

LOCAL 30 NEWS

AUGUST 2010



INTERNATIONAL APPOINTMENT

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The Newsletter Committee would like to wish former Business Manager/Financial Secretary-Treasurer James Jackson all the best in his new position as International Representative with the SMWIA. Many thanks go out to Brother Jackson for his

many years of service to the local union. James started his new job effective June 1, 2010, and will continue to have contact with Local 30 in this capacity through the office of the Director of Canadian Affairs, Robert Brown.

NEWSLETTER COMMITTEE

Henry Vertolli – Co-Chair
George May – Co-Chair
Jason Addison
Glenn Jewer
Steve Kilgar
Joe Manso
Audie Murphy
Chris Paswisty

BUSINESS MANAGER'S MESSAGE

It is my privilege to have the opportunity to address the membership in my first newsletter message as Business Manager and Financial Secretary-Treasurer. I accept this office with humility and with hope for the future.

I am fortunate to have assumed the leadership of a local union that has been revitalized over the course of the last decade. Local 30 has pursued an aggressive market recovery program through its commitment to organizing and by actively promoting the union label. Market recovery remains a vital priority as we move forward.

In order to build on our success, we need to utilize a mixture of the tried and true methods of union power and the creative thrust of new

ideas - a willingness to stand together to fight for what is right combined with a desire to think "outside the box". Our solidarity will earn respect from the boss at the same time that a commitment to training will prepare us for the challenges posed by an increasingly competitive marketplace.

We have to believe that we can always do better - both on the job site and in the broader role that unions play in our society. Those who are familiar with the history of the labour movement know that some of the most basic social welfare legislation that we enjoy and take for granted was fought for - and won - by union workers acting together. This is part of our legacy as union workers. It



Chris Paswisty
Business Manager

reminds us that unions are not just about seeking higher wages - they are about seeking a higher measure of justice in the workplace and beyond.

Much has been accomplished and much can still be done. From the ground up we are strong and the grassroots of our local union can and should be engaged. I'm optimistic about what we can do together.

UPCOMING EVENTS

LABOUR DAY PARADE



Members are reminded that the annual Labour Day Parade in downtown Toronto is scheduled for the morning of September 6, 2010. The assembly point for Local 30 members is just north of Queen Street on University Avenue, at 9:00 a.m. Come out and support the labour movement!

SAFETY CORNER WITH JASON ADDISON



The fiftieth anniversary of the Hogg’s Hollow disaster serves as an important reminder of the importance of workplace health & safety.

On March 17, 1960, five immigrant workers died in a tragic accident when they became trapped in an underground tunnel in Toronto. The tunnel was intended to connect a water main from the Wilson Pumping Station to a distribution network at York Mills. The section of the tunnel where the workers perished was between Wilson Ave. and Yonge Street, directly under the Don River.

Six men had climbed down 35 feet into a cramped, poorly lit 6-foot diameter tunnel that

had a 36-inch diameter pipe running down the centre of it. A flash fire, believed to have been started by overheated welding lines, ignited and blocked the only way out of the tunnel. As the fire raged, the

workers faced rising temperatures and a tunnel that was rapidly filling with smoke.

Above ground, two men tried to go down to rescue their co-workers but were driven back by the intense heat. Panic ensued when a release valve at the main shaft that could

have cleared the smoke and fumes got stuck and failed to operate. Other workers turned off the compressor that was driving air down into the tunnel, but the change in pressure caused sections of the tunnel to collapse. Having been deprived of pressurized air, the workers in the tunnel developed the bends as the nitrogen in their bodies expanded into their blood. Conditions were rapidly deteriorating as water pumped into the tunnel to quell the fire combined with improperly sealed concrete filled the tunnel with mud, water and quicksand.

By this time, the six men were up to their knees in water. They wet their shirts and tried to cover their faces in order to breathe. Some prayed. Walter Andruschuk, the lone survivor of the disaster, saw light at one point and urged his co-workers to follow him. As the heat drained the workers of their energy, Walter tried to drag one of the workers with him to safety but he did not have the strength. He took a few more steps and then passed out. When he regained consciousness he crawled toward the light and was eventually dragged from the tunnel, dazed and delirious. He was ultimately taken to hospital to treat his injuries.

On the surface where emergency workers and bystanders had gathered, the lack of available emergency equip-

ment hindered the rescue efforts. The first body was recovered some 8 hours after the fire had started. It took days to recover the remaining 4 bodies trapped by the heat and shifting silt. The official cause of death for all five was acute carbon monoxide poi-



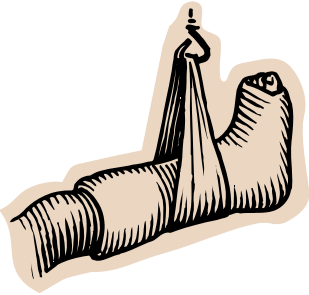
soning and suffocation from inhaling the smoke, sand and water.

