



The 605 Connection

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Volume II Issue V

CEP LOCAL 605 EXECUTIVE

President - Kevin McLeod
Vice President - Blaine Stevens
2nd Vice Pres. - Barry Anderson
Sec/Treasurer - Bruce Cole
Chief Shop Steward - Paul Richard
Member At Large VACANT

SHOP STEWARDS

Chief Shop Steward - Paul Richard
Highway Open Disp.- Darryl Hicks
Saskatoon Highway - Wayne Kinzel
Saskatoon (City) - Blaine Stevens
Saskatoon (Dock) - Doug Hingston
Saskatoon (Truck and Trailer Shop) - Jim Lang
Regina - Arnie Chapman
Steve Smith
Prince Albert - Wayne Kinzel
North Battleford - Gerald Gratton
Lloydminster - Kevin McLeod
Winnipeg - Blaine Somers
Calgary - John Hagel
Edmonton - David Ritson Bennet
Kelowna - Boyd Goettling
Vancouver - Lyndon Hastick
- Alan Boucher

National Reps. Assigned To Our Local

Gord Hunter (Regina)- Coordinator
Calgary - Mike Woods
Edmonton - Jukka Sokkanen
Vancouver - Joy Langdon
Winnipeg - Paul Mckie



WAGE ADJUSTMENTS

At our Executive Convention in November, I was approached by a couple of stewards who had concerns about tactics being used on some of our members concerning their wages. Apparently, they are being told they cannot be paid more because the Union will not allow it. This is **TOTALLY FALSE**.

If a wage adjustment is necessary in a certain classification or division, this adjustment can be made - providing that both the Union and the company agree to the change.

If this tactic is really being used, then we suggest the members approach their shop steward and report it. We will, in turn, take the concern to Human Resources and ask why this process is being used.

Paul Richard
Chief Shop Steward

TOLL FREE NUMBER

Local 605 now has a toll free number 1-888-CEP-L605 or 1-888-237-5605, available in both Canada and the U.S. If you are calling from Saskatoon, call 955-3691. Leave a detailed message, including when and where you are, and a number to reach you.

DONATIONS

Members at the Saskatoon Terminal have pulled together in the last several months to assist some of our members financially.

Collections were made at the Christmas Party (50/50 draw) as well as around the shops, the dock, and the lunchroom.

Portions of the money collected were distributed to Irwin Rempel (Branch Driver), whose wife has been diagnosed with cancer. Brian Bettis (City Driver), whose wife needs a liver transplant. Sheldon McDonald (Dock Worker), whose wife has also been diagnosed with cancer, and Greg Hugie (Mechanic), whose daughter had an operation.

Thanks to everyone that donated. I'm sure that the donations were well appreciated and went a long way in helping these members with the extra expenses.

Paul Richard

Spring Tour

Members of the Local 605 Executive Board will be traveling to your terminal this spring for meetings. Watch your bulletin board for dates & times and let your voice be heard.



Free Rider's Club



If you know people who are always bad-mouthing unions and blaming the woes of the world on organized labor, then you might want to give this card to those people, tell them to sign it, and see just how strong their convictions really are.

I am opposed to all unions, therefore I am opposed to all benefits unions have won through the years: paid vacations, paid holidays, sick leave, seniority rights, wage increases, pension and insurance plans, safety laws, workers compensation laws, Canada Pension, time and a half for overtime hours, unemployment benefits and job security. I refuse to accept any benefits that were won by the unions and hereby authorize my employer to withhold the amount of all union won benefits from my paycheque and donate it to charity.

Sign here: _____

GRIEVANCE REPORT

Status Of Grievances From Oct. Issue

03-028 (Regina) - A member was dismissed while on disability. The Union was waiting for information from the grievor before proceeding further with this grievance. Information sent to the Union recently indicates that the grievor is unable to return to work due to complications with a previous surgery which will have to be repeated. Both the Union and the company have put this grievance “on hold” till the grievor indicates that he is able to return to work.

01-089 (Saskatoon) - The company was refusing to pay drivers for Overlength and PDIC courses. An arbitration was set for Dec. 13 and 14/04. At a Union-management meeting, on Dec 9, the company had this grievance on the agenda. Both the company and the Union compromised in order to resolve this before arbitration.

A letter of understanding was agreed to, which states: These courses for highway drivers will be paid at \$10.00/hour for the duration of the collective agreement. All drivers who attended these training courses, since the signing of the collective agreement, shall be paid for the time spent in these courses.

Any members who have not been paid should talk to their supervisor so that proper adjustments can be made.

01-094 (Saskatoon) - The company is refusing to pay highway drivers for pick ups and deliveries, when it is being done at a branch or agent. The company has been paying to pick up and deliver at branches and agents under the guidelines of Article 23:04 of the collective agreement, since 1991.

The company states that this article pertains to physically handling the freight. They also state that when this article was bargained, it pertained only to Medicine Hat (agent) and Kindersley (branch).

An arbitration has been set for June 7 and 8/05.

