



# The 605 Connection

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June/05  
Volume II Issue VI

## 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  
Open Dispatch—Greg McDonald  
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 - Don Leckie  
Vancouver - Alan Boucher

## National Reps. Assigned To Our Local

Gord Hunter (Regina)- Coordinator  
Calgary - Rod Wood  
Edmonton - Jukka Sokkanen  
Vancouver - Joy Langon  
Winnipeg - Paul Mckie



## Arbitration Avoided

**Grievance #01-094 (Saskatoon)** - The company was refusing to pay Highway Drivers for pick ups and deliveries being done at a Branch or Agent, as per Articles 23:02 and 23:04 of The Collective Agreement. Arbitration was set for June 7 and June 8/05.

On May 25/05, the company and their lawyer met with the President of our Local along with the Chief Shop Steward and our National Rep. (Gord Hunter), to see if there was any possibility to settle this grievance before going to arbitration.

We are happy to say that a Letter Of Understanding was agreed to.

The company has agreed to pay Highway Drivers for pick ups and deliveries at a Branch or Agent and to reimburse Drivers which have put in valid claims for these pick ups and deliveries on previously submitted trip sheets since April 29, 2004.

### Letter Of Understanding 23:02 and 23:04

These clauses apply to highway drivers who are not paid by the hour. To qualify, the driver must depart from the established Branch/Agent with the same equipment arrived with and freight has to be added to or removed from that equipment, unless freight is unloaded from the trailer the driver arrived with and placed on the trailer the driver leaves with on the same dispatch.

Claims will be submitted by the Union before June 30, 2005 and will be paid on the above basis from April 29, 2004 based upon valid claims from previously submitted trip sheets.

The Union believes that this letter of understanding is sufficient, thus saving the Local the cost of an arbitration.

In previous newsletters, Highway Drivers were advised to continue to charge for these pick ups and deliveries on their trip sheets—as eventually this grievance would be settled and the info would then be possibly needed.

Now we are asking that you turn these trip sheets into us.. Send us a clear copy of the claim (trip sheets will not be returned, so send photocopies). Be sure that it is a clear copy, so that we can be sure of the claim. Forward these trip



sheets by truck mail to Paul Richard, Chief Shop Steward, Saskatoon Branch Driver...or mail it to CEP Local 605, Box 334, Martensville Sk, SOK 2T0. If you are sending this info by truck mail, you should advise us so that we can watch for it. Phone (306) 242-8904 and leave a message with your name, date and how many trip sheets are coming. Or, you can also leave the same message on the Local's toll free number at 1-888-237-5605.

Once again, this claim for reimbursement applies to valid claims of previously submitted trip sheets between April 29/04 and May 31/05, inclusive. On June 1/05, the company will begin to pay these claims through the payroll system, once again. Your claims must be turned in to us by June 30/05 in order to receive payment. **DO NOT** send these claims to payroll, as they may be rejected. They **MUST** be sent through the Local for payment. Any claims submitted after June 30/05 may not be paid.

I would like to thank some of our drivers who spent much of their own time going through old trip sheets and pay stubs to supply us with info for this grievance - Kon, Bruce, Wayne, etc.

I guess it pays to be a pack rat. It is hard to believe that some drivers actually have trip sheets and matching pay stubs all the way back to 1983. Thanks again guys.

Paul Richard  
Chief Shop Steward

## COMPLAINT FILED

On Feb 1/05, a former member of Local 605 filed an unfair labor practice, against our Local, with the Canadian Labor Relations Board-CLRB

An investigating officer was appointed to the complaint. In April, the officer completed his investigation and sent his report to the board for review.

Once the board has made a decision regarding this complaint and sends it to the Local, we will have it posted on all bulletin boards.

Kevin McLeod  
President

## NEW SHOP STEWARD

Greg McDonald has stepped forward to take on the position of Open Dispatch Shop Steward.

## GRIEVANCE REPORT

### Status of Grievances since Feb Issue

**03-028 (Regina)** - A member was dismissed while on disability. The outcome of this grievance is still pending as we are still waiting for information from the grievor as to when he will be able to return to work.

**01-096 (Saskatoon)** - A member was robbed at gunpoint while waiting to unload at a customer. The grievor is now going through a return to work program with worker's compensation. The grievance will be finalized when the grievor is cleared, by WCB, to return to a full time duty.

