

# Local 47 Union NEWS

REPRESENTING CAMP CULINARY & HOSPITALITY WORKERS IN THE PROVINCE OF ALBERTA



New Board of Directors: (l to r) Terry Charlton - Vice President, (back row) Carolyn Schwabe - Director, Jeannette Tyrkalo - Secretary/Treasurer, (back row) Yassine Kobrosli - Director, Joanne Moody - President, Ron Gerow - Director

## H.E.R.E Local 47 Benevolent Society

As the newly elected President of the H.E.R.E. Benevolent Society I am please to introduce the rest of the elected Board Members.

**Terry Charlton** is a long term member of Local 47 and previous to that he was a member of Local 40 in British Columbia. Terry currently works at the Borealis Lodge Site and has been elected by acclamation to the position of Vice President.

**Jeannette Tyrkalo** has worked in camps and rig camps throughout Alberta. Jeannette currently works at the Barge Landing Lodge Site and has been elected to the position of Secretary-Treasurer.

**Ron Gerow** has worked in many of Local 47 camps, is currently working in the Union Hall and has been elected to the position of Director.

**Caroline Schwabe** has worked as a server at the Crowne Plaza for many years, was an active member of the recent bargaining committee and has been elected to the position of Director.

**Yassine Kobrosli** has worked at CNRL, is currently working at the Albion Village Site and has been elected to the position of Director.

There was a good turnout at the meeting to elect the board members.

*"As President I am committed to making sure the documents that need to get filed both with the Provincial Government and the Federal Government were filed promptly, in order to maintain the charitable society status. From there, the new Officers and Directors will work together to conduct the business of the Society. I will endeavour to keep the membership informed by writing regular updates and submitting them to the Local 47 Newsletter."*

In Solidarity, **Joanne Moody**, President  
H.E.R.E Local 47 Benevolent Society



Ian Robb and striking UFCW workers

## UFCW Strike Support

This past fall Deputy Trustee Ian Robb and Union Representative Joanne Moody went and delivered food to UFCW Local 1118 workers who were on strike against Maple Leaf Foods.

Ian and Joanne went to visit the striking workers on a few occasions and brought food and water to show support for our Brothers and Sisters in their fight against their Employer for fair wages and better working conditions. While visiting the striking workers Ian and Joanne participated in chanting and blocking the Employer's managers from leaving the plant.

Local 47 received a thank you letter from President Albert Johnson for Local 47's show of solidarity.



## Plan the Future | Survey

Local 47 has done a lot of work to bring the union from where it was to where it is today. We have greatly improved the Union Hall processes, Grievances are being handled by the staff with a professional manner and we have secured more jobs for the members. We are proud that all Grievances that were filed since the imposition of the Trusteeship have been resolved prior to Arbitration and have resulted in approximately \$700,000 in settlement monies being paid to members of Local 47.

In addition, the number of jobs have increased as we continue to work with existing contractors and potential new contractors to secure even more work for Local 47 members in the future.

In order to prepare for Local 47 coming out of Trusteeship we will be doing a survey in the spring of the members to ascertain what is important to the membership. A company by the name of Viewpoints Research will be contacting all members who have a current phone number on file at the Union Hall. Please make sure you keep the Union Hall informed in writing of your current address and phone numbers. Please participate and assist us in planning the way forward for Local 47 and you the members.

*Please be assured that individual members confidentiality is very important and we want all members to know your individual responses will not be given to the Union by Viewpoints Research.*



Guess who went to Washington?

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# 47



*President Hospitality Division and Local 47 delegation to Canadian Conference*

## Trustee Report | Nick Worhaug

In November 2008 the first Canadian Conference of UNITE HERE was held in Toronto.

Local 47 sent a delegation who joined the delegates from across Canada. I want to share with all Local 47 members what I as one of the Canadian Co-Directors said to all in attendance.

I want to talk a little about the merger of our two great Unions. I want to state without hesitation that the merger of our two organizations – UNITE and HERE – has been an incredible experience. If someone asked me today if I would recommend the merger again knowing what I know today – the answer would unequivocally be YES. After seeing what we have done with our merger, it is beyond anything I could have imagined. This was not just a merger where we shut down one office and put a couple of affiliates together. It was the beginning of a new way of doing business in the labour movement in North America.

The merger was the catalyst that developed the programs, and the divisions that have moved us forward and allowed us to grow and take on new challenges.

Has it been easy? No

The merger would have been difficult enough let alone restructuring our Union. I believe in 15, 20, or 25 years history will reflect that this was the beginning of the turn around in the labour movement in all of North America.

Looking out at the youth in this room, your ethnic diversity and the mix of gender, I am somewhat envious of your opportunity to participate in this movement that we have created.

