (fax)