



Business Manager's message: Teleconference Town Hall Meeting

Brothers and Sisters,

On Tuesday, September 15, 2020, I was given the opportunity to speak to all of you in our Union's first Teleconference Town Hall Meeting. Covid - 19 restrictions are still holding us back from having our Union meeting in person. The goal was to provide you with enough information about what is going on in Local 488.

I want to thank the 1,962 members who joined the Town Hall Meeting in this one-hour long phone call as well as those who showed their interest in various other ways. I would also like to thank you for your questions. Your thoughts and opinions are valued. I understand that the time was not enough for me to answer all your concerns. Therefore, other officers and I will answer all the questions we received via phone calls, email, texts, and voice mails.

Now, I would like to give you a little recap of the meeting:

The Town Hall meeting started with the President, Chris Waples, announcing the **Lifetime Member list**. All participating members were asked through a poll question to vote (96% in favor). Thank you for taking the time to do that.

Our **newly elected Business Agents** are Pascal Contant, Kevin Morin, Terry Fraser, Stu MacLeod, Neil Ferguson, and the Assistant Business Manager Rodney Carlson.

As for our **first six months as new management**, I can report that the Union's Committees have elected their chairs and are regularly holding meetings. The Supplementary Fund is in good health, and so is the Benevolent fund. More details about these topics will be released later this year. The PAC has met along with the Entertainment committee. All members are invited to keep watching our web site regarding information for the kid's Christmas party. Regarding the IPPL project, Local 488 has almost 200 UA members on the site working with three different contractors. The Union's total package is the highest of anyone working on the site.

We all know that Covid-19 has affected our personal and professional lives. I want to reassure you that the Local Union 488 is continuously implementing updated sanitizing protocols for the buildings according to the Government's instructions to ensure everyone's safety. On the matter of allowing

members into the dispatch hall. I want to remind everyone the benefit of on-line dispatch: the ease in applying for a job from the convenience of your home and still being able to continue with your day to day obligations and not risk anyone's health.

Fab Shop & ICI Negotiations:

The Assistant Business Manager Rodney Carlson and I are working hard on getting a fabrication agreement. So far, the negotiations are going well. There are conversations with the contractors on all aspects of the contract. However, the most challenging thing we need to keep pushing is fair wages for you, our highly skilled members. We are not that far apart on our total package. But far enough apart that I still cannot in good conscience present it. Our number one goal will always be to get you the best package possible.

ICI agreement:

The negotiating committee inherited a contract with most items already signed off. I feel you are worth more than what was being offered, and that is why the deal is not ready to be ratified. I ask all members to continue positively representing Local 488 on the job site. Your behavior is a direct reflection on Local 488 and helps the management negotiate better terms and conditions with the contractors.

Name Hires:

Regarding the name hires, I want to assure you that the Union follows the collective agreement. Six (6) name hires and eight (8) transfers for the first twenty-five (25) members on site. After the first twenty-five (25), it is one (1) name hire for every five (5) members of the list. The Business Agents are responsible for tracking the transfers and name hires in their area. Privacy rules are not allowing members' names who receive name hires to be posted online. That is why you are all welcome to call your agents to ask any questions regarding this topic.

Retired Members Association:

As an overview, the RMA members have been affected significantly by the implications of Covid - 19. It is challenging to resume their regular functions. The RMA members are in the age bracket where the severity of consequences due to Covid-19 is extreme.

Brothers and Sisters, I will close this letter the same way I closed our Teleconference Town Hall meeting: I realize we all have a lot going on in our lives, and work is just part of it. Our lives are busy, and this pandemic has added extra stress to it. I want to reassure you our organization has been around since 1904, which is 116 years. We were even here during the Spanish flu in 1918. And we survived that. You

have my word as a Business Manager and financial secretary: we will survive this too. Local Union 488 will come out of this pandemic stronger than when it began.

Fraternally yours,
Rod McKay,
Business Manager
Financial Secretary