Our two organizations have different histories and different cultures and that in itself creates differences in opinion, views and direction.

Since that Conference in November our merged Union has been facing some challenges. I think it is fair to say that our merger is experiencing some tough times. I am confident that we can work out our differences and come to a democratic agreement on how to move forward.

It is to organize new members and achieve better Collective Agreements so that our members can enjoy part of the Canadian dream. The key is to organize more workers in our industries to build density and to build power so that workers can get a fair share of the economic pie.

I believe the labour movement, in the past, has tried to do too many things in too many areas,

using its financial and human resources at the expense of organizing.

The issue boils down to one thing - are we prepared to put the financial resources into organizing at the expense of other programs that the Union has had for decades? Local 47 has had great success in organizing.

I also strongly believe that in the labour movement, in the community, in social organizations, municipal, provincial and federal politics, men have not done a good job advocating for women's equal rights and protection in our society.

I am a lifelong member of the NDP (New Democratic Party) and I am extremely proud of that fact. When I look at the political landscape of Canada, I see no alternative for working people.

Every progressive change in our country has either been enacted or promoted by the Provincial NDP government, or, in case of Quebec, the Party Quebecois.

The NDP has influenced the positive legislative

**I believe the labour movement, in the past, has tried to do too many things in too many areas...**

changes of other political parties in Canada because they have been in the Legislature or the House of Commons fighting for working people.

In BC in the 1990's the NDP were re-elected for 10 years. Part of their Labour Code changes was anti-scamming legislation which still exists today. I am sure for those of you who have walked a picket line and watched scabs being taken into a scabbed operation, I don't have to explain how that impacts on the morale of our members on a picket line. Scabbing promotes violence on the picket line and scabbing prolongs labour disputes. It doesn't take an economic genius to figure out that if an employer, by scabbing, can continue to produce a product, sell it, make a profit for the owners and shareholders, that makes it much more difficult for workers to win a lock out or strike. We must push for anti-scamming Legislation across Canada!

I also watched a right wing provincial government in BC come to power and with a stroke of a pen reverse hard fought benefits in signed Collective Agreements between itself and their Unions.

I would not be so bold as to tell you how to

vote but I believe our members should have all the information at their disposal so they can make an informed decision when they go to the polls.

I also want to say a few words about immigration. I can't believe how important immigration was when there was a federal election but where are the Liberals and Conservatives when the election is over and the immigration issues are still here?

There are many pressing issues in our economy but the immigration issue always seems to fall below the radar screen after an election. It is critical that our country deal with the issue of immigration. We have an aging population and low fertility rates. We need Millions and Millions of New Canadians.

Temporary foreign workers are not a solution. They are incarcerated into a two year agreement and forced to work for only one employer. We are not against temporary foreign workers.

However, we are opposed to that principle and the abuse of foreign workers. We want to see more immigration and welcome new Canadian citizens.

When I travel this country I see workers from around the world. I see men and women, I see gay and straight, I see young and old. But in Canada there are only two types of people – the rich and the poor.

We like many other countries in the world, are witnessing the very wealthy getting wealthier, and the middle class and lower income being pushed further down the economic ladder. That is not the Canada that my father, who immigrated from Norway, envisioned. That is not the Canada you or your parents envisioned when you came to Canada. Our task, although difficult and challenging, is to be a progressive organization that redistributes wealth in our country to its rightful place and that is back into the hands of the working people in our country who generate the wealth and prosperity in this country.

We are the ones that will build our country. Every bridge, every building, every dam, every factory and hotel, and we keep them going. This country belongs to Canadians, not the corporate elite. We are the ones that will push politicians for positive legislation for working people. We will work with other like minded organizations and Union in solidarity to make our dreams come true. A better Canada for all.

Ian Robb (left) presents a cheque to Dreams Take Flight President Tom Hutchison



## Deputy Trustee Report | Ian Robb

Welcome to 2009! Local 47 has had an amazing few years of incredible growth and prosperity during the Trusteeship. It is no secret that right now things have slowed down quite a bit and the few jobs put on the call out are seeing unprecedented numbers of members bidding on them. I want to remind everyone how important it is to call the Union Hall as soon as possible after quitting or being laid off or terminated and request to be put on the Out of Work Board in your classification. I have included in this newsletter a copy of the Dispatch Rules that Local 47 operates under. I strongly encourage everyone to reacquaint themselves with the Rules.

So 2009 has been slow in terms of dispatch but the Union Hall continues to work hard on behalf of all the members of Local 47. A policy manual for staff has been done and will soon be in place. The financial audits are complete for 2005, 2006, and 2007 and 2008 is at the Auditors office being worked on now. The accountant has informed the Trustee that the improvement in the bookkeeping and file maintenance has been impressive. The accountant has found no issues of concern in any of the audits that have been completed. The Dispatch has been improved and the Out of Work Boards are updated daily on the computer so there is always an accurate list of who is unemployed. Financially Local 47 has never been in better shape.

