

Local 47 Union NEWS

REPRESENTING CAMP CULINARY & HOSPITALITY WORKERS IN THE PROVINCE OF ALBERTA



Interim Vice President Albert Amire, Interim Local Union Trustees: Terry Charlton, Pat Thomson, International Union Auditor Chester Modzelewski, Deputy Trustee Ian Robb, Interim Local Union Trustee Ron Gerow at Trustee Training

General Membership Meeting

The general membership meeting was held August 14, 2010 at the Holiday Inn Express hotel in Edmonton. The meeting was called to order at 10:30 am sharp by Trustee Nick Worhaug.

The members present heard a report from the interim President/Administrator Ian Robb. Ian spoke about the collective bargaining underway (CNRL, Creeburn, Calgary 5, Crowne Plaza Chateau Lacombe). In addition, he explained that the big camp Collective Agreements are due to be re-negotiated in 2012. Brother Robb also spoke about the outstanding grievances and arbitrations underway currently.

Interim Vice President Albert Amire spoke briefly regarding the Trustee training he attended and that he is proud of where Local 47 has come since the imposition of the Trusteeship.

Joanne Moody as the interim Secretary-Treasurer also gave a report. Sister Moody reported on the dispatch that from the imposition of the Trusteeship there were approximately 780 members and at the peak there were approximately 2700 members. In addition, Sister Moody reported briefly on the Benevolent Society and the production of this newsletter. This newsletter will have extra copies printed and they will be sent to Northern Union Representative John Dominique in Fort McMurray to distribute to the Job Stewards on the Sites for the members. Each member will also receive

a copy at their home address on file with the Union Hall. Also, for the first time, the Newsletter will be posted on the web page as soon as it is approved for printing so members will be able to see it immediately.

The financial report was given by interim Secretary-Treasurer Joanne Moody. Some of the key points of the financial report include:

At the imposition of the Trusteeship the Union had a net worth of \$1,883,068.91

At the end of June 2010 the Union had a net worth of \$5,491,898.68

For a net gain of \$3,608,829.77

Since the imposition of the Trusteeship there has been an external audit done each year, there has been a staff policy manual established, financial reports have been submitted to the International Union monthly, and the Union's financial practices have improved greatly.

For the month of June 2010

Revenue in \$227,589.70

Expenditures out \$133,068.08

Net gain of \$94,521.62

Finally, there was a motion passed to make a donation of \$2,000 USD to Local 2850 in California where the members there have been locked out of their work place for several months. The meeting was adjourned at 11:30 a.m.

Trustee Training

International Union Auditor Chester Modzelewski came to Edmonton to provide a training to interim local union Trustees Pat Thomson, Terry Charlton, Ron Gerow. Also in attendance were interim President/Administrator Ian Robb, Vice President Albert Amire and Secretary-Treasurer Joanne Moody, Trustee Nick Worhaug and Accounting Tech Grace Holkema.

The day long training reviewed the financial practices of the International Union which as **Brother Modzelewski said, "You don't really need me here, you have done an excellent job of conforming with the financial practices."** This was a great source of pride to everyone in the room. It was evident that Local 47 has put tremendous effort into establishing solid record keeping and acceptable financial practices. It has come a very long way since the imposition of the Trusteeship.

In addition to the financial practices training Brother Modzelewski also spent time with the Trustees showing them how to review the books of Local 47. He ran through the records for June 2010 and instructed the Trustees on what to look for and how to check for accuracy.

Thank you very much Chester for coming all the way to Edmonton to provide us with the training. It was informative and gratifying to know Local 47 is doing such a great job.



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GENERAL MEMBERSHIP MEETING

Saturday, October 9, 2010

Crowne Plaza Chateau Lacombe Hotel

Lacombe Room

Call to order: 10:30 am

All members are invited and encouraged to attend!



Trustee Report | Nick Worhaug

I am pleased to announce that Local 47 has just had its first general membership meeting since the imposition of the Trusteeship.

Local 47 has come a long way in the last five years. As you know, the membership has grown from approximately 780 to a peak of 2,700 and is currently 2300 members. This makes Local 47 one of the top growth Locals in our International Union. Something every member should be proud of. In 2005 there were only a very small number of places that had Collective Agreements with Local 47 in the Camp Sector. Basically, there was Syncrude, Lakeside and Suncor. Ian Robb has worked very hard building relationships with contractors and clients and because of that Local 47 was able to secure the Collective Agreements at CNRL, Albion, Creeburn Lake and Barge Landing. Through aggressive organizing efforts we welcomed the new sites of Firebag and BlackSands. You have to admit, that is a very impressive amount of growth in 5 years.

