

News from the Society of Energy Professionals

**Sheppard:
We'll hit
back hard!**



The Sisters in Society booth did a brisk business yesterday at the SIS-sponsored International Women's Day Fair in Toronto. Pictured are (from left) EVP Policy Leslie Forge, Inergi VP Elaina De Luca, and OPG Local delegate Shirley Kung.

The Society has reacted strongly to three recent McGuinty government announcements, each of which could have negative consequences for the Society and its members.

"Premier McGuinty and the Liberals campaigned in 2003 on keeping OPG and Hydro One in public hands," said Society President **Rod Sheppard**, "But the economic downturn seems to have turned them into Harris Lite!"

Last December, Premier McGuinty announced he'd hired CIBC World Markets and Goldman Sachs to write a "blueprint for possible privatization of agencies ... such as Hydro One

Inc., the Ontario Lottery and Gaming Corporation, the Liquor Control Board of Ontario, and Ontario Power Generation."

The Society responded that any sell-off of the remaining public power utilities would be a "bad, bad idea."

"OPG and Hydro One ... are necessary but under-utilized vehicles for achieving Ontarians' climate change goals," Sheppard said. "Hydro One, for example, is the only entity that can build transmission at a reasonable cost to the far-flung locations where much of tomorrow's green energy will be generated."

It didn't make sense, he said, to give up the publicly owned methods for achieving cleaner air, leaving the matter to a market that tends to favour the burning of natural gas.

On December 23rd, Society Communications Officer **Brian Robinson** appeared on Rogers TV's "Goldhawk Live," in which the "fire sale" of these four agencies was discussed. Prof. Ian Lee, the Carleton University professor who appeared to defend the idea, admitted in the first ten minutes that selling OPG and Hydro One were pretty bad ideas at this time. Eighty-four per cent of the respondents to a poll conducted as the program aired nixed the idea.

(Sid Ryan, OFL President, and NDP energy critic Peter Tabuns also appeared.)

CIBC World Markets and Goldman Sachs are the same companies that in 2002 led then-Premiers Harris's and Eves's campaign to sell off Hydro One, subsequently scuttled as a result of a lawsuit undertaken by the Canadian Union of Public Employees and the Communications, Energy, and Paperworkers Union. As *Globe and Mail* blogger Andrew Willis

noted, “there are no prizes for guessing the course of action” these two outfits will recommend.”

The “blueprint” is expected soon.

In January, Premier McGuinty announced he and then-Energy Minister George Smitherman (now campaigning for the mayoralty of the City of Toronto) had signed a \$7 billion deal with South Korea’s Samsung and the Korea Electric Power Company (KEPCO). In return for that investment, and the promise of 16,000 “green energy jobs”—all but 1,400 of which will be in construction—Ontario will turn over 2,500MW of valuable transmission space to the wind and solar power generators Samsung and KEPCO say they’ll build and operate.

This undoubtedly came as a great shock to the many, many persons and firms who’d signed up for the Ontario Power Authority’s “feed-in tariff” program, and were busy working their way through the complex procedure required for them to go into business.

“Is the Premier saying Ontarians aren’t up to the job?” asked President Sheppard.

“Ontario has a procedure for acquiring more wind and solar power,” he said, “a procedure this government itself set up for the purpose. Where was the request for proposals? Why does Samsung get to do an end run around the process Ontario businesses are required to follow? How fair is that?”

“Where is the evidence,” he asked, “that this project couldn’t be built by Ontarians?”

The Society also noted the irony involved: though the Premier prevents publicly-owned OPG from undertaking wind- and solar-powered projects, he is turning 2,500MW of them over to a firm publicly owned in South Korea.

Premier McGuinty appears to believe that the Samsung deal will help Ontario become a leading exporter of green energy equipment. On February 18th, he told the Legislature:

[The Samsung deal will] give us the capacity to export our —wind turbines, solar panels and the like—south of the border to a burgeoning green industry in the United States of America. We’re going to position ourselves as the leading green-energy cluster in North America, ready to meet that capacity.

Premier McGuinty’s media releases assert that “the Korean companies” will “anchor Ontario’s green economy.” To the Society’s knowledge, he has **never** said why he believes Ontario’s **own** power utilities, operators, and suppliers are **not** capable of “anchoring” or “greening” the electricity industry...in **Ontario**. In fact, says Sheppard, the only thing preventing Ontario Power Generation from installing a reasonable percentage of green electricity generation is that the government—OPG’s owner—has directed them **not** to.

The Society’s accusation that the Premier thinks Ontarians “aren’t up to the job” echoes the line the PC Party used to use about Mr. McGuinty, a line that turned out to be false. The Society believes Ontarians **are** up to the job, but are being prevented from doing so by the government of Ontario.



