

CANADIAN UNION OF SKILLED WORKERS



CUSW

Welcome to the
CUSW Newsletter
from the National
Communications
Committee

This quarterly newsletter will bring you news from all corners of the CUSW world. Please send your content, news, pictures, feedback, questions, suggestions, or whatever else you want to share with your fellow CUSW Members to us at

communications@cusw.ca

All units and committees are encouraged to use this newsletter as a resource for communicating to the entire Membership.

For those unit and committees that may still be forming, or do not have their group email set up, please email the committee the contact email(s) you would like us to use when we solicit your news.

Communications Committee Members: Pauline Cranston, Janet Crowther, Mark Keyes
NEB Liaison: Kevin Forbes

CUSW SWAG STORE

Have you had a chance to browse through the CUSW Swag Store?

It's got CUSW clothes you can order online and have shipped right to your door!

www.cuswswag.ca

CUSW CONVENTION

The Convention Experience is now available on Alliance Learning



The CUSW Convention provides Members with an opportunity to come together, learn from each other, and discuss and vote on resolutions for the purpose of strengthening our Constitution.

The COVID-19 pandemic presented obvious challenges which altered the timing of Convention, the logistics, the activities, attendance and more. For these reasons, we are bringing you the 2021 Convention Experience in an online format, to give you a peek inside of how it all unfolded.

The 3-module experience will cover:

1. All About Convention
2. Presentations from the Units, Committees and National Executive Board
3. Resolutions and More



Find the course on Alliance Learning under the *Delegates to Convention* program or by searching for 'Convention' in the search bar.

UNIT UPDATES

KINGSTON - OTTAWA

Going forward the Kingston-Ottawa Unit will be meeting on the 3rd Wednesday of each month. The zoom link can be found on the Kingston-Ottawa Unit webpage online and emailed out monthly. [Click here to join](#)

Anyone interested in unit news, is asked to join the [CUSW KO Facebook group!](#) We are currently looking for interested individuals to participate and help fill our vacancies on our unit committees and on our unit executive.

Chair: Cody Quan

Executive: Brendan Lalonde

Vice Chair: Matt Young

Executive: Tyler Steele

Recorder: Clay Dumoulin

Executive: Vacant

Treasurer: Alex Edwards

GREATER DURHAM REGION

The Greater Durham Region Unit meets the 3rd Wednesday of each month at 7pm. Please see the link on our committee webpage to join the meeting.

We send out reminder emails the week of the meeting. [Click here to join](#)

Chair: Kyle Davey

Executive: Jon Fry (acting recorder)

Vice Chair: Vacant

Executive: Jesse Parrington

Recorder: Vacant

Executive: Paul Deck

Treasurer: Jeff Gagne

NIAGARA FALLS - HAMILTON

Greetings from the Niagara Falls-Hamilton Unit. For non-unit Members, if you are interested in receiving our communications, please email the unit, via the button on the webpage or nhunit@cusw.ca and we will add you to the distribution list.

Our next general meeting is happening Wednesday, March 23 on zoom - please email the unit if you would like the meeting link sent to you.

We are also closing in on our new unit logo. Currently the member submissions are in the hands of a graphic designer, who is putting the finishing touches on them. Once they are ready, the unit membership will be able to review and vote on their favourite.

NORTH EAST

Hello! From the North East Unit. Our Unit Committees require Members to run them, so we are calling for participation!

We will be meeting on the last Wednesday of every month at 7:30 pm.

COMMITTEE UPDATES

WORKING RULES & MEMBERSHIP COMMITTEE

Our Mission is to develop fair and equitable policies for all categories of Membership as they pertain to working rules and Membership participation.

Committee Members: Jeff McGowan, Tyler Postill, Chris Godda, Cody Quan, Matt Hurley, NEB Liaison: Pete Baird

To learn about the various types of Membership participation in CUSW, please visit the Membership matrix located on our committee webpage.

If anyone has any questions or concerns surrounding out of work dates or national dispatch rules, please email workingrules@cusw.ca.