NOTE: If you are picking up and delivering at Terminals or Agents, mark this on your trip sheet. You will need proof of pick up or delivery for reimbursement.

NEW SECRETARY/TREASURER

Bruce Cole has rejoined the Exec at 605. Bruce was Sec/Treas. from 1990 to 1997 with ECWU/CEP Local 605. Then he sat on Fed and Prov Committees from 1997 to 1999. He has been with KTL for 24 1/2 years. He's married to Betty and they have two daughters - Amanda and Kendal. His winter hobby is to create, paint and put up his X-Mas yard display.

11-047 (Calgary) - Branch drivers signed up to do extra trips on Statutory Holidays and Alberta Day. Switches were ran on Alberta Day. However, the company ignored the sign-up sheet and used open dispatch drivers to do the switches. A grievance was filed under Article 13:05. Arbitration was scheduled for Oct 21 and 22/04. The Union spoke to company about settling this issue, before going to arbitration. Both parties agreed that Article 13:05 would apply in the future. For example: If there was work available that was normally performed by a branch driver, the work would then be given to the branch driver - providing they had signed-up for it. The arbitration was avoided.

01-095 (Saskatoon) - A driver was disciplined for refusing to follow an order given by his supervisor. A grievance was filed under Article 1:01. The grievance proceeded to Step 3. After discussing the grievance with our National Rep. and Legal Council, it was decided by the Executive Board to drop this grievance.

01-096 (Saskatoon) - A highway driver was robbed, at gunpoint, while waiting to unload at a customer. The driver was dismissed from his duties for refusing to return to this customer. A grievance was filed under Articles 1 and 2. The driver is under his Doctor's care and on a return to work program through Worker's Compensation. We are waiting for his complete return to work before settling the grievance.

01-097 (Saskatoon) - A highway driver was dismissed because he refused an order from his supervisor. A grievance was filed under Article 5:01 and has gone through Step 3. After discussing this grievance with our National Rep and Legal Council, it was decided by the Executive to drop the grievance.

There have been no new grievances filed since the October/04 report.

Paul Richard
Chief Shop Steward

TEMPORARY POSITIONS

The President has appointed Dave Bennet (Edmtn Branch Driver) and Alan Boucher (Van City Driver) to temporary Shop Steward positions until a proper election is held—when the Executive does their Spring Tour.

Why do you have to “put in your 2 cents”...but it's only “a penny for your thoughts”? Where does the other penny go?

WAITING TIME - ARTICLE 23:12

Representatives that make up the Operations Committee have been meeting on some very important issues. One of these issues being waiting time. If you have excessive waiting time, please get your info (log sheets) to your Steward/Rep so that your case can be looked at. Please note that wait time is based on the words Excessive and Repeated. What that means, I'm still waiting to find out.

Also, the sign in sheet in Regina is different than all other terminals. If you are willing to do city work, then sign the sign in sheet as to when you are available to do so.

Until next time, keep your head up and your stick on the ice.

Darryl Hicks
Open Dispatch Shop Steward

**GREAT WEST LIFE
CONTRACT EXPIRES**

The company has informed us that the contract with GWL is due for renewal this spring. There have been a lot of comments and suggestions made in the past. This is our chance to make some changes to the policy. However, you must remember that any change in our policy could be an increase in our premiums.

Please put your suggestions in writing and submit them to your steward/suggestion box by Feb. 15/05. Please include your name and phone number, so we may contact you, if necessary.

Kevin McLeod
President

ARTICLE 24:10 THE "SECOND NIGHT"

For the last several months, the Union and the company have discussed the definition of what should be considered a "second night".

The following example will define the second night.

- A full 16 hour duty cycle prior to first sleep.
- Driver then sleeps for 8 hours.
- Driver then sits for a 16 hour duty cycle.
- Driver then sleeps 8 hours (This is considered

to be the second night).

For example, if a driver leaves Saskatoon at 3AM and arrives in Wpg at 12:00PM, then sits in Wpg till 7PM. There is no load, so the driver sleeps for 8 hours which will then be 3:00AM. Now, the second 16 hour duty cycle begins, which will take him/her to 7:00PM. The driver would now be entitled to either a room or to be paid to sleep in the truck, if not dispatched.

In order for the above to apply, the driver must be available for dispatch (ie: not out of hours) and the driver must meet all conditions of the inbound dispatch.

This clarification is effective January 1, 2005.

Paul Richard
Chief Shop Steward

GET INVOLVED IN YOUR LOCAL

An issue that concerns me is demographics. Our workforce is aging and so is our Executive. Some of your Executive members have been involved since the Local organized. In less than 10 years, some of them will be retiring.

Being involved with your Local does mean some dedication, but there are many benefits. Knowledge and the opportunity to do some traveling are two of them. Acquiring the skills and the ability to deal with the problems the membership have, is not something you learn overnight.

Anyone who is interested in gaining knowledge through involvement, should step forward now.

Remember: Knowledge is priceless.

