

# CUSW NEWSLETTER

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](mailto: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 National Tradeswomen Committee Event

The National Tradeswomen Committee is excited to host an evening of fundraising and introduction to the Interval House of Hamilton's Be More Than a Bystander Program.

**See Page 6 For More Info**

## Upcoming Social Committee Events & Contests

- Family Fishing Derby @ Anchor Bay June 23-24
- Upcoming NSC Facebook Contests

**Find More Info on Page 7**

## CUSW Knowledge Contest

Email your answer to [communications@cusw.ca](mailto:communications@cusw.ca) to be entered in a draw for a \$50 Home Depot Gift Card. Please include your full name in the email. The draw will be held on April 15.

**What is the newest Value & Belief added at the latest Convention?**

# Unit Updates

## Niagara-Hamilton Unit

By the time this comes out, we will have just had a retirement celebration for unit member Brent Royle and want to thank everyone who was able to attend the event. Congratulations Brent!

Our Training & Education committee has organized, and is finalizing the details and participants for an in-person Masters Electrician course, and the Unit Executive has commenced planning for the upcoming elections and transition to a new Unit Executive, and the remaining year.

One of the Indigenous organizations in our area (**OSTTC**) offers safety training (Working at Heights, Lock Out, Elevated Work Platform and many others). For any members or employers looking for options they have better than competitive prices and there may be funding available for First Nations members, which in turn makes it even cheaper for the employer.

Our next Unit meeting is May 31st and will be in-person, over Zoom, and be the introduction of our 50/50 replacement "Flip Card".

To contact the unit executive, please email us at [nhunit@cusw.ca](mailto:nhunit@cusw.ca)



## Southwest Unit

We had a well attended Unit meeting in February and would like to first thank all those members that were able to attend for their time and participation. A thanks also go from all to both Peter Baird and Matt Hurley for attending and the presentation on the upcoming National Executive Board elections, and information on recruitment. The Unit Executive, while new, is continuing to move forward and plan for this, and future years. Thank you members, and keep the participation coming, we look to forward to a great year!

## North East Unit

Happy New Year! The Northeast unit has a couple of events coming up, so mark your calendars. Our first event is a social and unit meeting. There will be food and good times! It will be on March 29th, from 6:30-8:00pm at Sivas in Timmins (Zoom session will be from 7:00-7:20pm).

If you can not attend in person, [click here for the Zoom link](#) or call in by phone at 1 647-374-4685 Meeting ID: 861 9382 7634

Our second event is in coordination with the National Social Committee and is a summer picnic in the North! It is happening July 15th, from 9:00am to close at Science North. Lunch and activities will be provided.

Our goals this year are to get our members out with other members and become better committed to each other and more socials to follow.



# Committee Updates

## National Health, Safety & Wellness Committee

We held the annual Health, Safety & Wellness Conference in November 2022. We were thrilled to be back in person after a two-year hiatus, and the numbers showed! We had an amazing turnout, fantastic guest speakers and a true enthusiasm to get back in the same room, with new and familiar faces to discuss issues impacting our health and safety in the workplace.

The theme chosen for the 2022 Conference was **"5 Minutes of Empathy – Improving your Mental Health"**. After the challenges over the last couple of years, the Committee realized that not only was mental health high on the priority list, but so is a recognition that we can *all play a part in making our workplaces healthier by showing each other empathy and understanding.*

If you would like to hear what our speakers had to say at the conference, click here to visit [CUSW's 2022 HSW Conference YouTube channel](#).

We would like to remind you of the Health, Safety and Wellness courses, including Health and Safety Representative Certification, on [Alliance Learning](#).

**COMING SOON** - We have been working on an update to CUSW Health & Safety Policy and are just putting the finishing touches on it so we can post it to the website and share it with all CUSW Members.

Please visit our [HSW Committee Page](#) for updates as we begin planning our next year's Conference! Here are some pictures from the H&S Conference in November 2022



# Committee Updates

## Values & Beliefs Committee

The National Values and Beliefs Committee is excited to announce our T-Shirt Campaign!

