

TEAMSTERS CANADA RAIL CONFERENCE - DIVISION 660-



NEWS @ 660

2nd Edition

Negotiations - Who, Why, What, Where, and When

Division 660's contract will expire at the end of this year, December 31, 2017 to be exact. It is certainly clear that many of our members are aware of this as your division executives have been receiving numerous queries about the process. The process is governed by provincial legislation; the Ontario Labour Relations Act. It is our intention to serve notice of our intent to bargain this fall and we will be doing so in compliance with the following provision of the Act,

59. (1) Either party to a collective agreement may, within the period of 90 days before the agreement ceases to operate, give notice in writing to the other party of its desire to bargain with a view to the renewal, with or without modifications, of the agreement then in operation or to the making of a new agreement.

We fully expect that we will serve the notice to bargain on or about October 1st of this year.

Who will be on the negotiations team ?

The TCRC bylaws determine who will be on your negotiating team. Section 34 - GCA Rules, subsection a) reads as follows

SECTION 34 - SCHEDULE RULES

a) The right to make and interpret contracts, rules, rates of pay and working conditions for members of the Rail Conference shall be vested in the regularly constituted GCA of the Rail Conference.

The 660 General Committee of Adjustment is comprised of the elected members of both the Maintenance Local Committee of Adjustment and the Operations Local Committee of Adjustment; in other words both your elected Local Chairman, one of which has been elected as the General Chairman, as well as the Vice Local Chairmen from both the committees.

The decision as to which of the members of the GCA actually sit at the table during the negotiations is determined by the General Chairman. This division past practice has been to ensure that, at the very least, there is representation at the table from both maintenance and operations.

Another member of the negotiating team is provided for in Section 7 subsection o) of the TCRC By-laws, which reads as follows;

"SECTION 7 - DUTIES OF THE RAIL CONFERENCE PRESIDENT

o) Upon request from a majority of the affected General Chairmen, or from a single General Chairman where only one exists on the property, the Rail Conference President will provide a Vice President or a representative acceptable to the General Chairmen to assist in Collective Agreement negotiations. In these circumstances the General Chairman(s) on this Committee will have their expenses paid by the National Office in accordance with the National Office's travel policy"

While the supply of someone from the national office to assist us in negotiations is optional, we fully expect to make the request this time around, as we have in the past.

July, 2017

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- Regular monthly meetings are held the last Sunday of every month, 10 AM at the Long Branch Legion, 3850 Lakeshore BLVD. West

..What will be in our proposals and where do they come from?

Our proposals will come from a variety of sources.

Over the life of our present contract numerous issues of interpretation and application have arisen that your representatives would like to modify. These issues come to our attention at union meetings, face to face discussions and during the process of progressing grievances and interacting with the company.

The last page of this newsletter has been formatted for you to use to record your ideas and suggestions and forward to your local representatives for furtherance to your negotiating team.

We will also be conducting the "brainstorming" sessions we have held prior to the last two contracts. This process is unique to Division 660 and will allow all those who attend the meetings to voice their ideas.

The rules of these sessions are simple and are designed to ensure everyone has an opportunity to participate without judgement being passed.

Every attendee will have the opportunity to put forward ideas which will be recorded on a flip chart by the facilitator. Other participants are discouraged from offering comment on any of the ideas put forward at this stage.

Once everyone has had the opportunity to present their ideas, the group, through consensus, decides which of the flip-charted ideas should be eliminated.

The next step involves identifying which of the proposals has a cost associated with it.

The final process allows the attendees to determine the priority of each of the proposals.

At this point, your representatives gather together all of the proposals; the items submitted through the forms, the results of the brainstorming sessions and issues identified throughout the period of the present contract and begin the process of organizing the proposals for presentation to the company when we serve notice of our intent to bargain.

Once notice to bargain is served to the company, the parties will then meet face to face to exchange proposals and schedule future negotiating sessions.

"The rules of these sessions are simple and are designed to ensure everyone has an opportunity to participate without judgement being passed."

INJURED AT WORK...REPORT IT!

"...Doctor, when I drink coffee at work, I get a pain in my right eye. She told me to take the spoon out!"

I want to talk to you about the painful subject of getting hurt at work. And the barriers we face in reporting these injuries. Injuries at work are more common than I would have guessed. Given that, I thought that I might reinforce the steps that should be followed after an injury.

First and foremost, get the first aid you need. This could involve medical attention afterwards, should first aid not be enough. We are better off to seek too much help, rather than too little.

Report this occurrence. Use any means available, like a radio or crew mobile phone. Just the facts Jim, only the facts. This report is important to prevent others from hurting themselves the same way.

Should medical attention be sought, the WSIB (Workers Safety and Insurance Board) must receive a report. Ask your doc about that, or contact myself if you are unsure. The company must provide transportation to the doctor. Once the doctor is aware that the injury happened at work, they will know to fill out the WSIB report. I want to stress that medical practitioners come in more varieties than just family doctors; nurses, nurse practitioners, chiropractors, physiotherapists and psychiatrists can all complete the WSIB report.

The best reason to get checked out is to document the occurrence ASAP. But wait, there's more. Medical examination could reveal a secondary injury that you missed or underestimated the extent of damage. You might not come to realize the full extent of issues until the next morning or later.

This applies for acute and sudden injuries, but there could be a need to report an injury that is sustained through chronic exposure. Noise, fumes or skin irritants all might take years of exposure to create symptoms. If its work related, then filing a WSIB claim is your right.