Photo: Samsung

Ontario Premier Dalton McGuinty observes as Energy and Infrastructure Minister Brad Duguid signs Samsung deal. Also signing were Samsung President & CEO Sung-ha Chi and KEPCO Executive Vice President Chan-Ki Jung. Did the Premier have to go to Korea to find an “anchor” for clean electricity?

Then, on February 16th, OPG went public with its plans for the four Pickering B reactors as they near the appointed time of their refurbishment. They will, said OPG in a media release, **not** receive the full CANDU refurbishment; instead, \$300 million of work would be done so that they could be run until 2020. The Darlington reactors, however, **will** be refurbished, starting about 2016.

This announcement was no doubt disappointing to all those Society members who work at Pickering. However, many recognize that the case for refurbishing Darlington is stronger—the units are bigger, and the cost per KW of refurbishing them smaller. Nevertheless, said Sheppard, he had concerns with the announcement.

“This is clearly not an OPG announcement,” he said. “It’s an announcement by the Premier or the Minister.” The McGuinty government, he said, is clearly running the industry directly now.

Sheppard says he’s very concerned that the government may be faltering in its commitment to nuclear power.

“If Pickering only operates to 2020, then something must be done very, very quickly to get some new construction going,” he said. “Otherwise, the province’s nuclear baseload supply will be in danger of falling below 50 per cent of electricity capacity.”

If that happens, he pointed out, the falling nuclear supply will almost certainly be replaced with natural gas-fired generators. “And replacing emission-free nuclear with fossil-fuel combustion makes no sense at all for a province that’s busy creating a green economy.”

Sheppard also said the Society believes Pickering B can be run “safely, reliably, and affordably” for quite a while after 2020.

On February 22nd, opposition energy critic John Yakabuski raised the Society’s concerns in the Legislature, asking Energy and Infrastructure Minister Brad Duguid:

Minister, we know that 3,000 megawatts of baseload energy will be leaving the system with the shutdown

of Pickering by 2020. We also know that six more units at Bruce and the four existing units at Darlington will have to be taken out of service for refurbishment. While you’ve waited, waffled and wasted time, the clock has not stopped ticking... When will a real decision be made, and when will construction begin on new nuclear builds in this province?

Minister Duguid said Yakabuski’s fears were unfounded, replying that the McGuinty government is “supporting Ontario Power Generation, as they move forward with their refurbishment plan in Darlington... We’re [also] looking forward to moving forward with the new nuclear build.”

The Society’s Executive Board approved the setting up and carrying out of a campaign to bring the concerns of Ontario’s energy professionals to the fore. Assisting the Society will be the Daisy Consulting Group (DCG), headed by well-known lobbyist Warren Kinsella. DCG and the Society expect to have determined the details of the campaign by the end of March.

Fierro, Weaver elected Local VPs

All locals that need to have elected Vice Presidents for the 2010-2013 terms.

The AMEC NSS Local and the OPG Local required elections to determine who would fill the office. In nine other locals, only one candidate for Vice President was nominated.

In the AMEC NSS Local, senior technical expert **Keith Weaver** was re-elected to office, defeating senior analyst **Camber Muir** by a two to one margin. The results:

Camber Muir	43
Keith Weaver	92

Muir, who was VP of the Local in 2004, called for a change in the AMEC NSS Local’s leadership, saying that members needed a “strong union” and “strong leadership” in what is an “inherently adversarial” labour-management

Photo: David Smiley



The OPG Local's VP-elect, Joseph Fierro, will take office on April 1st.

relationship. Weaver demurred, arguing that his style of leadership had helped to improve the Local's bargaining relationship with the employer, and that the Local's improved "two-way communication" with management had resulted in improved credibility and respect, and better results for the Local.

In the OPG Local, section manager and acting Local VP **Joseph Fierro** was elected over senior technical engineer and delegate **Krishna Rungta**:

Joseph Fierro	1264
Krishna Rungta	188

Neither was the incumbent; former Local VP **Lanny Totton** was acclaimed late last year as Society Executive Vice President Finance.

Rungta said if elected he would work on "real membership issues," which he said were being "completely ignored." He wanted to protect Pickering positions, to intensify community and government lobbying for refurbishment, lower the pension contribution to match the PWU's, and seek full coverage for prescription dispensing fees. Fierro

ran on his extensive Society involvement and experience, saying he'd "increase the knowledge and interest of Society members in issues they should be aware of, negotiate the best provisions possible in collective bargaining, protect and enhance the rights of members through the grievance process, and promote and strengthen the influence the Society has within OPG and externally."

All other Local VPs were acclaimed; that is, no one ran against them. They are:

Bruce Power	Rob Stanley
Electrical Safety Authority	Kelly Brace
Hydro One	Keith Rattai
IESO	Scott Travers
Inergi	Elaina de Luca
Kinectrics	Phil Dale
NHSS	Simon Huang
Toronto Hydro	Geetha Daniell
Vertex	Tracy Miller

Board highlights: January-February

The Society's Executive Board met on January 12th and February 2nd.