Along with such large growth comes the need to grow the administrative ability and servicing ability. I am very proud of the Staff of Local 47. They took a small office with little to no record keeping, basic accounting practices and virtually no membership communication and built it into one of UNITE HERE's best organized office. Very recently we had an International Union Auditor in Edmonton to train the interim President/Administrator (Ian Robb), interim Vice President (Albert Amire), interim Secretary-Treasurer (Joanne Moody), Accounting Tech (Grace Holkema) and the three interim Trustees (Ron Gerow, Terry Charlton and Pat Thomson). Ian Robb, Joanne Moody and Grace Holkema had attended the financial training offered by the International Union. Since then the staff and Grace have been working hard to bring us in line with the approved financial practices. This training was invaluable, and while Local 47 has come a huge distance from where it was in 2005 prior to the imposition of the Trusteeship. I am counting on the appointed Officers and Trustees to make every effort to make those improvements.

In addition, the Dispatch system has been greatly improved and the record keeping is impeccable. There are no longer allegations of inconsistencies in the Dispatch system. Each and every job is documented including who bid on the jobs, each call out script is documented and filed and communication with the Employers has greatly improved.

The hiring of a Union Representative (Leandra Lannon) for the Hospitality Sector has seen a increase in the participation of the members in the hotels and the University of Calgary. The teams in those properties are getting stronger.

The Grievances filed by Local 47 are all based on sound information provided by the members involved, the Stewards on Sites and thorough investigations by Joanne Moody and Ian Robb.

This has resulted in an incredible string of successful settlements. Again, the kind of investigations and documentation done by the staff and the Stewards has never been seen in this Local before. Employers know, if Ian Robb files a Grievance the Union has their ducks in a row and strongly believe in the issue being grieved and that they will be successful at Arbitration. It is important to note that not every statement results in a Grievance being filed but when the Union makes its decision to not pursue a Grievance the member is contacted by phone or letter and explained the reason why the Union would not be proceeding.

In addition, the newsletters such as this that are produced and mailed to every member as well as the web page have contributed to information getting to members. As has the Steering Committee I established. Through the members of the Steering Committee information is passed back to the members on Site on a regular basis. The members of the Steering Committee have



I have not picked a date for the nomination meeting. When that decision has been made the members will be informed in accordance with the Bylaws.

done a great job. They made it very difficult when appointing the interim Officers, Executive Board Members and Trustees because there are so many qualified people and not enough spots. It was a tough decision but I wanted to ensure there was gender and diversity representation reflecting the membership.

As you know, John Dominique has just been hired as the Northern Union Representative to assist with the Camp Sector. John has been an active Walking Job Steward at CNRL and an active member of the Steering Committee. He has volunteered for many things and has proven his abilities. Having John in place will also be of assistance to the Site Stewards having someone on the ground close at hand. John will be working very closely with the Site Stewards, Joanne

and Ian and I am confident he will take on his new responsibilities with enthusiasm and dedication. A Union Representative is a tough job and is a very unique position that faces many different issues. Ian and Joanne will continue to work very closely with John as he learns his new duties.

All members will have received my letter earlier in June in which I announce my appointments of interim Officers, Executive Board members and Trustees. I believe strongly that it is imperative that Local 47 start to move towards coming out of Trusteeship. That is why I have made this move forward with the hopes of having key activists trained in how this Local should be run as well as provide the members with the ability to attend regular membership meetings. Many of these appointees come from existing Steering Committee members. These Brothers and Sisters have been invaluable to myself, Ian and Joanne. Their dedication, advice and knowledge have helped guide us to where we are today. It is my intent and will be my recommendation that even after the election that the Steering Committee continue to function. Having rank and file members involved in the running of the Union can only make the organization stronger.

As the Trustee, I will still have authority over the operation of Local 47 until such time as an election is called. At this time, I have not picked a date for the nomination meeting. When that decision has been made the members will be informed in accordance with the Bylaws.