All potential grievances are investigated and responded to in writing either by filing a Grievance or providing the member with a letter explaining why the Union will not pursue a Grievance on their behalf. There is no question those letters are difficult to receive but make no mistake I am confident that all issues have been investigated fully. Local 47 will only pursue Grievances that have merit. Local 47 does not file what the employers call "frivolous" Grievances. If a Grievance is filed it means Local 47 will pursue it vigorously. I am very proud to inform you that to date all Grievances filed have been settled prior to Arbitration to the satisfaction of the Union. During the Trusteeship no Grievances have been lost and the Employers have paid out over \$700,000 in settlements.

Do I believe the economy and the work situation in Northern Alberta will improve? You

bet I do! The only question is when. However, I firmly believe that there is a bigger market share for Local 47 and our members. Local 47 has signed an agreement with our sister Local 41 in Saskatchewan for all camp work in Saskatchewan. Any Collective Agreements reached in Saskatchewan for camp work will be done with Local 47. Local 47 will dispatch and service any camp sites. Union dues will be remitted to Local 47 and Local 47 will pay a permit fee to Local 41. I am working closely with all our contractors to attempt to secure work in Saskatchewan and other provinces us-



**Do I believe the economy and the work situation in Northern Alberta will improve? You bet I do!**

ing Local 47 members. It is my intent that any camp work outside of Alberta that Local 47 is able to secure will have Local 47's Health Care and Pension Plan. The wages will be based on the comparative rates of pay appropriate to the area in consultation with other Building Trades Unions. I truly believe there are many opportunities for Local 47 throughout Canada. Do I think it will be easy to accomplish? No I don't but I do think it is possible. Do I think it will happen tomorrow or the next day? No this goal will take time and a lot of effort but I am working hard to get the process underway and am very hopeful that Local 47 members will be able to work through Local 47 across Canada!

As Trustees on the Camp Culinary Industry Advancement Fund Sister Joanne Moody and I can also assure you that together with the Employer Trustees a plan is being constructed to provide job related training to Local 47 camp members. As things develop on this we will

keep you informed through the newsletter. The Trustees are also working on getting a video produced showcasing what Local 47 members in the Camps do. This video will show that we - Local 47 - are the best of the best in the Camp Culinary industry. It will be posted on Local 47's new web site which is being developed now and will be circulated to colleges, high schools and trade fairs. Further information on this project will follow in subsequent newsletters.

In the hospitality sector the strength of the membership was evident in the recent Collective Agreement at the Crowne Plaza Chateau Lacombe. Did we get everything we asked for? No - but because of the membership they have the best deal they have ever had. The Holiday Inn Express and the Calgary 5 are up for bargaining this year and I hope to get better Agreements at those properties too. However, at the end of the day it all comes down to the members working there. What is important to them? What are they prepared to do as a group to get what they feel they deserve? I have been involved in bargaining Collective Agreements for more than 25 years and I know how to play the game and I will do my best but I can only do so much. The members need to be strong and united and support the bargaining committees. I can ask for the world and I can bargain hard but I don't get to vote on a Collective Agreement. The members determine how much of a raise and how strong of a Collective Agreement they will get by their strength and unity.

The University of Calgary Food Services Division will now be serviced by Local 47 staff. Previously it had been serviced by the International Union Food Service program out of the U.S and B.C. These people work and live in Alberta and are members of Local 47 and we look forward to getting to know them better in the near future.

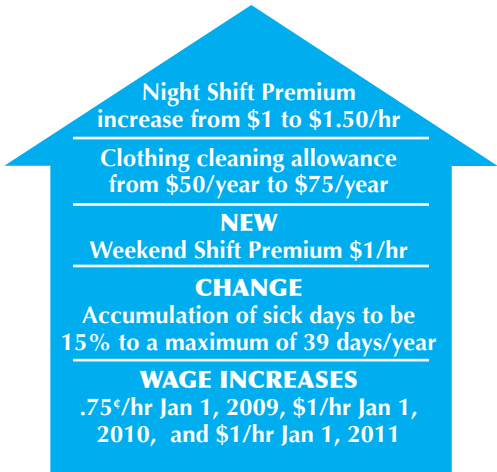
Recently I was very proud to attend a fund raising event for Dreams Take Flight. Dreams Take Flight is a national volunteer charitable organization dedicated to providing a trip of a lifetime to physically, mentally or socially challenged children. With the aid of Air Canada, and other national and local organizations and businesses, money is raised to make the dreams a reality for hundreds of children every year.