*CUSW strives to be a skilled and diverse workforce. We protect each other and stand up for those who may find it hard to stand up for themselves. These are the things that help make CUSW a union of choice.*

Getting there can be a challenge. There is still bullying, harassment, and unfair treatment in the workplace. We need to create workplaces that are healthy, safe, equitable and free from discrimination. Each one of us makes a difference every day.

That's why we're launching a T-Shirt Campaign to raise awareness and be leaders in the workplace, at home, and in your community, demonstrating that at CUSW, *'We stand and fight for everyone's human rights'*.



Here's what you need to know:

1. Every CUSW Member can order a FREE T-shirt
2. Order before March 30th 2023
3. All T-shirts will be sent out at the same time when ordering closes

Click here to order or visit:

[canadianunionskilledworkers.deco-apparel.com](https://canadianunionskilledworkers.deco-apparel.com)

Password: CUSW2023

Also watch for our full set of Human Rights and Equality Policy initiatives this year including:

- An exciting poster contest promoting Article 2.01 of our Constitution
- Refresher training and promotion of the Human Rights Reps and Advocates
- Our Values and Beliefs, including Integrity, Fairness and Respectful Treatment, as well as our policies on Human Rights and Equality in the workplace speak to how we support the qualities and attributes that make our Members unique

Our Values and Beliefs, and our Human Rights and Equality Policies can all be found in our Constitution. [Click here to download a copy](#)



# Committee Updates

## National Growth & Opportunities Committee

The Growth and Opportunities (GO) Committee continues to grow and build work opportunities for the CUSW members. In 1999, CUSW started out with 1 employer and 2 collective agreements. The two collective agreements were in one sector of the construction Industry (Power Sector) and only in the Province of Ontario. The 400 or so founding members fought their way out of the IBEW to protect their jobs and their families' livelihoods. They hoped a new organization could provide them with more jobs, more opportunities and better wages and conditions.

Fast forward and here we are today, with 10 times the members, in multiple provinces, with over 60 employers in all sectors of construction of construction, as well as industrial, and the growing continues. We don't often talk about our successes as growing quietly is our way.

Working with our employers, we now have status in New Brunswick, Ontario, Saskatchewan, Alberta and British Columbia, where certified two contractors late last year. To start 2023, we are presently engaged in an organizing effort on a national contractor in Alberta. We just signed a new First Nations all trade contractor in Ontario last week of January and are working on another electrical contractor in Ontario and another in BC. Our organizers are busy.

As most members are aware, last year we had to fight off a raid on Valard by the Labourers and Operating Engineers. Our organizers and representatives had their hands full fighting both American Unions as they threw a full court press at us. They had roughly 30 organizers working airports in Winnipeg and Thunder Bay as well as harassing members and their families at home. Members did not like strangers knocking at their family's door while they in remote camp and on shift. Constant phone calls and heavy handiness to push people into signing cards. They both spent big money trying to take us and our employe out, but it was an effort of futility. As it turned out the vote wasn't even close as over 75% of our members supported CUSW. This also has been huge, as on the ground learning exercise builds the experience we need in our organizers. In class training can't deliver real life experiences our organizers are getting first-hand. LIUNA and the OEs have some of the most deceitful organizers in the construction business but the lesson for them in this one, is that the truth always wins out. Lying to our members didn't work as our members can read collective agreements. They saw first-hand the low rates and conditions that are in the Labourer/OE Utility Agreement. I think most members know that the Labourers are attacking the trades and in particular the work where they under cut wages while using limited training. They steal apprentice hours from the trades. The Labourer and Operating Engineers Utility collective agreements are lowest in the land, and they work 54 hours before overtime (1 ½) kicks in. They also claim certain electrical and line work is not under trade qualification and they can do it cheaper.

We are proud of our organizing team and the effort they put forward to counter the American Unions. Long weeks away from home to ensure our members understood what the American Unions were doing. We do owe some thanks to the raiding Unions, as they have helped us build a solid, hardened organizing team going forward.

CUSW has won numerous jurisdiction disputes against the Labourers when they were trying to take work away from our groundspeople, PLT and apprentices. We will continue to protect our ground and grow our all trade model across Canada. We have grown from our hydro work by leaps and bounds and we no longer survive just off that. We now have contactors in the: mining, automation, telecom, LDCs, Utilities, ICI, and oil & gas sectors; as well as maintenance, etc.