At the recent General Membership meeting there were many new Brothers and Sisters in attendance. The business of the Union was conducted including reports from the interim Officers. For those members who have joined this great Union since you would not be aware that previous to the imposition of the Trusteeship the membership meetings lasted for several hours and were forums for individuals to air their individual issues. That is not the purpose of a membership meeting. The purpose of a membership meeting is for the Officers to report on the business of the Union, for financial information to be given to the members and for decisions to be made for future actions of the Local. If you were not able to attend this membership meeting I strongly encourage you to make a real effort to attend the next one. You are the future of this Union, it is important you get involved and participate. By working together and by more members learning and participating it WILL make Local 47 continue to gain strength of membership. There is a lot of truth in some of the old adages – You are the U in Union and the Union is only as strong as its weakest member. Stand up, get involved, it will make you stronger and more knowledgeable and in turn Local 47 will get stronger and bigger. I look forward to seeing more of you at the next Union Membership meeting.



Deputy Trustee Report | Ian Robb

Ian visits the town of Robb, off Highway 47 in Western Alberta

So far 2010 had been an interesting year and 2011 and 2012 promise to be action packed as well. In 2011 Local 47 will likely see an election where you the members will choose who you want to lead this Union for the next five years. That will prove to be very interesting I am sure. I encourage everyone who accepts nomination to clearly state what their vision of the future is. This shouldn't be a mudslinging contest. It should be Brothers and Sisters putting forward their plans for the future, their experience they will rely on to get the job done and the extent of their dedication to this Union.

In addition, 2011 will likely see the growth of the Camp Sector. CNRL (Calumet and McKay) is expected to grow again to employee several hundred Local 47 members. Suncor Firebag continues to grow and it is expected that all Sites will be very busy. This has already started, even with several hundred members out of work and on the Board we have had to recruit new people to go to work and join our Union. The following Collective Agreements will need to be re-negotiated in 2011: Barge Landing Lodge, University of Calgary, Ramada Hotel, Lakeside Lodge and 41B Cafeteria at Syncrude.

We have many Arbitrations coming up in the next several months, the majority of which are with ESS. In addition, there have been several grievances filed in the last few months. This includes – Safety shoes at Albion, Firebag and Suncor, statutory holiday pay at Firebag as well as several individual and group grievances. I am very proud of the team of Stewards we have. Members write statements, the Stewards investigate the issue and provide a written statement of their investigation to the Hall and the Hall determines if we would be successful at Arbitration. The decision of the Union is then communicated to the member who raised the issue. As many of you who work or have worked at an ESS Site know, there has been considerable changeover in terms of Management at their

Sites. When Managers change, the relationship between the Union and the Employer is interrupted. Historically, in general, these transitions have been made fairly seamlessly with little interruption to the Brothers and Sisters working. However, there have been many issues arise in the last several months that may require your Union to call on you to stand together for what is right. Your Job Stewards will keep you informed and up to date as things develop.

The potential in the Hospitality Sector is enormous in Alberta. Currently, the members at the Chateau Lacombe and the Calgary 5 are in the midst of Collective Bargaining. The Chateau Lacombe was just recently sold in the middle of the bargaining. Not an easy time for anyone. All the members at the Chateau Lacombe and the Calgary 5 should remember they have the support of ALL the Local 47 Brothers and Sisters!

I encourage everyone who accepts nomination to clearly state what their vision of the future is.

The 2012 year is also going to be a very important time for Local 47 and all our members. It may not be as exciting as 2011 promises to be but 2012 is going to mean a great deal to every members future. In 2012 the Collective Agreements for Albion Sands Village, Albion Sands Cafeteria, Suncor Base Plant (Millenim/Borealis), Suncor Firebag, Syncrude Mildred Lake Village and Wood Buffalo Housing Rotary House need to be renegotiated. There is also a good chance that one if not both of the major hotels (Chateau Lacombe and Calgary 5) may be in bargaining also in 2012. All Collective Agreement bargaining is the top priority and very important. The bargaining of the oldest and biggest Sites where Local 47 members work is VERY important as it sets the ground work for

future agreements. Through the strength of the members and the dedication of the Bargaining Committee members Local 47 secured solid Collective Agreements that you work under today. These included fair wage increases and improvements to language throughout the agreements.

In addition to all the bargaining and the election over the next two years there are grievances to be processed, dispatching to be done, new Sites to be organized etc. Local 47 has incredible potential. It has grown and become stronger over the last 5 years and the next five years hold the promise to be as challenging and as rewarding with the right leadership.