If you have a question concerning the Job Centre, please feel free to send it to us at jobcentre@cusw.ca

NATIONAL TRADESWOMEN COMMITTEE



Hello all CUSW Members!

Here is an update on the newly formed CUSW National Tradeswomen Committee (NTWC).

This committee was formed to mentor, support, and empower CUSW Tradeswomen through all levels of their career and to encourage participation in paying it forward!

Join our Facebook Group Page!

[CUSW National Tradeswomen Committee](#)

Please email us at tradeswomen@cusw.ca with any issues or ideas you may have. We're putting together a file of photos to be used for promotional material at events, please send us any photos you have of CUSW Tradeswomen at work or play.

***This email address can be used to reach out if you require immediate support.
We are here to help.***

COMMITTEE UPDATES

GROWTH & OPPORTUNITY COMMITTEE

CUSW has over 50 employers and close to 4000 members and the need for more skilled trades is required for CUSW's continued growth.

CUSW and CUSW BC continue to grow opportunities for our members building relationships with employers within our traditional work and also building out our all-employee model in the private sector. We have recently established new certifications in Ontario and British Columbia.

CUSW is continuing to build employer relationships throughout Canada. We can now work in Ontario, BC, Alberta, Saskatchewan, and New Brunswick. We have employers moving into Manitoba, PEI, and Nova Scotia and are therefore putting agreements in place for CUSW members to follow their employers.

We have certified several Power Line contractors in Ontario whom can now bid competitively for Utility work using only CUSW contractors. We have also had quite a few small contractors signing with us for Hydro One facilities work.

The Mining Industry is taking off and CUSW has a number of our employers engaged in mining work and bidding on new projects in that sector. We have also been contacted by a number of construction companies bidding mining projects in Canada and they are seeking our skill sets to win those bids.

Our mining agreements cover electrical, mechanical, and civil disciplines. We have language in place in these agreements with camps, flights, and reps on a 2-week in 2-week out schedule. This agreement has also been used to secure maintenance contracts at a mine owner site.

Mining, like power generation, is a primary industry (industries that harvest or extract raw material from nature) and these industries provide the best wages, working conditions, job opportunities, and job security for our members.

The Certification Process

A union can file an application with the Ontario Labour Relations Board (OLRB) requesting to be certified to represent a specific group of employees in a workplace (a proposed bargaining unit). If the union can show they have the support of at least 40% of that group of employees, it can ask the OLRB to conduct an official vote.

Once the union files their application and serves it on the employer, the employer has two business days to file its response with the OLRB. The application can be served by fax, courier, or by physically dropping it off at an employer's workplace. Service will be considered effectual even if the owner or supervisor is not present when the documents are served.

Five days after the union's application is filed, the OLRB conducts an official vote of the employees in the proposed bargaining unit. The ultimate outcome is determined by 50% + 1 of the employees who vote.

COMMITTEE UPDATES

GROWTH AND OPPORTUNITY COMMITTEE

VALARD ONTARIO WORKPLACE INFO

As we grow, other Unions who cannot respond to changing work methods and the needs of new employers coming to Canada, are trying to restrict our growth and maintain their rigid control from the USA Union bosses.

CUSW is presently fending off the Labourer Union (LIUNA) and the Operating Engineer Union (OEs), from raiding our largest employer, Valard, and removing CUSW as their bargaining agent. They have assigned dozens of organizers in an all-out effort to destroy our agreement with Valard. Neither of these Unions do much, if any, transmission work in the private sector. The Labourers have constantly tried to win over our groundspersons at Hydro One and Valard, however, with their restricted jurisdiction and low rates, they have not interested any of our members. Who wants to work a 50 hour week at straight time?

As a result of their failure to win over CUSW members, they resort to filing jurisdictional disputes, hoping to steal work from our groundspersons in the courts. This approach hasn't worked for them so far and we don't anticipate it working in the future.