### Grievances Filed Since Last Report

**15-010 (Vancouver)** - A member was disciplined because of an altercation with a supervisor. The Union believed the discipline given to the member was unfair - given the circumstances surrounding the altercation and that the company did not follow proper procedure regarding discipline. A grievance was filed and grievance meetings were held with the company at Steps 1 and 2. The grievor then terminated his employment with the company and the grievance was then dropped by the Union.

**11-048 (Calgary)** - A member was disciplined by the company for several incidents that the company claimed were preventable and that were a safety concern to them. A grievance was filed under Article 5:01 of The Collective Agreement. After the grievance was filed, another incident occurred. After this incident occurred, the company decided to assign the grievor to a different position within the company. The grievor has accepted the new position, after recommendation from the Union. The grievance has been dropped by the Union.

**03-032 (Regina)** - The company started a full time run from Regina to Calgary and Return. The Union demanded that this run be posted as per Article 8 of The Collective Agreement. The company refused and a grievance was filed. The grievance is now at Step 2.

Paul Richard - Chief Shop Steward

## CEP, Local 605

### Breakdown of Union Members Paying Dues Pay Period #07, March 16 - 31, 2005

Terminal	Full Time	Part Time
Calgary	70	4
Edmonton	29	1
Kelowna	12	1
Lloydminster	4	0
North Battleford	9	0
Prince Albert	2	0
Regina	49	1
Saskatoon	160	13
Vancouver	35	3
Winnipeg	43	2
<b>Totals</b>	<b>413</b>	<b>25</b>

### 5th Week Of Vacation

The company is now prepared to accept a Leave Of Absence for a 5th week of vacation for all employees that have completed 20 years of service. This 5th week will be without pay.

This 5th week of vacation (LOA) can be booked when the employee books their vacation and all seniority shall apply.

## IT'S YOUR/OUR LOCAL

After 25 years working within this union, I can say with some authority that one of the toughest challenges local unions face is in keeping up a good line of communications with their members. I can't begin to tell you how many times I have listened to the frustration expressed by Local Officers whose attempts to hold productive local meetings were thwarted by a low turnout. Members argue that it is difficult in today's world for people to find the time in their busy schedule and they complain that the meetings are boring anyway. The problem is, the union can't make things work better if instead of sharing your issues with us, you are at home watching TV.

Local 605, because of its unique structure has a more difficult task than most. On any given day, most of the membership are scattered across Canada and the USA. It is pretty difficult to attend a membership meeting when you are in the cab of your truck 50 miles north of Houston. Those that aren't on the road work out of 8 different locations stretching from Winnipeg to Vancouver. What makes things even more difficult is that, because of the Kindersley management structure, all grievances have to be processed in Saskatoon.

Faced with these special challenges the Local has come up with a fairly unique concept they call "The Spring Tour". Each spring the Local President and a couple of other members of the Local Executive travel to each location, visit each work site, as much as possible meet the members and hold one or two membership meetings while they are in town. It is designed to give the Local President a sense of how things are working, if grievances are being handled properly, if members have issues the Local is unaware of or if there are issues with health and safety which should be rectified.

This year I joined "The Tour" in Kelowna and traveled with the Local to Vancouver, Edmonton, Lloydminster, North Battleford. Participating in this leg of "The Tour" for the first time was a good experience for me in that it gave me the opportunity to meet Local management first hand and to have a good look at the different terminals and how they operate. On the other hand, I shared in the Local's frustration at the very low turnout in some locations. On a couple of evenings we could have held the meetings in a booth in the hotel coffee shop.

The lack of member participation at these meetings has the Local scratching it's head wondering what to do next. While it is essential that the Local find a way to talk to the membership and get their feedback the cost is considerable, particularly when no one shows up. It is a challenging issue.

I know that as Local President, Kevin McLeod takes this challenge very seriously and over the next few months he and the other members of the Executive will be looking at all options. I have agreed to work with Kevin and the Local Executive to search for alternative ways to insure we establish good, two way communication. Whether we hold the Spring Tour next year, or find some other method is still up in the air. **We do need your feedback**. What works best for you? This is your Union. Let your Executive know.