We know these days that members are busy, so on behalf of the Growth and Opportunities Committee, I wanted to touch on our growth and let members know we are continuing to expand, bring good and high paying jobs to our Union, as well as protecting our bargaining rights and representing our members. Our growth ensures our members continue to work as projects start and finish in the future.

*In Fraternity,  
Tom Maclean, First Vice President*

# 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.

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](mailto:workingrules@cusw.ca).

If you have a question concerning the Job Centre, please feel free to send it to us at [jobcentre@cusw.ca](mailto:jobcentre@cusw.ca).

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

## 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!

Please email us at [tradeswomen@cusw.ca](mailto:tradeswomen@cusw.ca) with any ideas or issues 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 also be used to reach out if you require immediate support. We are here to help.



Join our Facebook Group Page!

**CUSW National Tradeswomen Committee**

The CUSW National Tradeswomen Committee Presents...

# Be More Than A Bystander

Thursday, March 23, 2023  
5:00-9:00 pm

Ajax Convention Centre  
550 Beck Crescent, Ajax

An evening to introduce the *Be More Than A Bystander* program to our Members and Vendor Partners and fundraise for *Interval House of Hamilton*.

The BMTAB program is designed to inform participants how to recognize gender-based workplace harassment and violence and how to appropriately intervene to help someone.

The Hamilton Tiger-Cats are one of the sports teams to partner with Interval House of Hamilton to deliver the program to the community, increasing awareness of everyone's responsibility to end gender-based violence, and engaging allies.

We are excited to have them participate in our event.



Dinner and Cash Bar  
Silent Auction  
*Dress: Business Formal*

## Tickets

Scan the QR code or visit the link below  
<https://cusw-tradeswomen-bmtab-member.eventbrite.ca>



15% Off Hotel Bookings at Hilton Garden Inn or Homewood Suites by Hilton

Hilton Garden Inn: Quote "3142127" for discount

Homewood Suites: Quote "3142128" for discount

For Silent Auction donations please contact [tradeswomen@cusw.ca](mailto:tradeswomen@cusw.ca)

# National Social Committee

2023 has begun and we look forward to seeing our CUSW Members and their Families at National Social Committee Events this year. The committee continues to work hard to provide events for members and their families to come together and enjoy some quality time away from work. We strive to increase member and family engagement while strengthening and bonding our CUSW family.

## Things to Come in 2023 *MARK THE CALENDAR!*

**Family Fishing Derby** at Anchor Bay – June 23rd & 24th

**Family Summer Picnic** at Science North in Sudbury – July 15th

**Annual Wonderland Family Event** – August 12th

**Andrew Gressel Sauble Falls Racing** – 2023 Schedule awaiting finalization

**Annual Health & Safety Conference** – Date TBD

The NSC along with the National Health, Safety & Wellness Committee will be hosting the annual Health & Safety Conference as well as a Dinner & Dance Event (with activities for the Family/Kids)

**Annual Kids Christmas Party** – Location and Dates TBD

## Upcoming Facebook Contests

**March** – St. Patrick's Day Contest

**April** – Easter Contest

**May** – Mother's Day Contest

**June** – Father's Day Contest

Don't forget to join the National Social Committee's Facebook Page or visit our

**Webpage** for more info on events and contests!

 **Join the NSC Facebook Page**

If you would like to reach the National Social Committee, please email us at

**[social@cusw.ca](mailto:social@cusw.ca)**

***We Look Forward to Seeing Members and their Families at Future Events!***

## Congrats to our Winners from our Pets and Valentine's Day Contests!

### Pet Photo Contest

Don Mayer, Ron Bertie and Chris Nahorney

### Valentine's Dinner Card

Adam Pagett

### Valentines Kids Drawing Contest

Kora Anning and Nicholas Cranston

## Valentine's Day Colouring Contest



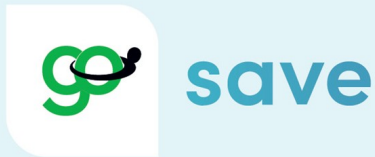


# National Social Committee

## Pet Photo Contest







Share the savings with up to 5 family members!