Blaine Stevens
Vice President

**A BREAKDOWN OF LOCAL 605
510 members, as of Dec 15/04
12.75% of membership on disability**

Terminal	Total Number Of Members	F Full Time	P Part Time	XF Disabled Full Time	XP Disabled Part Time	Z Didn't Pay Dues Possibly didn't work?
Calgary	79	69	4	4	1	1
Edmonton	31	26	1	4		
Kelowna	15	11	1	2		1
Lloydminster	5	4		1		
North Battleford	9	9				
Prince Albert	2	2				
Regina	69	54	2	12		1
Saskatoon	213	170	7	31	2	3
Vancouver	39	33	1	3	1	1
Winnipeg	48	40	4	4		
Totals	510	418	20	61	4	7

OCCUPATIONAL HEALTH & SAFETY

It has been brought to my attention, by way of the Union Website, that some yards have very icy conditions. I have talked to the Safety Person for the company about this situation. She has talked to the terminal managers about getting sand spread in the yards. If you see a hazardous situation at any terminal, let me know through the Union Website or Truck Mail. I don't receive information about safety meetings at the outlying terminals anymore, due to changes in the Federal Regulations. However, the Union Executive and myself are trying to implement some sort of procedure to keep in touch with these people/problems at all terminals. If you have any good ideas, please forward them to myself.

Did You Know?? If you arrive at work a little early (ie: to start your truck) and are injured, you are covered by WCB. However, if your shift is over and you have punched out (but are waiting for someone or helping someone, for example) and are then injured - you are not covered by WCB.

Wayne Kinzel
OH&S Chairperson

CHRISTMAS 2004

Saskatoon - The adult party was held at the Centennial Auditorium on Dec 4. 167 people took in the supper and a night of dancing with Jett Run. The children's party was held on Dec. 11 at the Lakewood Civic Center. The children enjoyed swimming and water sliding and a visit from Santa. About 40 children attended.

North Battleford - The party/supper was again held at the Tropical Inn. Everyone that attended seem to enjoy themselves.

Regina - About 35 people came out to enjoy cocktails, supper, door prizes and dance/social at the Regina Inn. We would like to thank Kal Tire for donating several of our door prizes. Our own Don Hassman, Steve Smith and Arnie Chapman also donated prizes.



RETIREMENT

Laverne Adrian, Saskatoon Branch Driver, retired on Dec 13/04.

Laverne has driven trucks for about 40 years. He started his career hauling mail out of North Battleford. He then worked for R & S Transport (Saskatoon) and then Calac Transport, delivering groceries throughout the province.

In 1987, Laverne joined Kindersley Transport. At first, he drove as a day shift driver, running to various areas in Sask. In the early 90's, he went on a night switch running to White-wood, Lloydminster and Oyen.

Vern is married to Mary and has 4 children - Dianne, Jailee, Dale and Darrell - and 7 grandchildren.

Vern says he has no immediate plans for his retirement -

SPEAKER'S CORNER

We would like to express our deepest gratitude for the generosity of all those that donated money to our family. It was unexpected, but greatly appreciated. It is so comforting to know that in difficult times, that all of you are there to offer your prayers and support.

We would like to let everyone know that our daughter is doing very well and has almost completely recovered from her surgery.

Thank You
The Hugie Family

I have been employed with KTL since 1981 and am currently a city tractor/trailer driver in Saskatoon. I would like to thank the company, the Local, and the members that helped our family during a very difficult time.

Here is an experience with our insurance company that I would like to share with everyone.

On Sept 8/04, I was told my wife had 2 to 3 days to live. She was Air Ambulanced to University Hospital in Edmonton. On Sept. 13/04, we were told to call in the family, as "they" weren't sure if she would survive the night.

During her stay in the ICU and in the Ward at the hospital, I was by her side. On Oct 15/04, she was discharged from U of A hospital, but unable to walk by herself or take care of herself. While she was in ICU, I had the doctors fill out the required paperwork to apply for stress leave.

About a week after we returned home, I received a phone call from GWL. I was informed the doctor in Edmtn was not treating me for stress and I would have to see my own physician. I saw my physician ASAP, and the appropriate forms were resubmitted.

I have since received two letters declining any coverage: 1) States that the doctors in Edmtn were not treating me. 2) States that I can do 60% of my job and don't require psychiatric treatment to handle the stress.

I was told by my dispatcher and supervisor that they did not want me driving. I was off work from Sept. 8/04 until Nov. 29/04.....without pay!! Gord Hunter is looking into my claim. To this date, he has not heard anything from GWL.

To me, finding out that your wife could be here one day and gone tomorrow is a VERY STRESSFUL time. In my opinion, we are not getting proper coverage. - which we all pay for!! Maybe we should look elsewhere?

Brian Bettis
City Driver, Saskatoon

If you have something for the next newsletter, please forward it to myself at: arniechapman@accesscomm.ca or Truck Mail to the Regina Terminal by May 8/05.

Retirement cont'd.

except to take it one day at a time, do some biking, and enjoy time with his wife Mary. He enjoyed working for Kindersley Transport and intends to run spare trips for them whenever he can.

We all wish Laverne All The Best in his retirement.