Gord Hunter - CEP National Rep

### For all those with internet access

For the CEP Western Regional Newsletter:  
[http://www.cep.ca/reg\\_western/western\\_e.html](http://www.cep.ca/reg_western/western_e.html)  
 Info about CEP, OH&S (informative articles),  
 other Locals, current strikes, etc:

[www.cep.ca](http://www.cep.ca)



## SPRING TOUR 2005

As per our constitution, members of the Executive must hold general meetings with all terminals/members. We refer to this as "Spring Tour". Kevin McLeod (president), Wayne Kinzel (OH&S) and myself, Blaine Stevens (Vice President) left Saskatoon on April 30/05. We held a meeting in Calgary and were then joined by our National Rep (Gord Hunter) in Kelowna. We had a meeting in Kelowna and then off to Vancouver, Edmonton, Lloydminster, North Battleford and back to Saskatoon.

We toured most of the terminals while on the western portion of the tour. Wayne brought any OH&S irregularities to their attention and was promised that the problems would be corrected.

We had some good meetings, but I would especially like to thank the Calgary members. They asked some tough questions and we appreciated their involvement. OH&S was also asked a lot of questions of which, Wayne was able to answer all. We were also asked why our newsletter is all about Saskatoon...we had to explain that without your input, we don't know what's going on at your terminal.

Kevin (President) finished the tour on May 14 in Regina and May 15 in Winnipeg.

Blaine Stevens

## OPERATIONS COMMITTEE

The Union and the company continue to meet regarding operational concerns within the company.

Although we find that this committee is slow to get things done, we do believe that it has done some good and that it can be more efficient as time goes on and we have more meetings.

One thing the committee has been able to do is to define what is meant by a second night in Article 24:10 of The Collective Agreement. This definition was explained in the previous newsletter.

We continue to struggle with the issue of excessive waiting time. This problem is a difficult one to solve. We have had four claims of excessive waiting time since the Operations Committee first met. Payment has been made on three claims.

If you have a concern that you think the Operations Committee should be aware of, please forward them to Paul Richard, Branch Driver, Saskatoon Terminal.

Be sure to include as much info as you can, such as: What is the problem? Name - Phone # - Place - Time - Trip Sheets - Logbook Sheets - Detail of what your concern is and explanation of what possible solution you may recommend.

Paul Richard  
Chief Shop Steward



The Saskatoon Annual Summer Picnic will again be held at Pike Lake this year on Jun 25th & 26th. Everyone is welcome to come and camp out on Saturday night and we will be getting the BBQ going on Sunday from 11AM to 3:30PM.

The Regina terminal is still looking at possibilities of a summer BBQ.

Watch your bulletin boards in all locations for upcoming events and meetings. There is a Union bulletin board at EVERY terminal.

## GETTING INVOLVED

I became secretary treasurer of Local 605 on October 1, 2004. For those of you who do not know me I have been a high-way driver for KTL for 25 years. I was the Recreation Director for the Kindersley Transport Employee's Association (KTEA) from 1986 to 1990 and then Secretary-Treasurer for ECWU and CEP from 1990 to 1997. Since taking on the responsibilities of Secretary Treasurer, I have noticed a rising need for new ideas and more membership involvement.

Local 605 needs to continue to evolve in order to meet the future needs of its members. The cost of running a Local over 4 provinces is expensive and takes a lot of hard work by a large number of people. Costs continue to rise and a number of areas need to be strengthened such as the Defense Fund, Education, Negotiations and the Social Fund. I believe the Local must practice what it preaches. For example members hold the company to a higher industry standard, balancing work with employee's personal social time (family time, holidays, weddings, and graduations), etc. Similarly to be effective, Unions need to maintain a high standard of Education, Communication, and OH&S standards in order to negotiate the best contract possible. In addition, we have other responsibilities, such as ensuring our members have the opportunity to arrive home safely after a social function which involves alcohol.

In closing, I want to remind the brothers and sisters that - you, as individuals and collectively, are the Union. The Executive Board members are brothers and sisters that help set the direction and leadership to ensure that the rules and regulations are being followed by the company and by you.