# Bargaining Update

Since the last newsletter the following Collective Agreements have been ratified:

## Rotary House, Fort McMurray

Three (3) year Agreement ratified January 28, 2009. Improvements include:



Night Shift Premium  
increase from \$1 to \$1.50/hr

Clothing cleaning allowance  
from \$50/year to \$75/year

**NEW**  
Weekend Shift Premium \$1/hr

**CHANGE**  
Accumulation of sick days to be  
15% to a maximum of 39 days/year

**WAGE INCREASES**  
.75¢/hr Jan 1, 2009, \$1/hr Jan 1,  
2010, and \$1/hr Jan 1, 2011

***Congratulations to the members at rotary house and thank you to Janet Parson for her work on the bargaining committee!***



## Barge Landing Lodge, ATCO Frontec

Two (2) year Agreement ratified February 13, 2009. The members voted two months early (Collective Agreement expired March 31, 2009).



Two (2) Year Agreement

Double time (2X) paid for work  
performed on Saturdays

Wage increases to match  
Creburn Lake Lodge

***Congratulations to the Local 47 members working at the Barge Landing Lodge!!***

## UPCOMING BARGAINING:

The following units are due to bargain new Collective Agreements this year:

- **Holiday Inn Express**
- **5 Calgary Hotel**
- **Lakeside Lodge**
- **Crown Plaza Chateau Lacombe**

*Bargaining Committee member Janet Parsons and Deputy Trustee Ian Robb*

## FIREBAG – ESS First North Catering:

Please be advised that the Bargaining Committee of UNITE HERE Local 47 has spent many hours both at the bargaining table and preparing for bargaining. In addition, Local 47 has spent tens of thousands of dollars working to secure a fair and equitable Collective Agreement for all the members on the Firebag Site.

At the last round of bargaining on January 6th and 7th we made a lot of progress and had scheduled another day of bargaining for January 19th in Fort McMurray.

The Employer chose to contact the Union shortly before the 19th and advised us that ESS First North Catering and its parent company COM-PASS Group Canada were not prepared to attempt to complete the bargaining process. They felt the issues remaining were “too rich” and advised the Union that they were going to file with the Provincial Government for Mediation. Mediation comes into play when the two parties can not reach an agreement and the Government appoints a 3rd party to attempt to resolve the differences. The Mediation is scheduled for the middle of May.

The Union has and will continue to keep you informed of our next steps in our drive to obtain a fair and equitable Collective Agreement at the Firebag Site.

We want to thank Albert Rahall for all his hard work as the Job Steward with Brenda Walsh for her assistance in bargaining and all the members for staying strong.

***Stay strong and stay united! Together we can accomplish our goals for a fair equitable work place!***

## Job Steward Profile | Jeannette Tykalo

**M**y name is Jeannette Tykalo and I was born and raised in Edmonton. My work history has primarily revolved around customer service and client care. My career in the food history had its beginnings in rig, seismic, and pipeline jobs. I began my career at CNRL at McKay Lodge.

When an opportunity presented itself to take the job steward course, I was very anxious to become part of an extremely unique local, despite its troubled past. I had worked as a job steward at Chelsea River Lodge, and although it had its apparent problems. It was an incredible experience and I am now working at the Barge Landing Lodge.

I feel I have something to offer during this period of trusteeship and that was to educate the members on the fundamental values of

solidarity and brotherhood. In the true spirit of UNITE HERE, Local 47 I have learned that we are indeed brothers and sisters with the common goal of bringing unity and friendship at a time of economic hardships that faced various provinces in Canada.

Our Local was put into Trusteeship by the International Union. The Trusteeship has been instrumental in providing Local 47 with our growth and stability. I am forever grateful to Ian Robb and Joanne Moody for their wealth of knowledge and expertise that has developed our local into one of the most recognized and prestigious. When our local is passed back to our membership, I am hopeful that the legacy that is left to us by the trusteeship team will continue on without corruption, and will restore our confidence in the elected once again.



***I have learned that we are indeed brothers and sisters with the common goal of bringing unity and friendship.***



Brother Ron Gerow is taking courses and working towards becoming Local 47's Counsellor



## Not for Rehires, Camp & Site Suspensions This article was greatly contributed to by Brother Ron Gerow.

There are some Local 47 members who for various reasons have been put in a NFR (Not for Rehire) with one or more of our current contractors.

There are also some Local 47 members who have received either camp and/or site suspensions. A camp suspension can be issued to a member for breaking the camps rules and regulations. In some cases, where the main clients (i.e. Syncrude, Suncor, CNRL, Shell etc.), get involved a site suspension may be invoked. In cases where a member is only issued a camp suspension he/she would still be permitted to work in the camp, they are just unable to stay there or use any extra curricular facilities the camp may offer (i.e. gym, weight room, bar etc.). When a site suspension is issued the member would be unable to continue their employment because they would be prevented from actually entering on to the property of the client. Many times a camp and/or site suspension may result in a NFR. If a member is either camp and/or site suspended it is imperative they communicate with their employer what their intentions are in dealing with their suspension. If they are unable to continue their employment they need to inform the employer as soon as possible so that employer is not left uninformed of their intentions. Failure to this may result in an NFR.