# 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](http://cusw.venngo.com)
- 2. Create your MemberPerks account
- 3. Start saving

**NEED HELP?** [support@venngo.com](mailto:support@venngo.com)

[cusw.venngo.com](http://cusw.venngo.com)



memberperks for CUSW

Invite up to 5 family members!

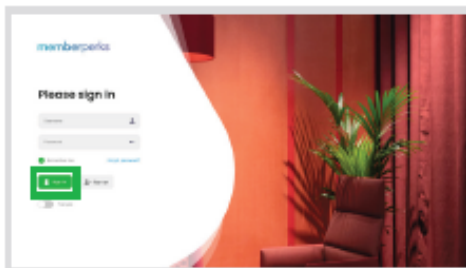


## Share Your MemberPerks Discounts with Family

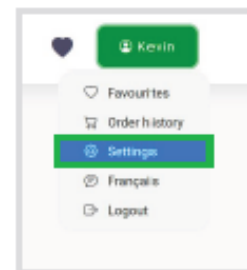
Did you know that you can extend the benefits of MemberPerks to family members within your household? They can create their own accounts, receive personalized promotions and save money when shopping at big brands and local favourites.

It's easy to share the savings and extend the discounts to everyone at home.

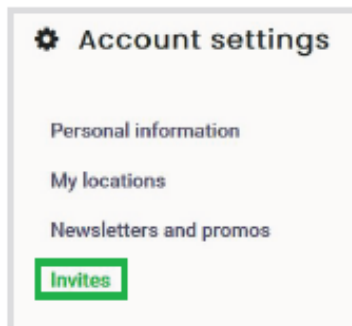
### 1. Sign in



### 2. Go to your account settings



### 3. Click the invite tab



### 4. Send your invitations today!



Visit MemberPerks today!  

memberperks

# CUSW Elections



By the end of this month, in our workplaces, members will complete the first phase of our election cycle – workplace representatives. Be it a representative for the province, zone, area, or crew, the members of that workplace run their own democratic elections. After workplace representatives, in April nominations open for the National Executive Board (NEB), with voting done in June.

CUSW members, this year's National Executive Board elections will be unlike we have ever had before. Amendments to Article 6 of our constitution were made at the Eighth Convention of the Canadian Union of Skilled

Workers, October 1-3, 2021, and take effect July 1. One of the most visible changes to this new NEB Governance model will be to the structure of the National Executive Board of the Union. It shall consist of the National Executive Board Chairperson, six National Executive Board members, Treasurer and Recorder, and one of the positions will be reserved for members within the designated groups (as defined in the Convention rules). The National Executive Board will select one of the National Executive Board Members who will serve as National Executive Board Vice Chairperson when the National Executive Board Chairperson is absent.

The purpose of the NEB's move to Governance is that it transfers authorities away from one position and distributes them across many positions – to Operations. It increases participation of Members on the National Executive Board and Committees and puts an emphasis on our Values and Beliefs. Under this structure, Recruitment & Referral, Growth & Business Development, Workplace Development & Representation, Political Action & Initiatives, and Training & Education will be the responsibility of Operations.

After the NEB elections are the Unit's with Unit Executive nominations open in June, and voting done in September, which will conclude the CUSW elections. For those unsure about an elected position, there are the National and Unit Committees, which are appointed by the incoming NEB or Unit Executive. Nominations for those come out in approximately August and November respectively.

Member Participation is the foundation of who we are as a Union, and relations between the various parts of the Union were devised to ensure members are at the center for driving change and bringing workplace issues to the fore. Be it the Workplace, Unit, or National, there is an elected or appointed position suited for your participation, abilities and interests to flourish and help us continue to succeed.

[View the CUSW Constitution](#)



# CONFEDERATION OF CANADIAN UNIONS



The Confederation of Canadian Unions (CCU) is the nation's largest federation of independent labour unions. CUSW has been an affiliate member of CCU since 2018.

The Confederation of Canadian Unions supports, participates and works co-operatively with many social activist groups, including the Canadian Centre for Policy Alternatives, the Maquila Solidarity Network, Council of Canadians, the International Civil Liberties Monitoring Group (ICLMG), various health coalitions, Make Poverty History, and Gathering Place, among others. We write submissions and lobby all levels of government on issues such as health care, education, pay equity, social services, forestry, fair trade, and labour standards for workers.