We, the Local 605, need more members to put forth progressive ideas and have the willingness to learn about the parameters of what labor market endures today. We are asking fellow members to step up and start becoming involved to ensure that Local 605 continues to strive and grow in order to meet the future needs of its members and the demands of the workforce. Not everyone was created equal and the Union's job is to ensure that everyone is given an opportunity to better themselves.

In Solidarity,  
Bruce Cole  
Sec/Treasurer

## CHANGES TO G.W.L.

Over the past few months there has been discussion between the company and the Union about changes to the Great West Life benefit package or a change in insurance companies. Of course, with some of these changes, there could also be an increase in premiums. We will inform the membership of any proposed changes—to get your opinion before any changes are made.

These are the proposals the Union asked the company to look into on March 10/05.

- Decrease waiting period from seven (7) days to three (3).
- Increase long term disability from five (5) years to ten (10).
- Eyewear
- User cards

As of May 31/05, we have not had an answer back from the company.

Kevin McLeod  
President

Is it OK to use the AM radio after noon???

**Occupational Health & Safety**

I was able to accompany the Local Executive on the western part of the Spring Tour. I found the trip very informative and I received some very good feedback from the members who made time to attend the meetings. One thing I knew, which was reinforced during the tour, is that we need to inform you, the members, about Safety and Safe Procedures in doing your work. If you are directed to do something which you feel is unsafe, you have the right to refuse to do unsafe work. Explain to the person your concerns and then let them explain their side...and if you are still concerned about the situation, go to the supervisor or the next level to get an answer. "We've done it like this for years and it's never been a problem", is not an acceptable answer.

I gave out the provincial phone numbers to the Gov't Safety Agencies in your areas—so like the old saying goes, "when in doubt - check it out". Call the Feds and let them make the decision.

Also, during the tour, I noticed and recorded some unsafe situations which I brought up either with the terminal manager or, when I got back to Saskatoon, to Janell (Safety support person for OH&S). She told me she would look into it and get back to me.

For those of you which chose to not attend the meetings or were unable to attend, you can contact me through the Union website or Truck Mail any concerns to myself in Saskatoon.

Wayne Kinzel  
OH&S Co-chairperson

**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.

**The West Nile Virus Is Amongst Us**

**Things you can do:**

**Empty all standing bodies of water - A single cup of water can be home to over 1 million mosquitoes!**

**Wear long sleeved clothing!**

**Stay out of tall grass!**

**Avoid bananas—they love the calcium!!!**

**Avoid strong perfumes/colognes and bright clothing!**

**NEVER forget the bug spray when outdoors!!**



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.

**Announcements**

Congrats to Roger and Laurena Parkinson (Roger is a City Driver in North Battleford), whose daughter, Kara, convocated from Grant McEwan in Edmonton, Alberta with an Accounting and Strategic Measurement Diploma.

Congrats to Gerald and Katherine Gratton (Gerald is a Branch Driver in North Battleford), whose daughter Clarissa had her first birthday on May 9/05.

Last year, I entered the 2004 Novice Bodybuilding Championship, where I placed 2nd in Men's Masters. I then went on to compete in The Provincials and won a 3rd place Welter Weight and a 4th place Masters. This year, I will again be going to The Saskatchewan Provincials...hoping to place higher. Always looking for sponsorship to go on to The Canadian Championship. This year, it's being held in Montreal and back to Saskatchewan next year.

Bruce Forester  
City Driver  
North Battleford

Barry Anderson has announced that he will be stepping down from the position of Second Vice President this fall. Barry hopes that someone, from the Saskatoon terminal, will be willing to take his place. The majority of his duties are organizing the Rec Fund Events in Saskatoon.

Darryl Hicks (Prince Albert) has secured employment with The City of Calgary, and will be driving part-time for KTL. He has stepped down from his position as Open Dispatch Shop Steward, but looks forward to seeing everybody again.

**DEEP THOUGHTS**

What hair color do they put on the driver's license of a bald man?  
Why do they sterilize the needle for lethal injections?  
Why is it called "tourist season", if we can't shoot at them?  
Why are there Interstate Highways in Hawaii?  
When dog food is new and improved tasting...who tests it?  
What do you call a male ladybug?  
What do people in China call their good plates?  
If they squeeze olives to get olive oil, how do they get baby oil?

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 September 15/05.

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: \_\_\_\_\_