The Hogg’s Hollow tragedy united workers across Canada, resulting in calls for better job safety regulations. The investigation into the disaster concluded that had the proper equipment and training been given to Pasquale Allegrezza, Giovanni Correggio, Giovanni Fusillo, Alessandro Mantella, & Guido Mantella, they would not have lost their lives.

In memory of these workers, a 2x6 metre quilt entitled “Breaking Ground: The Hogg’s Hollow Disaster 1960”, pictured above, was created by Laurie Swim and will be on permanent display at the York Mills TTC subway station.

Local 30 and other Central-Ontario Building Trades locals donated time, material and labour to complete the case that holds the commemorative quilt

SMWIA ACCIDENTAL DEATH & DISMEMBERMENT BENEFIT



When accidents result in death and dismemberment, the sorrow and distress can be overwhelming. Although no amount of money could ever compensate for the anguish that such accidents cause, the SMWIA provides a benefit that is intended to offset some of the expenses associated with these tragedies.

The Accidental Death & Dismemberment Benefit (AD & D), outlined in Article 1, Section 9 of the Constitution and Ritual, currently provides a maximum benefit of \$7,500.00 for eligible members to cover death, dismemberment and vision loss. As provided in Section 9

(b), members on withdrawal card, limited members, special limited members and associate members are not entitled to this coverage.

An eligible member is any member who has paid his or her dues **in advance** for the month in which the claim for benefit accrues (see Section 9 (b) for more specific information). This rule is often overlooked and misunderstood. To ensure coverage for this benefit, members are encouraged to have their dues paid a minimum of one month in advance.

If you are a roofing or production member whose dues are submitted by employers via dues check off, you will be eligible only if the dues were deducted from your wages

before the month in which your claim accrues. If you are a member on dues check off it is especially critical that you keep track of your dues standing. Vacations and lay offs can interrupt the steady deduction of dues through check off systems, and a member can thereby lose eligibility for the AD & D benefit if care is not taken to closely monitor one's dues standing. Dues can be paid directly to the Union Office if necessary to ensure that dues are always paid in advance.

Members should also take the time to check that their beneficiary designations are up-to-date at the Union Office. If members have any questions about any of the above matters, they should contact the Union Office.

HEAT STRESS

Workers should watch for signs of heat-related illnesses and take steps to prevent heat stress.

RECOGNIZE THE SYMPTOMS

Heat rash - red blotches and itchiness when skin is damp

Heat cramps - spasms in back, leg, and arm muscles

Heat exhaustion - weakness, difficulty continuing work, headache, breathlessness, nausea or vomiting, feeling faint or actually fainting

Heat stroke - confusion, irrational behavior, loss of consciousness, convulsions, lack of sweating, hot and dry skin, high body temperature

WAYS TO CONTROL HEAT STRESS

Drink water. One cup of cool water every 20 minutes even if you're not thirsty.

Avoid certain drinks. Avoid tea, coffee, and alcohol.

Know your personal risk factors. Any of the following condi-

tions could increase your risk for heat-related illness: excessive weight, poor physical condition, previous heat illnesses, older age, heart disease, high blood pressure, recent illness, medication.

For more information about heat stress see the Infrastructure Health & Safety Association's website at www.isha.ca.

**WARNING:
HEAT STROKE
REQUIRES
IMMEDIATE
MEDICAL
ATTENTION
CALL 911**

LOCKED OUT AND STANDING STRONG



Local 30 members at the company's office and plant at 98 Toryork Drive in Toronto



Local 30 members at the company's plant at 18 Gail Grove in Toronto

Contract negotiations with Nailor Industries started in late November 2009, with the Company demanding deep cuts in wage rates and proposing a restructuring of their operations. Negotiations continued until early Spring when the Union and the Company reached an impasse.

On April 5, 2010, the Company locked out its employees – the

beginning of a 27-day lock-out that tested the resolve of our members. During the lock out the Union and the Company continued negotiations in the hope of reaching an agreement. On two occasions, our locked out members rejected offers to settle the dispute. The key issues were wage protection and our members' desire to return to work as an

undivided group.

On May 1, 2010, our members achieved their goals when they ratified an agreement that provided wage protection and increases, and allowed them all to return to work together on May 3, 2010. I would like to commend the employees of Nailor Industries for standing strong and reminding us what solidarity is all about.