Members who have been placed in a NFR status with a company and would like to have

that restriction lifted should write a letter addressing the reason for the NFR being placed on them, an apology for their actions and what they have done in order to prevent further incidence. The general rule of thumb before an appeal can be filed with the Employers is six(6) months depending on the infraction. Any such request does not guarantee the removal of any of the imposed restrictions. Removal of restrictions is at the discretion of the employer and/or client. All such requests should be sent to the employer and clients through the Union. Any requests send directly to the employer and/or client would likely be rejected. Once the request is given to the Union it will be forwarded to the appropriate people, and when the Union gets the response back we will contact the member with their decision.

**Although there are too many unique circumstances that can result in an NFR and/or camp/site suspension to list them all, lets take a look at a couple of common examples:**

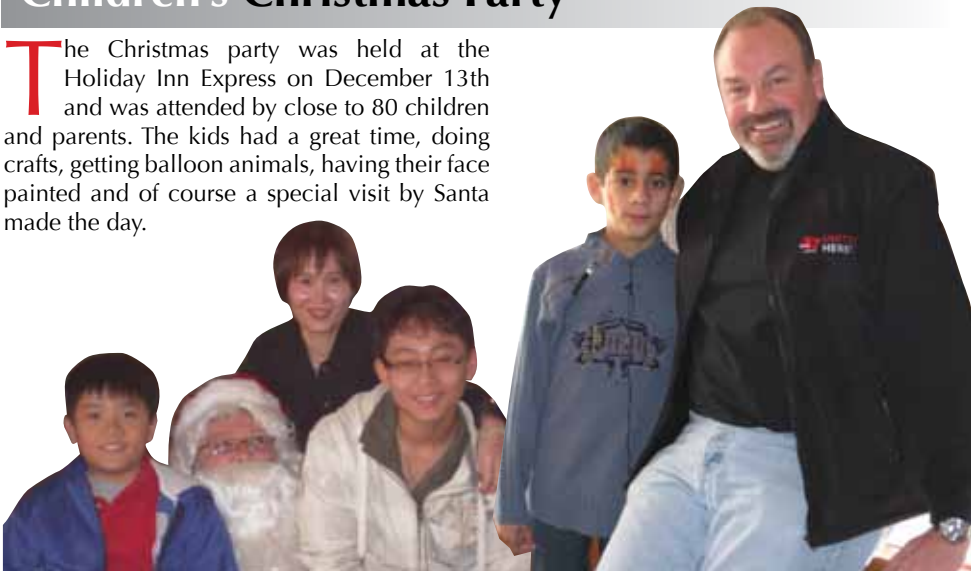
Members who where involved with an altercation with their supervisor, co-workers, clients and/or managers should seek out anger/stress management counseling. The employer requires written verification of counseling and must be attached to letter of apology. Anger/Stress management counseling is available to all members in good standing through Human Solutions (formally Wilson Bandwell) and is covered by CEFAP (Construction Employee

Family Assistance Program). Appointments for counseling may be booked by calling 1-800-668-4125.

Members who have been terminated for substance related circumstances should attend addictions counseling and/or enter into a drug/alcohol rehabilitation/treatment programs/institutes. It would be also be very beneficial to attend 12 step meetings and have the chair person at the meeting sign to confirm their attendance. Members should keep a spread sheet of all meetings they attend along with signed confirmations of their attendance. Members should also keep in mind that in cases of severe addiction a medical detoxification should be done in order to assure a safe recovery. Entry into any rehabilitation/treatment program/institute usually takes anywhere from 4-6 weeks after applying for entry. Rehabilitation programs vary in both length and in the services/requirements of the program. Most would require the member to stay for around 3-4 weeks and have varied restrictions on outside contact (depending on the institute). Addictions counseling is available to all members in good standing through Human Solutions (formally Wilson Bandwell) and is covered by CEFAP (Construction Employee Family Assistance Program). Appointments for counseling may be booked by calling 1-800-668-4125.

## Children's Christmas Party

The Christmas party was held at the Holiday Inn Express on December 13th and was attended by close to 80 children and parents. The kids had a great time, doing crafts, getting balloon animals, having their face painted and of course a special visit by Santa made the day.