CUSW works side by side with all Unions and has never attempted to displace any Union other than the IBEW. These attacks by LIUNA and the OEs is a wake up call for our members and reinforces that our model is the right model. In light of this, we will re-assess the opportunities our model brings and learn from these attacks. They will be the foundation of our approach to keep building and how we can use our knowledge to expand further in the private sector.

Members of CUSW should not forget we left these types of restrictive Unions to build a **real Canadian grass roots Union**. CUSW welcomes all skilled workers and their voice in our Union, and does not restrict members within an American Building Trades control system model. These Unions can't respond to Industry needs anymore. CUSW was built to address new skills, in new work, in the new economy.

In closing, we need more help by having **trained organizers** for team offense and team defense. We are also not alone in our efforts anymore. Our vision is shared by our friends and partner Unions in The Confederation of Canadian Unions (CCU). The CCU also supports our effort and we will work with them to build Canadian Unions.

LEARN MORE ON CUSW.CA [CUSW VALARD](#)



**ATTENTION MEMBERS OF THE CANADIAN UNION OF SKILLED WORKERS WORKING AT
VALARD**

**A Joint Statement from the Canadian Union of Skilled Workers (CUSW) and the International
Brotherhood of Electrical Workers Construction Council of Ontario (IBEW CCO).**

CUSW and the IBEW CCO are issuing this joint statement in the best interests of electrical industry workers in Ontario.

The IBEW Construction Council of Ontario recommends that you vote for the Canadian Union of Skilled Workers in the vote currently being conducted by the Ontario Labour Relations board.

You may have been told that IBEW is part of the Trade Council that is seeking to displace CUSW. **This is positively not true and has never been true.**

CUSW and the IBEW are the only Construction Unions in Canada building electrical transmission and distribution projects. The future job opportunities in transmission and distribution for you are with CUSW and the IBEW across Canada – not with the civil unions like LIUNA and Operating Engineers who don't construct transmission and distribution infrastructure.

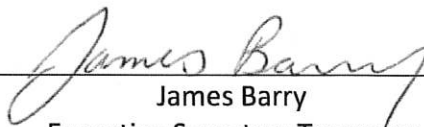
We also want Valard employees to know that while CUSW and IBEW respect each other's independence and autonomy, we have agreed to work closely together in the future to provide more career-building opportunities in the ever-growing electrical industry across Canada.

Cast your vote for Canadian Union of Skilled Workers.



John Wabb
President

Canadian Union of Skilled Workers



James Barry
Executive Secretary Treasurer
International Brotherhood of Electrical
Workers
Construction Council of Ontario

March 5, 2022

COMMITTEE UPDATES

NATIONAL SOCIAL COMMITTEE



We had a great start to the year with our Family Day Weekend Ice Fishing Event at Brechin Point. We had an overwhelming registration to this event and were ecstatic to see how many members and their families came out.

The National Social Committee's ongoing goal is to encourage unit and member & family engagement and participation.

Let's all get to know each other, gather at events, and enjoy our CUSW Family and Friends.

We have listed some information about upcoming NSC Events and Contests for the upcoming months.

We will continue to post pictures of events and provide information as dates/events are secured.

If you would like to reach the National Social Committee, please email us at social@cusw.ca



We look forward to seeing Members and their Families at Future Events!!

[The CUSW National Social Committee](#)

COMMITTEE UPDATES

NATIONAL SOCIAL COMMITTEE

THINGS TO COME – MARK THE CALENDAR!

Annual Fishing Derby: June 25th and 26th – more details to follow

Unit BBQ: TBD – More details to follow

Unit Summer Picnic: More details to follow – July 2022 Unit Summer Picnic. (all units able to submit their ideas for a Summer Picnic that all members can attend. (goal is to rotate annually based on submissions). NSC will provide 2000 towards the Unit Summer Picnic chosen

Annual Family Day at Wonderland: Saturday August 20th – Lunch to be served at 1:30

Hockey Tournament: TBD – More details to follow

Winter Family Fun Event: TBD – December 2022 – More details to follow



CUSW National Social Committee

Private group · 537 members



Joined + Invite

FACEBOOK CONTESTS

Please join the National Social Committee's [Facebook Page](#) for more information on events and to participate in the Contests.