Ian Robb, Tim Brower, Past Business Manager IBEW 424 and Wade Ashton, past Assistant Business Manager IBEW 424

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Health & Pension



Executive Board and Steering Committee members in session

Interim Executive Board and Steering Committee

As per Nick Worhaug's letter sent to each member recently, in anticipation of bringing Local 47 out of Trusteeship he has appointed interim officers, Executive Board members and Trustees. There are many competent people in Local 47, in particular within the Steering Committee members. They were not easy decisions but the Trustee made the appointments based on a variety of reasons including such things as diversity and gender.

The interim Officers of Local 47 are:

- President/Administrator - Ian Robb
- Secretary-Treasurer - Joanne Moody
- Vice President - Albert Amire

Camp

- Executive Board Member - Marrouf Abou-Morad
- Executive Board Member - Sam Asfour

- Executive Board Member - Bill Franklin
- Executive Board Member - Moe Jomaa
- Executive Board Member - Yassine Kobrosli
- Executive Board Member - Jeanette Tyrkalo
- Executive Board Member - Tammie Weston
- Executive Board Member - Vacant

Calgary

- Executive Board Member - Ritchie Nagypal

Edmonton

- Executive Board Member - Caroline Schwabe

Trustee - Terry Charlton

Trustee - Ron Gerow

Trustee - Pat Thomson

In addition all of the above members will also continue to sit on the Steering Committee as well as the following members:

- | | |
|----------------|-----------------|
| Monaf Assaf | Leandra Lannon |
| Yen Chen | Barbara McGrath |
| Bruce Barrick | Cyril Peckham |
| John Dominique | Albert Rahall |
| Larry Dawson | Ghazi Rawdah |
| Marlene Hatch | Nabiel Sanduga |
| Grace Holkema | Ron Smith |
| Esther Huston | Mike Pillon |

The Trustees of the UNITE HERE Local 47 Health Care Plan were pleased to inform the retired members and those who will be retiring that a new benefit has been added for retirees. Each retiree who is also a member of the UNITE HERE Local 47 Pension Plan and has had 10 years of contributions to the Health and Welfare Plan will receive a one time allotment of \$5,000 worth of coverage under the Health Care Plan. This means that once you retire and your medical benefits have expired you will be able to use up to \$5,000 worth of benefits. This can be used on things like prescriptions, orthotics, basically anything you need that is covered under the Health Care Plan.

The Trustees of the UNITE HERE Local 47 Pension Plan are always making efforts to continue to improve and protect the Pension Plan benefits for all contributing Local 47 members. Member's age 52 that have put in 30 years of pensionable service will be able to retire with full pension benefits. In addition, in order to provide a lifetime pension to members and their spouses members age 52 and older will no longer have the option to cash out their pension, they must commence a monthly pension. The Trustees firmly believe that the members of Local 47 are better served by the economies of scale and risk sharing. This means that members receive the benefit of professional investment managers and consultants at a much lower cost, on a per member basis compared to investing monies on an individual basis. In addition, as all members are aware the Trustees have consistently increased the retiree's pension. Those who withdraw their pension do not receive that benefit nor would they in the future should the Trustees deem it possible to give additional increases in the future.

Cancer Fundraising



Ian Robb presents cheque for \$3,000 to Ray MacNeil, IBEW Ride Organizer

Deputy Trustee Ian Robb participated in the ride for prostate cancer as well as the IBEW's ride for cancer. Ian has taken an active roll in participating in the IBEW Ride for Cancer every year in Edmonton. This year, Ian presented a cheque in the amount of \$3,000 to this worthy cause. \$1,000 of it was donated directly from Local 47 and the other \$2,000 was donated by a long standing Local 47 member who wishes to remain anonymous. The monies raised in this ride go to the Cross Cancer institute to assist families of those receiving cancer treatment.