Some Job Stewards have conventional hobbies and some practice advanced labour relations techniques like Esther Huston

## A Success Story | Olga Lisnjic *Hello to all my Brothers and Sisters in Local 47!*

**M**y name is Olga Lisnjic and I have been a member of Local 47 since May 2005. I would like all my Brothers and Sisters to learn from my situation over the last year.

In February 2007 I was terminated from the Albion Site for "horseplay" and deemed Not For Rehire at any ESS Site. What did I do to be terminated when I did not have so much as a single warning in the time I have worked through Local 47? I stood on the edge of a utility cart that was being pushed down the hallway. It was in fun and was a joke but was also against the Site rules.

I could not believe I had been terminated and unemployable with ESS for this action. I was devastated and embarrassed.

I spoke to the staff at the Union Hall and they told me to come home and write a statement as soon as possible and it would be investigated for a possible Grievance. I did just that and delivered my statement to the Union the next day.

Sister Joanne Moody and Brother Ian Robb investigated my termination based on the facts in my statement as well as reviewed the Site Rules and Regulations. They also explained the Grievance process to me and that sometimes issues can be resolved very quickly and other times it can take up to a year or two to go through the Grievance process. I was very upset and could not understand why I would be terminated when the Rules and Regulations clearly say that Horseplay is unacceptable and is punishable by a written warning. Sister Moody explained mitigation to me and told me she would keep me informed as things moved through the process.

I was doubtful as I truly believed that this was just a horrible mistake and would be resolved

quickly. However, I trusted Sister Moody and Brother Robb and I bid on all jobs I was qualified for. I did get some work at non-ESS Sites but missed my job at Albion and really wanted to go back.

Sister Moody kept me informed both by letter and by contacting me and letting me know when the Step 2 meeting was and that the Grievance was not resolved and the Union was sending my Grievance to Arbitration.

The Arbitration was set for May 2009, more than a year after I was terminated. In January 2009 Sister Moody asked Brother Ron Gerow to contact me and asked me to provide proof of my mitigation efforts. They needed to know what work I had done since I had been terminated and how much money and benefits I had earned in order to prepare for the Arbitration. I provided that information promptly.

In February the Union contacted me and informed me that they were attempting to settle the Grievance with ESS before having to go to Arbitration. At the end of February Sister Moody asked me to come in and see her and Brother Robb. During our meeting they explained that the Employer was prepared to settle my Grievance. They also explained what they had submitted to the Employer detailing the wages and benefits I had lost since my termination minus the monies I had earned while mitigating my losses. Sister Moody had a long list of all the jobs I was qualified for that I had bid on and did not get because of my number on the Board or because the jobs were ESS jobs. They explained to me that because of all the jobs I had bid on they were able to prove to ESS that I did my due diligence and tried to earn money during this process.

I am very happy to inform all Local 47 members that the Grievance was settled. I have now returned to my job at Albion with no loss of Seniority, have accepted a written warning for horseplay and will receive all lost wages and benefits I am entitled to.

I wanted to share my story with my Brothers and Sisters so they may one day benefit. Brother Robb and Sister Moody did an excellent job and I know I received a fair settlement minus the money and benefits I had earned during this process. **I want everyone to know how important it is to listen to what the Union Hall is telling you when dealing with a Grievance (time lines, mitigation, etc) and when they ask for information from you be prepared to get it to them immediately.**

*Editor's Note: Brother Robb and Sister Moody are very pleased they were able to settle this Grievance without having to go to Arbitration. Because of Sister Lisnjic's attention to detail and her cooperative nature the Union was able to prove what her losses were and what was owed to her. Also Sister Lisnjic has been an outstanding example of a dedicated and committed member of Local 47. She provided all the requested information promptly and continued during this difficult time to conduct herself in a professional and respectful manner.*



## Grievances & Mitigation

**A**s all members are aware each Collective Agreement has a defined Grievance Procedure. The Grievance Procedures in Local 47 Collective Agreements are generally the same at all the work sites.

If a member feels they have been wrongly given a warning or were terminated they must write a statement with all the relevant information (dates, times, who was involved and why they feel the warning or termination was wrong). That statement has to be submitted to the Job Steward on Site or the Union Hall within the time frames of that particular Collective Agreement.

The Union will investigate the potential Grievance by communicating with the Job Steward and the Employer and basically follow up on what the member's statement said. If there were witnesses to what took place the member should endeavour to get the witness or witnesses to write a statement as to what they saw or heard. If the member is not able to get said witness

statements they should ensure the witnesses are named in their statement and the Union will contact them directly.

If the Union determines that there is a merit for a successful Grievance they will file a Grievance with the Employer on your behalf. This is done by letter and a copy of said letter will be forwarded to the members address on file with the Union Hall.