UPCOMING CONTESTS

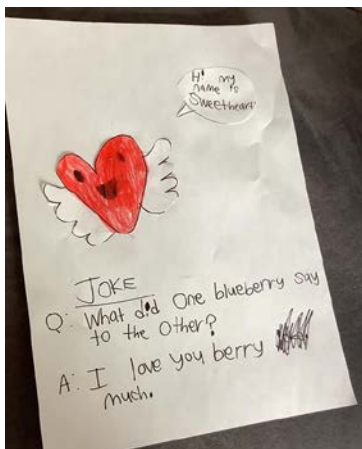
St. Patrick's Day Contest: February 2022 Picture of your Family/Kids in St. Patty's Attire

Easter Contest: Egg Colouring / Decoration contest for kids

Mother's Day Contest: Floral Arrangement or Fruit Basket sent to your mom

Father's Day Contest: Gift Card for Home Depot / Canadian Tire

VALENTINE'S DAY SUBMISSIONS



DID YOU KNOW?



HOMEWOOD HEALTH



Members and their families have immediate access to a wide range of confidential counselling services offered 24/7 over the telephone. Guidance, support, and counselling are available to Members and their families in several life areas that can sometimes feel overwhelming. Each of us has home-life and workplace related issues that we need help with

from time to time. MFAP is available as part of Power Sector Benefit Trust. [PSBT.ca](https://www.psbtc.ca)

NOW ACCEPTING JOURNEYPerson & APPRENTICE APPLICATIONS

Please share with your family and friends that CUSW is now accepting applications for Journeypersons and Apprentices:

- ELECTRICIANS
- POWERLINE TECHNICIANS
- CARPENTERS
- IRONWORKERS
- PLUMBERS
- AND MORE!

Visit
[Apply to CUSW](#)
for More Information

OUT OF WORK DUES

Don't forget to keep your dues up to date! Out of work dues are \$25 a month and can be paid through your online banking directly to CUSW. It will appear as an OTC (over the counter) payment when you [view your contributions online](#).

SECURITY CLEARANCE

You can check your security clearance status on the CUSW website. [CUSW Security Clearance](#) Make sure your information is accurate!

CUSW CALENDAR

Remember to take pictures throughout the year that can be used in the CUSW calendar. Pictures can be submitted anytime to communications@cusw.ca Please include member names and locations for captions.

WHO ARE THE PEOPLE IN THE CUSW HEAD OFFICE?

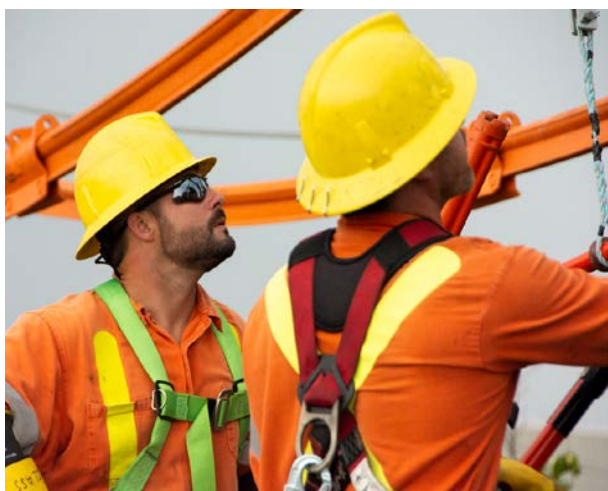
Watch this space next newsletter for bios!