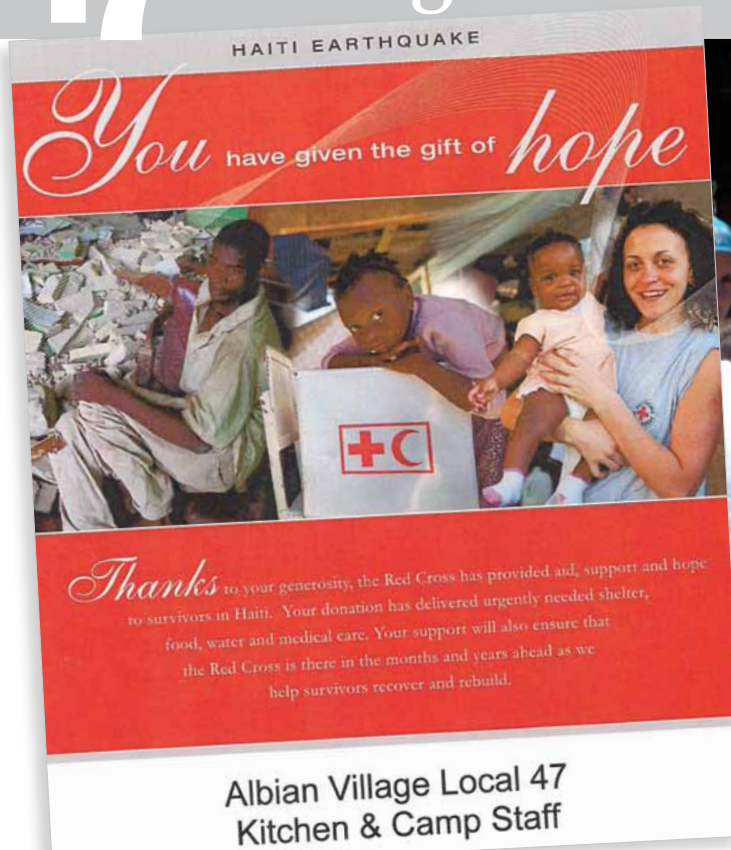
Medical & WCB Leave

All the Camp Sector Collective Agreements say that members are to inform the Union when on medical or WCB leave. Members are not to return to work without going through the Union Hall and obtaining a recall dispatch slip. If a member is on medical or WCB leave, they member must keep the Employer informed of how long they will be off work. When a member is medically cleared to return to work they are to provide a note to the Hall from their Doctor indicating they are fit to return to full duties, or if on WCB and if required modified duties. When sending the Doctor's note to the Union Hall please make sure you put your name clearly on the note as well as the Site you are returning to, your classification

and your contact phone number. Upon receipt of the Doctors note the Union will forward it to your Employer requesting a return to work date. The Employer has 7 days to put a member back on the schedule. The Employer will advise the Union if the member requires drug and alcohol testing prior to their return. When the Employer provides a return to work date the Union Hall will advise the member directly.

In addition, members who are off on approved Leave of Absence that is longer than the Site specific requirement for Drug and Alcohol testing are to contact the Union Hall who will facilitate the Drug and Alcohol testing and returning the members to their work site in a timely fashion.

47 Giving Back to the Community!



Ian Robb and a new friend at the most wonderful place on earth.

Dreams Take Flight

Many of you will remember that Local 47 has given monies to the Dreams Take Flight charity that organizes 1 day trips to Disney Land for sick, terminal, and disadvantaged children across Alberta. There is an incredible group of people who donate their time, effort and energy to this very worthwhile cause. There are

Air Canada pilots and flight crews that work together to put together this whirlwind once of a lifetime opportunity for these kids. Local 47 has given money to this charity in the past. This year, Deputy Trustee Ian Robb was so moved by this incredible group of people that when he was invited to volunteer his time he was proud to participate and to go with the children as a chaperone this past May. Ian's day began at 3:00 am when he met his team members and children he would spend the day with. The whole group of more than 175 people got onto the Air Canada plane and when they landed they were greeted by the ground crew at Los Angeles Airport with songs and cheers, performances and water cannons. The group spent a glorious day at the most magical place on earth. Ian's group was called "Thumper" and consisted of 6 children and 4 adults. The plane ride home was full of exhausted children and adults with huge smiles on their faces. They arrived back in Edmonton after midnight the same day and Ian said farewell to his new group of friends.



Job Steward Terry Charlton and UNITE HERE Local 47 members Monique Bernier and Maureen Roberts raising money for Haiti at Suncor Base Plant

Building Trades Council

Local 47 is proud to be an active member of the Alberta Building Trades Council. The Building Trades Council does a great amount of charity work throughout Alberta. This includes such worthwhile projects as the Courage Centre at the Glenrose Hospital, DriftCan 2010, Canadian Diabetes Association, STARS Air Rescue, AB Cancer Foundation and many many more. As of June 1, 2010 over \$435,000 has been donated or committed to donate

Haiti Fundraising

UNITE HERE Local 47 is proud to have been part of many fundraising events that benefit people both close to home and as far away as Haiti.