There are statements received that when investigated do not have the merit to file a Grievance. This can happen for several reasons such as the Union's investigation revealed that the discipline was justified. **However, we are proud to inform all members that all statements that are submitted are responded to in writing either with a letter directly to the member or by the filing of a Grievance.** Every member's issue is important and the Union will investigate the issue raised. However, the Union will not pursue a Grievance unless they believe the issue has merit and substance should a Grievance go

through the Grievance procedure resulting in an Arbitration being scheduled.

The member will have been informed by the Job Steward and/or the Union Hall that while the Union is investigating the issue or if the Grievance is filed it is the member's responsibility to mitigate their losses if they had been terminated. This is a legal term meaning that the member must actively seek work or be working during the Grievance process. In Alberta, from the time a Grievance is filed it can often take over a year before being heard by an Arbitrator. If a Grievance goes all the way to Arbitration the Union may involve legal counsel and the first question they will ask the member is what have you done to mitigate your losses. This is important because an Arbitrator will ask the same question if they decide that the Union has won the Arbitration. If a member says that they did nothing to find a job or did not work then it is possible the Arbitrator may rule in the Union's favour but there may not be any monies awarded. *Continued on Page 7>*

# 47



*Job Stewards  
Albert Amire (Syncrude),  
Caroline Schwabe (Crowne Plaza),  
and Moe Jomaa (Suncor)*

## Dispatch Information Reminder

### It is important to be aware of how the Dispatch process works:

- If you decide to leave the position you are in you are strongly advised to give five (5) days notice. The Employer could choose to put a Not For Rehire on you if you do not give at least five (5) days notice.

- If you are laid off, quit or are terminated you will be issued a Termination Slip by the Employer. It is YOUR responsibility to ensure that Termination Slip is received by the Union Hall. The Employer will normally fax your Termination Slip to Hall.

- When you leave a job it is YOUR responsibility to contact the Union Hall to check to be sure your Termination Slip has been received and to inform the Dispatcher that you would like to be put on the Out of Work Board. Failure to do so may affect your chance at winning your next bid.

- You will be placed on the Board that you were dispatched from unless promotion papers have been received for you or you ask to be put on a different Board and have the necessary and verifiable experience in that classification.

- When you are out of work and have made sure your name was on the Out of Work Board you can listen to the Call Out line for all available jobs. The Call Out goes on at 11:30 am and 4:00 pm every day Monday-Friday.

- **CALL OUT LINE PHONE NUMBER (780) 413-7177 or toll free 1-877-413-7177**

- If there is a job you are qualified for on the 11:30 am Call Out you must contact the Union Hall between 11:30 and 2:00 pm Alberta time that day to bid on a job. If there is a job on the 4:00 pm Call Out you must contact the Union Hall the next morning between 8:00 and 10:00 am Alberta time. **MAKE SURE YOU CONTACT SOMEONE DIRECTLY - WE DO NOT ACCEPT BIDS FROM VOICE MAIL.** You will be asked for your name, Social Insurance Number (SIN), a contact phone number and which job you are bidding on. Please remember the Union Hall is closed between 12:00 noon and 1:00 pm and we do not answer the phone at this time.

- The Out of Work Boards are updated regularly. Each person who is on each Board is given a number. That number will change as members with lower numbers take jobs through the bidding process.

- When you call to bid on a job as per the above times your name will be put on the list and the member who bids with the lowest number will be awarded that job. Then all others on that Board with a higher number will move up on the Board. If you do not win that job you stay on the Out of Work Board and do not lose your position on the Board.

- If you bid on a job between 8:00 and 10:00 am and you win the bid you will be contacted by the Dispatcher between 10:00 am and 12:00 noon. If you bid on a job between 11:30am and 2:00 pm you will be contacted by the Dispatcher between 2:00 pm and 4:00 pm. **YOU MUST BE AVAILABLE FOR THE CALL FROM THE DISPATCHER OR WE WILL GO TO THE NEXT PERSON ON THE LIST.** You will not be contacted if you did not win the bid.

- If you bid on and are awarded a job you must take the Drug and Alcohol test immediately. Failure to do so will result in you losing that job and being dropped to the bottom of the Board. Furthermore, should you fail a Drug and Alcohol test for any reason you will be banned from bidding on any jobs for 35 calendar days and dropped to the bottom of the Board.

Please be advised you **MUST** be up to date on your Union dues and Burial Fund. Union dues for non-working members are \$19 a month. You **WILL** be suspended and unable to bid on jobs if you do not pay your non-working dues for two months.