Submitted by Chris Paswisty



Local 30 members at a Nailor warehouse at 978 Weston Road in Toronto



Local 30 members on the picket line at 98 Toryork Drive in Toronto.

APPRENTICE AWARDS

The annual night school Apprentice Awards Dinner was held at the Grand Bacus Banquet Hall in Toronto on May 6, 2010. The awards dinner provided an opportunity to celebrate

and congratulate the graduates from night school. The top two students from each class listed below were recognized and presented with cash prizes.

Drew Beaton (below left),

winner of the Colin Gordon Competition, will be competing on behalf of Local 30 at the Ontario Convention to be held on September 17-18, 2010, in Kingston, Ontario. As runner up, Cam-

eron Merritt (below centre) will also be competing in Kingston.

Congratulations to James Hilverda (below right) for winning the Ron Brown Competition.



Night School Winners

| | | | |
|----------------|-------------------------------|---------------------------------------|---------------------------------------------------------|
| Class Phase 1A | Instructor ~ Tony Pasquarella | 1 st place Jennifer Ha | 2 nd place Jadd Kaczmarek |
| Class Phase 1B | Instructor ~ Tony Pasquarella | 1 st place Cody Benson | 2 nd place Andreas Roberts |
| Class Phase 1C | Instructor ~ Derek MacLachlan | 1 st place Wayne Marme | 2 nd place Richard Marshall |
| Class Phase 1D | Instructor ~ Kevin Rabishaw | 1 st place Sean Kack | 2 nd place Stephen Elliott |
| Class Phase 1E | Instructor ~ Neill Kennedy | 1 st place Dan Boyce | 2 nd place Brandon Cull |
| Class Phase 2A | Instructor ~ Jim Loftus | 1 st place Patrick Bradley | 2 nd place Daniel Heffernan |
| Class Phase 2B | Instructor ~ Scott Wood | 1 st place Cameron Merritt | 2 nd place Benjamin Unyi |
| Class Phase 2C | Instructor ~ Chris Job | 1 st place Shane Mullett | 2 nd place Mathew Clark |
| Class Phase 3A | Instructor ~ Greg Rodgers | 1 st place Chris Wilson | 2 nd place Shannon Bertolin |
| Class Phase 3B | Instructor ~ John Emmett | 1 st place James Hilverda | 2 nd place Jonathan Millar |
| Class Phase 3C | Instructor ~ Jim Loftus | 1 st place Marshall Bonner | 2 nd place TIE Shannon Kilgar Drew Beaton |

Colin Gordon Competition: Winner Drew Beaton Runner-up Cameron Merritt

Ron Browne Competition: Winner James Hilverda

Ontario Competition Results: 2nd Place Alexander Prothmann

Canadian Competition Results: Roofing Apprentice Barret Fowler from Dean Chandler Roofing placed first in a field of nine participants at the 35th Annual Canadian Council of Sheet Metal Workers & Roofers apprenticeship competition. The roofing portion of the competition is held bi-annually.

Sheet metal apprentice Alex Prothmann from Heather & Little represented Local 30 in the sheet metal competition. Congratulations on a job well done!

COOL REXDALE

Local 30 is participating with the Toronto and Region Conservation Authority, Toronto Social Services and Semple Gooder Roofing in the “Cool Rexdale” project. The purpose of the project is to promote environmentally-friendly roofing systems and create employment opportunities for youth living in Rexdale.

Local youth will learn leading edge green roofing techniques and develop invaluable practical skills by installing and maintaining cool and green roofs. The hope is that some of the participants will pursue a career in the ECO roofing industry upon completion of the program.

A presentation was given to interested parties on February 8, 2010, at the Elmbank Community Centre in Rexdale. Among the attendees were representatives from the City



of Toronto, Employment Services, Central Ontario Building Trades (Hammer Heads), and Tremco, a leading roofing material supplier. Also in attendance were approximately 60 youth candidates for the

ECO-ROOF INCENTIVE PROGRAM

Businesses in Toronto may qualify to receive a financial subsidy through the City of Toronto’s ECO-Roof Incentive Program if they retrofit an existing roof with a cool or green roofing system. Businesses may qualify for subsidies of up to \$50,000 for cool roofs, and up to \$100,000.00 for green roofs.

What is a Green Roof?

A green roof is a surface that supports the growth of vegetation over a substantial portion of its area for the purpose of water or energy conservation. It is comprised of a waterproofing membrane, drainage layer, soil and vegetation.

What is a Cool Roof?

A cool roof is a system with high solar reflectivity and thermal emissary which reduces urban heat. A cool roof increases the life expectancy of the roof itself. By nature a cool roof keeps the interior of the building cooler than it would otherwise be with a standard roof. This reduces the need for air conditioning and its associated costs.