Local 47 members on all Sites were touched and greatly concerned over the disaster in Haiti and many were moved to action. Of particular note are our Brothers and Sisters at the Albian and Suncor Sites. At both these locations the members of Local 47 took it upon themselves to organize fundraising efforts and raised thousands of dollars to donate to the victims of the devastating earthquake in Haiti on January 12th.

United Way

Local 47 also supports the efforts of the local United Way and make a donation every year to this worthwhile charity.



Ian Robb, Goofy and his friends in Thumper group.

Job Stewart Report | Terry Charlton, Suncor Site

I believe everyone is driven from inside or maybe from outside influence, to something in this life that seems to fit. My driving force has always been the union movement. I cannot even remember the amount of fights I got into when I was young regarding the rights of workers.

To be an effective Job Stewart there are skills you should have or should learn such as:

1. Commitment (The Job Stewart needs to be committed to the principals of the Union)
2. Honesty and integrity (The Job Stewart represents the whole Union in the public eye)
3. Work ethics (The Job Stewart sets the example for all members)
4. Education (The Job Stewart educates and provides orientation to new members)
5. Communication (The Job Stewart is responsible to communicate all information daily to and from the Hall as well as prepare written reports for Grievance investigations)
6. Leadership Skills (The Job Stewart needs to be respected and be able to lead the members in their unit)
7. Strong shoulders (Being the Job Stewart is not a popularity contest. Often there are faced with difficult situations both within the membership and from the Employer)
8. People skills (The Job Stewart needs to be able to speak to anyone, members and management and must represent the issues)
9. Conflict resolution skills (Often a Job Stewart has to speak with members or management that are very upset or angry – they need to keep the

situation calm)

10. Investigation skills (Keep notes of everything daily, interview all parties during any investigation of potential Grievance and provide electronic notes to the hall in a timely fashion)

11. Listening skills (This is one of the most im-

My driving force has always been the union movement.



Deputy Trustee Ian Robb and Job Stewart Terry Charlton

portant skills a Stewart needs to have)

12. Computer skills (Sending electronic documents, performing research, and e-mailing are necessary fundamental skills)

13. Involvement (In your community, in your work place, and in your union)

That is just a taste of what skills are required to be an effective Job Stewart. Most members don't know what gets done in a Job Stewart's day. Many of us get over 100 calls per day and

some times don't have time for meals. I am very proud of all the Job Stewards at the Suncor Site.

I grew up in Vancouver in a very Union home. Both my parents and my brother were very much involved in the union movement. I started in camps when I was 15 in the late 60's and became a proud member of Local 835 (now UNITE HERE Local 40). I organized a very large Courier company in the late 70's. I then went for a 12 month Chef Training course to VVI College in Vancouver, then up to Revelstoke Dam for Local 40 as a salad/sandwich man for 2 years. Following that, I cooked in hotels, cruise ships and then in the Arctic with the SIU (Union) for four seasons. I took many Union courses at Simon Fraser University. I volunteered on countless picket lines and organized catering soup and sandwiches donated from food suppliers and CVC (which is now owned by Compass) for the BC Building Trades picket lines.

I returned to working in the camps as worked as a First Cook for several years as well as served as the Shop Steward. I took more Union training and moved to a Job Stewart over the next 4 or 5 years.

I was called to Northern Alberta in 1999 and became the Stewart at Borealis since 2000. We now have a great team and a greater vision, a wonderful future with the best labour leaders in North America to building the fastest growing Local in North America. In all my years in the Labour movement I can honestly say working with Ian Robb and Joanne Moody has been very rewarding and sometimes challenging but they have brought a small Local of less than 800 members to the organizing/growing Local it is today at approximately 2300 members.

Walking Job Stewart | Tammie Weston

Who knew how quickly and drastically my life would change? When I came to work at BlackSand in July 2009 I knew the work would be hard and the days long but it wasn't until I was here for a month or so that the reality really hit home. It was around that same time that I heard there was a small group of individuals here working with UNITE HERE Local 47 to certify our Site Union. I immediately jumped on board. We

Each day we gained momentum and the members stood together and stayed strong.

had many nervous moments and covert operations all the while trying to keep things quiet but get the word out that there was a better way. Each day we gained momentum and the members stood together and stayed strong. Ian Robb



(l to r) BlackSand Camp Attendant Cherie Weeks, Northern Union Representative John Dominique, Walking Job Stewart Tammie Weston and Deputy Trustee Ian Robb

and Joanne Moody had never met any of us but they certainly got to know us over the numerous and I mean numerous phone calls. They were very patient and incredibly supportive in answering the many questions we threw at them. Finally, on October 20th, we had our vote and we were certified!