**SICK LEAVE or WCB:** If you are off work on sick leave or WCB you **MUST** contact the Union Hall and advise that you are on sick leave or WCB. The Union Hall can give you the necessary ARM forms and advise you on the process. When you are ready to return to work you **MUST** contact the Union Hall again and supply medical clearance from your doctor or WCB. The Union Hall will explain the process for your return to work. **NOTE: Any deviation from the process as explained may result in your being removed from Site without pay until the situation is resolved. Remember: It is your responsibility to keep the Employer informed of your situation or status either directly or through the Union Hall.**

**LEAVE OF ABSENCE:** If you are on an approved Leave of Absence it may be necessary for you to have a drug and alcohol test prior to returning to work. Please contact the Union Hall and we will inform you if one is necessary.

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## Grievances & Mitigation Cont.

*Continued from Page 6...* Your Job Steward and the Union Hall will guide the members through the process. All the Job Stewards have received training put on by Local 47 and are well acquainted with the process involved.

It is important for members to know that since the imposition of the Trusteeship no Grievances that have been filed have gone to Arbitration. All the Grievances have been settled prior to the Arbitration. This in large part is due to the fact that the Union does not file frivolous Grievances or grievances with no merit. The Employers know that if Local 47 files a Grievance then they are confident that they will win at Arbitration.



*Jose Alas, Roberto Laqui, and Badredine Saadi  
Crown Plaza Chateau Lacombe*



## Cyrian O. Tilghman

It is with great sadness that I report the passing of Cyrian O. Tilghman, Local 25's President Emeritus. Brother Tilghman passed away at the age of 95. He had been a member of the Union for over 65 years having served as Local 25's first president at the time the Local was created in 1975 by the merger of five local unions. Prior to holding that office he had served as president of Service Workers Local 80 and the Joint Board in Washington, DC. Brother Tilghman retired from office in 1979 but came in to Local 25 every day to assist until his 93rd birthday. He had a remarkable institutional memory and was often called upon as the one who "was there when the practice started 50 years ago."

*"I often saw Cyrian at meetings over the 25+ years of my involvement with this Union and we made it a point to sit together and share experiences. I learned a lot from Cyrian – he provided a wealth of information and history. He will be greatly missed not only by the brothers and sisters of his Local but by all who knew him."*  
Ian Robb, Deputy Trustee



Su Ying Lo, Robert Chow, & Julita Abraham  
Crown Plaza Chateau Lacombe

## Local 47 Information

**Local 47 International Trustee**  
**Nick Worhaug**, Canadian Co-Director,  
UNIT HERE Canada  
**Local 47 Deputy Trustee**  
**Ian Robb**, International Representative  
**Local 47 Union Representative**  
**Joanne Moody**  
**Local 47 Dispatcher**  
**Barbara McGrath**  
**Local 47 Bookkeeper**  
**Grace Holkema**  
**Local 47 Recruiter/Reception:**  
**Ron Gerow**

**Local 47 Head Office**  
10643-105th Street  
Edmonton, Alberta, T5H 2X1  
Phone 780-426-7890  
Fax 780-426-5098  
Toll Free 1-888-801-4373

**Local 47 Dispatch**  
Phone 780-413-7177  
Toll Free 1-877-413-7177

**Local 47** represents working people in Alberta's hospitality & culinary industries. Original charter granted November 28, 1944.

UNITE HERE is a member of the Alberta Building & Construction Trades Council. Local 47 is affiliated to the Alberta Federation of Labour, Canadian Labour Congress. Local 47's official member newsletter, Union News, is designed and created by union labour.

If you wish to contribute to the newsletter please submit your ideas to the Local 47 head office.

# In Memoriam

Local 47 members said farewell to the following members in the last year:

**Bilal Abouzeenni, Rasheed Assaf, Sharon Carlson, Marcel Belanger, Kelly Pearce, and Steve Sedak**

In addition, the following members lost their spouses:

**Elizabeth Corbett, Robin O'Brien and Brett Hinch**

*There were claims that were denied as the member was not paid up.*

## Burial Fund 2009

The Local 47 Camp Burial Fund paid out on nine (9) claims in 2008. In addition there were a few claims that were rejected because the member was not up to date with the burial contribution.

The Camp Burial Fund contribution of sixty (\$60) dollars for 2009 is due on April 1, 2009.

This Fund was created by the camp members for the members and their families. Please ensure the sixty (\$60) dollars are forwarded to the

Union Hall by April 1st in order to ensure the continuation of the Burial Fund. None of us want to think of the possibility of needing to access these funds but it is a comfort to know it is there.

If a member passes away the beneficiary will receive \$7,500. If a spouse of a camp member passes away the member will receive \$2,500 and if a child of a member passes away the member will receive \$1,000.



## PLEASE REMEMBER

It is your responsibility to inform the Union Hall of any changes in address and/or phone numbers. Dues and burial benefit fees are the responsibility of the member to keep paid up. If Union dues are not kept current, a member will be suspended. If burial fees are not current, the member may lose out on a valuable benefit. If unpaid for more than a year may risk permanent removal from the Burial Benefit Fund.