The Confederation of Canadian Unions also supports affiliates during labour disputes, difficult economic times and has established a travel pool to assist affiliates with travel expenses to ensure the greatest amount of participation by members and bottom-up democracy.

In recent news, Tom Maclean, First Vice President-CUSW, was elected as the CCU as Central Canada Vice President. Congratulations to Tom! This also provides CUSW with a voice on the CCU Executive board.

[Visit the CCU Website](#)

## Recent Labour School Videos

- CCU Labour School on Clean Drinking Water for First Nations Communities
- CCU Labour School with Niki Ashton, NDP Member of Parliament

## Clean Drinking Water for All First Nations Communities

Water is the essence of life. According to the federal government, "everyone in Canada should have access to safe, clean drinking water." In 2015, the federal government made efforts to end long term-drinking water advisories in First Nations communities. While we acknowledge that 136 long-term drinking water advisories have been lifted as of October 2022, 30 advisories are still in effect in 26 communities, some of which have been in place for over 25 years.

Water deemed unsafe could contain disease, viruses, bacteria or parasites. Those in First Nations communities under advisory have not been able to use common tap water without first bringing it to a rolling boil.

This constitutes a major health crisis and a gross violation of the basic rights of First Nations peoples in Canada. First Nations communities should not have to live under these conditions in one of the richest countries on Earth.

The water advisories must end now. We demand the Liberal government declare a public health emergency and act immediately with their provincial counterparts to rectify this situation immediately. We demand the government invest resources and ensure proper funding to develop the publicly owned infrastructure necessary to end all water advisories in First Nations communities throughout Canada.

[Click Here to Send a Strong Message to the Government Now](#)

# DID YOU KNOW?



## Homewood Health

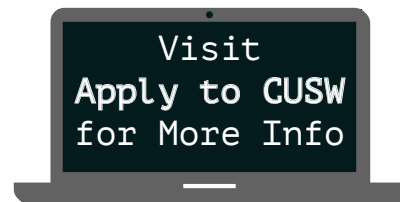


Members and their families have immediate access to a wide range of confidential counselling services offered 24/7 over the telephone. Guidance, support, and counselling are available to Members and their families in several life areas that can sometimes feel overwhelming. Each of us has home-life and Workplace related issues that we need help with from time to time. MFAP is available as part of Power Sector Benefit Trust [PSBT.ca](http://PSBT.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!



## 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. Make sure your information is accurate! **CUSW Security Clearance**



## CUSW Calendar

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



# CUSW Head Office

Contact List

10 Carlson Court Suite 802, Etobicoke  
ON M9W 6L2

## CUSW Has Gone Virtual!

We encourage all Members to submit inquiries by email. If you wish to call, please leave a voicemail and we will respond within 24 to 48 hours.

### Canadian Union of Skilled Workers (CUSW)

**Purvi Desai  
Amy Tam**

info@cusw.ca

Tel: 416-240-7259

Toll-Free: 1-800-376-8539

Fax: 416-240-9970

**Joe Cook**

jcook@cusw.ca

### Membership

**May Tam**

membership@cusw.ca

### Security Clearance

**Mona Briggs**

securityclearance@cusw.ca

### Apprenticeships

**AGC**

**Alex Hurley**

**Premi Raveendran**

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Toll-Free: 1-866-907-7694

Fax: 416-240-9970

**PWU**

**Myrna Galante**

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Tel: 905-424-9906

### Skills

**Brandy Cremascoli**

**Daysi Molina**

skills@cusw.ca

### Power Sector Retirement Trust (PSRT)

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**Sharon Tuck**

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### Power Sector Benefit Trust (PSBT)

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**Alissa McKinnon**

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Tel: 416-240-8083

Toll-Free: 1-888-250-2270

Fax: 416-240-0993

**Rawle King**

paydirect@psbt.ca

Tel: 416-245-9270

**Vanessa Martinez**

remittances@psbt.ca

Tel: 416-245-9270

(For Employers Only)

### CUSW Education and Training Trust (ETT)

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**Daysi Molina**

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**Kerri Mulhall**

kerri@cusw.ca