I was then asked to be part of our negotiation

committee and so the process began. I found being a part of things from the beginning really gave me an opportunity to learn what being a part of UNITE HERE Local 47 was all about. After every meeting, the membership at BlackSand, many of whom had never been a part of a Union, had many question and a new found hope that the working conditions would improve. We were able to reach a fair and equitable first agreement and on March 30th the membership voted and accepted our first Collective Agreement.

The months since the ratification vote have been a huge learning curve for everyone, members, management and me. Our membership gains confidence every day, and working with the new members as well as the existing members who have come up through the Hall has been a very rewarding experience. I would like to pass on a huge thank you to Ian Robb, Joanne Moody and John Dominique for being such great mentors, and for standing strong behind all of us here at BlackSands.

Hospitality Sector | Leandra Lannon

In December 2009 we were fortunate enough to have our newest Shop Stewards come to Edmonton for Steward training. Among those present were Ahn DayChief (Calgary 5), Ritchie Nagypal (University of Calgary), Janet Parson (Wood Buffalo Housing), Tammie Weston (BlackSands), Gustavo Diezcanseco, Brenden Murphy and Caroline Schwabe (Crowne Plaza). I am truly impressed by these people who are willing to come forth, take action and act with pride in their Union. All of you, including Yen, Desmond, Colin and Rosemary in the Hospitality Sector have been incredibly gracious and helpful to me and the members and for that we thank you.

Over the course of the past few months I have

attended several meetings in Fort McMurray and Calgary as well as plan for upcoming bargaining. At the time of writing this newsletter we are currently in bargaining at the Crowne Plaza Chateau Lacombe as well as the Calgary 5. The members have put forward some good proposals and the members at the Crowne Plaza have stood strong and united. The Bargaining Committee has all the Shop Stewards as well as Ian Robb, Joanne Moody and myself. These dedicated Stewards have worked hard to represent their departmental members

"What can labour do for itself? The answer is not difficult. Labour can organize, it can unify; it can consolidate its forces. This done, it can demand and command."

- Eugene V. Debs.

Shop Steward | Ritchie Nagypal



Hi everyone my name is Ritchie Nagypal. I would like to start by saying thank you for giving me this opportunity to be your Job Steward my first job was here at the University of Calgary Dining Centre 20 years ago. I did take a break from the food service industry for a few years but I am happy to be back here at the U of C Dining Center.

Most of my family members have been Job Stewards so I am very excited to have my chance to follow in their foot steps.

When I started working here at the D.C I noticed the staff needed someone to go to for help and information so I was happy to help. Since I have been the job steward I have already had many issues to deal with and I am happy to say I have solved most issues in favor of the employee. I have found the job to be interesting and very challenging and I am excited to see what comes next.



Children's Christmas Party



The Local 47 Children's Christmas party will be held on December 11, 2010 at the Holiday Inn Express Downtown in Edmonton. The party will start at 11:30 am and will have food, games and hopefully a visit from Santa again this year. For those members with children 12 or under and wish to register please speak to your Job Steward or call the Hall to register. Your child/children must be in attendance to receive their gift and must be pre-registered.

Northern Union Representative | John Dominique

UNITE HERE Local 47 is pleased that Brother John Dominique has recently joined the staff of Local 47 as the Northern Union Representative. John has been the Walking Job Steward at CNRL for the past 4 Years. Brother Dominique came to Local 47 from Local 272 in Ottawa where he was the Head Job Steward and Union activist for 10 years.

John has helped Local 47 in organizing drives, assisted in Collective Bargaining and has dedicated himself to helping members at the CNRL site resolve issues and Grievances.

Many of you already know John either from working with him at CNRL or from meeting him through various Union activities. John will be working with and supporting the Stewards on all the Sites in the Fort McMurray area. He will also be working closely with Ian Robb and Joanne Moody and the rest of the staff at the Union Hall. With the addition of the recently organized Firebag and BlackSand sites it is necessary to have a full time Union Representative.