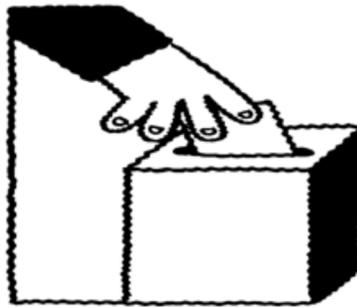
Paul Gudnason

Upcoming Election Cycle

This year and next will be a busy time for elections. The TCRC bylaws, Division Rules provide for division wide elections to take place. This is done quadrennially, or every 4 years. All positions within this division, in fact all divisions within the TCRC nation-wide, will be up for nominations and elections.

In accordance with the TCRC bylaws - Division Rules, Section 7 a notice announcing the acceptance of nominations will be posted at the workplace at least 30 days prior to the meeting at which the nominations are to be made which will be at the regular meeting in September.

Once the nominations process is complete, ballots will be sent out to all the members to allow them to select the candidates of their choice.



The elections will take place at the division's regular meeting in December, with installation of the successful candidates taking place at the Regular meeting in January of the following year.

Detailed information on the process and the rules governing qualifications for candidacy can be found in your copy of the TCRC Bylaws - Division Rules.

The next set of elections in this cycle involves the election of a General Chairman and Vice General Chairman by the officers of the General Committee of Adjustment. This will take place in January of 2018. The rules governing this process are outlined in the TCRC Bylaws - General Committee rules as well the By-Laws of the General Committee of Adjustment - Division 660.

Teamsters Canada Rail Conference (TCRC) Division 660: A Brief History - Our First Year

When 'The Bomb' started GO operations in 2008, we were part of the Amalgamated Transit Union (ATU) who represent many GO Transit employees. By the fall of 2008, it was clear we needed a labour union more experienced in railway operations. While the maintenance members had a long established collective agreement in place, those of us in operations were governed by a series of weakly worded, ineffective and inadequate letters of understanding endorsed by the ATU. A core group of three individuals, Brothers George MacPherson, Brad Bennett and Drew Thorpe set about researching unions that might best offer the kind of structure, influence, support and familiarity with rail operations that would best suit us. The Teamsters Canada Rail Conference was, by a far margin, the best choice and the process of card signing began in earnest.

The card signing activity proved to be supported overwhelmingly by the maintenance and operations membership at the time. Once sufficient cards were signed an application was initiated with the provincial government to conduct a vote of the entire membership to determine whether they wanted to stay with the ATU or join the TCRC and create a division of our own.

The result of the vote was a resounding endorsement of the TCRC. 79.7 percent of the members returned a ballot, with a remarkable 87.5 percent in support of the TCRC. The Ontario Labour Relations Board certified the TCRC as our bargaining unit by letter dated January 20, 2009. The certification of the Crew Dispatcher as a bargaining unit within the TCRC was accomplished shortly thereafter on April 29, 2009.

With these successes under our belt, the real work began. Over the next few months of that year, we received our charter designating our bargaining unit as Division 660, held elections to fill the various division positions, conducted a vote to determine dues division assessments, participated in a vote to establish our own General Committee of adjustment, held elections to fill the position of General Chairman and established the dues assessment.

In the midst of all this activity, your leadership also entered into an agreement to join the Canadian Railway Office of Arbitration and Dispute Resolution. This was particularly important as the arbitration system anticipated in the collective agreement at that time was prohibitively expensive and anticipated the use of arbitrators who had scant knowledge of the many unique factors involved in the railway industry.

All this activity was driven, in part, by the need to have our ducks in order in preparation for the upcoming negotiations which were scheduled to begin in the fall of 2009.

Looking back it was a momentous first year for Division 660. Given that we started from scratch back then, we should recognize the hard work and dedication shown by those who took the initiative.

Support your Union. Attend your union meeting.

"Looking back it was a momentous first year for Division 660."

Maintenance Overtime and 660bids.com

When a member's standing app is used to move to a different shift, it is the department supervisor's responsibility to make sure the changes are updated in the Online Bid System. The OBS is used for placing overtime calls in Maintenance and if your info isn't correct, you could miss out on an overtime opportunity, if you've opted in to the list.

Any time that your standing app has been used to move you to a different shift or a change in rest days, make sure your 'Profile' is up to date within the system. If you believe you've been deprived of an overtime opportunity, contact your Local Chair.



East Rail Maintenance Facility Working Group

For several months, the union has had weekly meetings with the Shop General Manager and Human Resources, during which we discuss current issues and concerns in the hopes of identifying issues and solutions. While we continue to meet on a regular basis, it was evident from the start that the East facility coming online would require dedicated and specific attention from both the company and the union. The opening of the East facility may be the biggest change seen in Maintenance during the 20 years of the shop's operations.

On April 6, 2017, the union and company signed a letter of understanding that created a working group made up of management and unionized members. The mandate of this group is to identify the issues that will need to be dealt with and provide recommendations on how the challenges might be resolved; While the Article 35.0 - Zone Agreement contains several provisions for dealing with the new facility opening, it would not have been possible to anticipate every item needing attention when the collective agreement was being negotiated during the last round of bargaining.

This Working Group consists of 3 company officers and 5 union members, and they meet every week.

Our members in the group are brothers Tim Steenkist (Local Chair), Anthony Ratneya (Vice-LC), Jason Gauthier (Vice-LC), Adam Greenland, and Kyle Strohack.

Their recommendations will be forwarded to the General Manager and myself as your General Chair, to help us get as clear a picture as possible on what issues need to be addressed, and how best to do so. Most of you have already been approached by members of the group, seeking your input and feedback which will help them tackle their mandate and result in the best possible arrangements between Bombardier and Division 660.

I'd like to thank the working group's members for their dedication and ongoing efforts, they have been tasked with very important work.

Most importantly, thank you all for supporting your local reps! Your individual ideas and feedback are critically important to help them accomplish their mission.

Greg Vaughan

"The opening of the East facility may be the biggest change seen in Maintenance during the 20 years of the shop's operations."