Green and Cool Roofs Benefit the Environment and the Community

Green and cool roofs both help reduce urban heat—a growing concern as global temperatures rise. Green roofs also help to manage storm water, improve air quality, increase energy efficiency and beautify our cities.

program, as well as representatives from Woodbine Entertainment, the first company due to have a roof system installed by the program.

Peter McGoey from Semple Gooder Roofing and Joe Manso from Local 30 addressed those in attendance and shared information about the roofing industry and the positive impact that it can have on global warming and energy conservation. At the same time, John Cordeiro and Glenn Jewer of Local 30 manned the local union’s information booth to answer questions and provide litera-



ture related to roofing and the union.

The presentation generated a significant level of interest amongst the youth that attended. We wish all those involved much success in this worthwhile endeavour.

Submitted by Joe Manso and Glenn Jewer

MENTORING: WILL IT RETURN?

One of the pressing issues facing the construction industry today is the decline in mentoring. Internationally renowned author and speaker Mark Breslin has urged business and labour leaders to reverse the trend. In doing so, Mr. Breslin has offered specific recommendations for ensuring that mentoring returns to being an effective force for good in the construction industry as a whole.

During the course of his speaking engagements, Breslin has learned first hand from both young and older workers why mentoring has lost its way. When asked why they did not bother mentoring younger workers, older workers offered the following responses:

- “the kids today are not willing to be mentored”;
- “it is not worth the time to invest in them”;
- “I don’t have the personal time to do it, we are moving too fast”;
- “I just don’t think about it that much”.

At the same time, younger workers had the following to say when asked why mentoring has been beyond their reach:

- “they don’t want to teach

us because we are a threat to their jobs”;

- “they think mentoring is yelling at you or toughening us up instead of showing us how to succeed in the work and the industry”;
- “no one has offered and I wouldn’t know how to find or ask someone”.

According to Breslin, overcoming these obstacles is a “no-compromise strategic necessity.” As steps in the right direction, Breslin has suggested the following 7 strategies for the construction industry to adopt:

1. Every contractor goes to every foreman and asks them who they are mentoring. Every foreman in the US and Canada should be actively developing at least one guy.
2. Discuss with that foreman the purpose of the mentoring and determine if they clearly understand the benefit and best methodology.
3. Every Business Manager in the US and Canada talks about the importance of mentoring at their next union meeting and at least one time per year in the future.
4. Every union leader ties the message of mentoring to the long term benefits that serve everyone in order to

break down any old school thinking about not teaching the new guys out of fear or insecurity.

5. Apprentice Directors obtain a respected volunteer journeyman to be the Big Brother for each apprentice class group of 20+ guys. This is a go-to guy on a personal and professional development basis.

6. Apprentice schools teach new guys the importance of mentoring and encourage them to do it for each other and when they rise in the trade.

7. Everyone who is reading this take on the task. Find one more person to mentor personally. As you go on with your business of the day today, ask yourself what valuable life lessons that you have that others need. They are waiting out there for you now. Let us not let this great tradition die.

For those Local 30 members who are interested, Mark Breslin has offered other insights into labour-management challenges in his books, *Survival of the Fittest*, *Organize or Die*, *Alpha Dog*, and *Million Dollar Blue Collar*. In addition to being an author Mr. Breslin addresses more than 50,000 labour and business leaders each year in North America.

LOCAL 30 MEETING DATES

GENERAL MEETINGS

Wednesday Sept. 22, 2010
Wednesday Oct. 27, 2010
Wednesday Nov, 24, 2010

BARRIE MEETINGS

Tuesday Sept. 14, 2010
Tuesday Oct. 12, 2010
Tuesday Nov. 9, 2010

PETERBOROUGH MEETINGS

Wednesday Sept. 8, 2010
Wednesday Dec. 8, 2010
Wednesday Mar. 9, 2011

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Local 30 was chartered as a local of the Sheet Metal Workers' International Association in 1896. The Roofers' section of Local 30 started in 1952.

Local 30 has approximately 4,000 active and retired members. Local 30 members work in the sheet metal, roofing and siding & decking sectors of the construction industry, as well as the production sector.

IN MEMORIAM

We regret to inform you of the deaths of the following brothers:

Jacques Robitaille

Adrian Winterton

Joseph Hofbauer

Leonard Hopkins

Karel Schimmel

Ruby Percy

Herbert Gillard

George Harnock

Christian Denbraasem

Lawrence Saunders

Charles Mullett

Joseph Torok

Manuel Jacob

William McDougall

William Buckland

Donald Gillio

Ray Freeland

Albert Edmonds

Edward Kapalka

Dennis Keeping

Our sincere condolences go out to their families.