Canadian Union of Skilled Workers (CUSW)	Power Sector Benefit Trust (PSBT)
<p>Purvi Desai Amy Tam info@cusw.ca Tel: 416-240-7259 Toll-Free: 1-800-376-8539 Fax: 416-240-9970</p> <p>Joe Cook jcook@cusw.ca</p>	<p>Donna Durdle Norda Davidson info@psbt.ca Tel: 416-240-8083 Toll-Free: 1-888-250-2270 Fax: 416-240-0993</p> <p>Rawle King paydirect@psbt.ca Tel: 416-245-9270</p> <p>Vanessa Martinez remittances@psbt.ca (For Employers Only) Tel: 416-245-9270</p> <p>Kerri Mulhall kerri@cusw.ca</p>
Security Clearance	Apprenticeship (AGC)
<p>Mona Briggs Daysi Molina securityclearance@cusw.ca Tel: 416-245-5232 Fax: 416-240-9970</p>	<p>Alex Hurley Premi Raveendran apprenticeship@cusw.ca Tel: 416-240-7694 Toll-Free: 1-866-907-7694 Fax: 416-240-9970</p>
Membership	Power Sector Retirement Trust (PSRT)
<p>May Tam membership@cusw.ca Tel: 416-245-5232 Fax: 416-240-9970</p>	<p>Lisa North Sharon Tuck info@psrt.ca Tel: 416-240-8479 Fax: 416-240-0993</p>
CUSW Education and Training Trust (ETT)	Apprenticeship (PWU)
<p>Brandy Cremascoli info@ettrust.ca</p>	<p>Myrna Galante mgalante@cusw.ca Tel: 905-424-9906</p>

SUCCESS STORIES FROM AROUND CUSW

IHSA AND CAMBRIAN COLLEGE'S PLTN AND LCGS PROGRAMS

CUSW Member Rob Houser (Co-Chair of the CUSW Joint Powerline Technician Committee) has been working with Josh Jamieson and other CUSW members on the recruitment of indigenous members into our union. CUSW provides support to the Cambrian College & IHSA's 16 week pre-apprenticeship training course that is called Line Crew Ground Support (LCGS). The program offers important and relevant certifications, preparing indigenous individuals for the line trade as powerline technicians start off as ground support.



In Sudbury, this program is put on by the IHSA in partnership with Gezhtoojig Employment and Training, while in the Ottawa region the program has been run by IHSA with support from the Congress of Aboriginal Peoples and Kagita Mikam Aboriginal Employment and Training.

There has been growing success for both CUSW and the IHSA as the program has grown into other cities throughout Ontario. The program, which continues to evolve has expanded from 2 original locations at Sudbury's Cambrian College and in Ottawa, to include locations at Walpole Island, Tyendinaga, and Thunder Bay. The program in Thunder Bay has just finished an "all women's Line Crew Ground Support" program.

The partnership with IHSA has been successful, for IHSA to find success with the LCGS program they needed to have their graduates find meaningful employment. Since CUSW has been involved, we have been recruiting graduates and connecting them with work. After the initial experience of hiring 7 ground support graduates with a CUSW employer, when we returned to the same facility the following year, the difference was quite noticeable.



SUCCESS STORIES FROM AROUND CUSW

IHSA AND CAMBRIAN COLLEGE'S PLTN AND LCGS PROGRAMS



From Rob "This was clear to me that there was an opportunity to change the perspective for the organizations that are employing the member, by increasing their diversity of employees with qualified individuals. The main thing to me was that we could change the perspective in the indigenous community. When we

saw the increased enrollment, including the relatives and friends of previous graduates enroll in the program the following year, we knew they were inspired to find their own success story. This success has a powerful positive impact on the members of the community. Through this program, employers can look at candidates that have completed critical training and understand the importance of health and safety in our industry. Students in the program also demonstrate that they are investing in themselves prior to applying to an apprenticeship or other opportunity, which also speaks volumes to a potential employer."

http://www.ihsa.ca/News_Events/HS_Magazine.aspx (volume 20, issue 3)





Welcome to MemberPerks®

Discounts to help you and your family save on life's essentials, comforts and joys.

We are delighted to invite you to MemberPerks – an exciting new member benefit program that's designed to perk up your everyday life.

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.

START SAVING TODAY!

1. Go to cusw.venngo.com
2. Create your MemberPerks account
3. Start saving

NEED HELP? support@venngo.com

 cusw.venngo.com



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