Northern Union Representative John Dominique

John has helped Local 47 in organizing drives, assisted in Collective Bargaining and has dedicated himself to helping members at the CNRL site resolve issues and Grievances.

The addition of Brother Dominique is a very welcome one and we look forward to working with him and we know he is anxious to work with all the members in the Fort McMurray area. The on site Stewards will remain the primary contact for the members and John will be an additional resource for the Stewards and the members.

As many of you are aware, the day to day business of running the Union, negotiating new Collective Agreements, organizing new sites and processing Grievances has continued to grow as Local 47 has continued to grow. Having a Northern Representative in place will also greatly assist in communication between the Union Hall and the membership. Together, Ian, Joanne, John and the rest of the team of staff and Stewards will continue to provide first class representation to the membership and will also continue to build relationships with clients and contractors to work towards securing more work for Local 47 members in the future.

Please join us in welcoming Brother Dominique to the team!

Benevolent Society

Since the election of the new Officers and Board members of the Benevolent Society we have filed all required documents with the government and have completed the Societies tax returns.

There was a substantial bill that consisted of late payment penalties that I am currently attempting to have forgiven. These penalties were incurred because the previous Officers failed to file the required reports. I don't know if we will be successful but we are trying.

There was a Board meeting in June to conduct the business of reimbursing Local 47 for all the expenses incurred over the last 5+ years while the Society was in legal limbo.

In addition, the Board will look to establish a committee to review the structure and Bylaws of the Society as they desperately need to be re-done to reflect the purpose of the Benevolent Society. We are committed to having the Benevolent Society benefit the membership. Once the Committee presents their recommendations to the Board there will be a meeting of the H.E.R.E. Local 47 Benevolent Society called for all members to attend to vote on the recommendations. This process will take some time, *Rome wasn't built in a day* and the elected members of the Society want to do the job right so stay tuned to future newsletters for updates.

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

EDITOR'S NOTE:

Please be advised that it is the intention of Local 47 to prepare regular newsletters for distribution to the whole membership. Any member who wishes to contribute an Article to the Newsletter are invited and welcome to submit articles for publication. Please submit your ideas for consideration to joanne@local47.net

Burial Fund

As all Local 47 camp sector members know the burials of \$60 are due every April 1. Please be advised that failure to remit the burial monies a member and their family will not be covered in the event of a loss of a loved one. In addition, anyone who does not remit the monies for a period of two (2) years will be removed from the program permanently.

The burial fund is a long standing benefit the members of Local 47 have contributed to in order to provide some prompt monies to assist

the families with the cost of burial. If a member passes away their beneficiary will receive \$7,500, if a spouse of a member passes away the member will receive \$2,500 and if a child of a member passes away the member will receive \$1,000.

The expanded burial fund has provided benefits to many members and families of members in 2009. Please take a moment to remember the following members and member's families.

In Memoriam 47

2009

Member **Kelly Pearce**, survived by member and spouse **Bonnie Ambrose**

Spouse **Michael Best**, survived by member **Regina Best**

Spouse **Edward Kieley**, survived by member **Marguerite Kieley**

Member **Albert Daigneault**, survived by daughter **Jo-Anne Daigneault**

Spouse **William Johnson**, survived by member **Mary Johnson**

Baby **Hayden Grace Osbourne**, survived by member **Shannah Osbourn**

Member **Marjorie Spurrell**, survived by son **Michael Spurrell**

2010

Member **Marwan Kadi**, survived by spouse **Claudette Kadi**

Member **Evelyn Calder** survived by spouse **Dave Calder**

Member **Helen Morgan** survived by **Cynthia Bursey**

Spouse **Edmund Tucker** survived by member **Norma Tucker**

Member **Samir Bouyaya** survived by **Tieh Ling Mu**

REMINDER: It is the responsibility of the member to ensure their mailing address, phone numbers and contact information are current with the Union Hall. This is particularly important for the future election of Officers and Executive Board members.

Local 47 Information

Local 47 International Trustee:

Nick Worhaug, *Canadian Director*

Local 47 Deputy Trustee:

Ian Robb, *International Representative*

Local 47 Union Representative:

Joanne Moody

Local 47 Dispatcher:

Barbara McGrath

Local 47 Northern Union Representative:

John Dominique

Local 47 Union Representative:

Leandra Lannon

Local 47 Accounting Tech:

Grace Holkema

Local 47 Recruiter/Reception:

Ron Gerow

Local 47 Head Office

10643-105th Street

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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.