Recognition: The Board recognized the following for outstanding contributions to the Society:

- ◆ Pensioners' Chapter President **David Jefford** for "all his work on pensions"
- ◆ Senior Financial Officer **Joan Florence** for her work
- ◆ **Shirley Hayes** (Bruce Power) and **Tracy Miller** (Vertex) for their work as co-chairs of the Society's women's committee, Sisters in Society; Staff Officer **Cheri Funston** for her work in resourcing the Sisters; and the members of Sisters in Society for their accomplishments over the last year
- ◆ The unit directors of the Bruce Power Local for their work on a letter of understanding reached recently with the Employer
- ◆ OPG unit director **David Romanowicz** for his contribution to the Society's outreach at a recent

conference of the Canadian Federation of Engineering Students

- ◆ Communications Officer **Brian Robinson** for his appearance on Rogers TV's "Goldhawk Live" segment on the Ontario government's "fire sale" of OPG, Hydro One, the LCBO, and Ontario Lottery and Gaming
- ◆ Society administrative staff for making the arrangements for the Board's annual holiday dinner
- ◆ EVP Member Services **Dennis Minello** and Staff Officer **Mary Donnelly** for their attendance at a meeting of the Nuclear Waste Management Organization Local

Policy on Society attendance at major events: The Board re-confirmed its policy that attendance at "major events" by representatives of the Society must be approved in advance by the Board.

A "major event" is any event that requires travel outside Ontario, or is expected to cost more than \$5,000.

Procedure on Spin-offs: The Board approved a procedure for Society leaders and staff to use when confronted with an employer spinning off one of its functions or groups of employees. If followed, said EVP Policy **Leslie Forge**, the procedure will "give effect to the Society's policy of ensuring that members subjected to spinoffs experience minimal adverse impact from them, and where possible that they benefit."

The procedure sets out the steps to be followed. It also provides checklists and templates that can be used to devise strategic plans for negotiating with employers as spinoffs are undertaken, including, where appropriate, opposing and cancelling them.

"We've learned a lot from our past efforts, especially our successful campaign to prevent the outsourcing of our Inergi and New Horizon Locals' work to India," said Forge. "This procedure will ensure we leverage that experience and avoid the pitfalls."

Policy on the use of replacement workers: The Board



Photo: Michelle Byck-Johnston

On February 25th, the Hydro One local held "Connect the Dots...to Your Career, Your Workplace and Your Union."

Thirty-eight of the local's youngest members attended, were fed, networked, and listened and spoke to Society and OFL representatives about the benefits and opportunities of Society/union representation for young people. Above, Visnja Smallwood holds the door prize she won—a netbook—while Peter Faltaus holds the winning ticket, which he'd drawn.

passed a policy resolution calling for the *Ontario Labour Relations Act* to be amended to prohibit the use of "replacement workers" (or "scabs") during strikes or lock-outs.

Executive VP Policy **Leslie Forge** advocated for the Society to take a position on the issue:

Anti-scab legislation has always held a place near the top of the political agenda of the labour movement. The use of scabs is inconsistent with and undermines a labour relations regime that accords unionized workers the right to collectively withdraw their labour (or management the right to lockout labour) in order

to exert economic pressure on an employer to reach agreement on terms and conditions of work.

Currently only British Columbia and Quebec have banned replacement workers. Ontario briefly banned them, from 1993 to 1995.

Government Relations/Aboriginal Outreach: The Board authorized the President to enter into an agreement with Daisy Consulting Group for assistance in creating and carrying out a strategic government relations plan around the Society's goals for, among other things, nuclear new-build and the advantages of using biomass fuels in the current coal-fired generating stations. Daisy will also assist the Society to develop a strategy for outreach to Aboriginal groups who are or may be stakeholders in industries in which the Society operates.

The Group believes there is an opportunity for the Society "to highlight and leverage their expertise on energy policy and bring certainty to the energy industry." President Sheppard and the Group foresee an array of tactics, including research, government relations, and communications.

Daisy Consulting Group is headed by Warren Kinsella, a well-known and well-connected lobbyist. He is the author of several books, including *The war room : political strategies for business, NGOs, and anyone who wants to win.*

IFPTE Women's Committee: The Board authorized Sisters in Society co-chair **Tracy Miller** to attend the inaugural meeting of the IFPTE Women's Committee in Newark, New Jersey, January 22nd-24th.

WILD Conference: The Board authorized attendance at the 2010 Women in Leadership Development conference for up to five female Society members. Held at Rutgers University and sponsored by the New Jersey AFL-CIO, WILD will bring together "union women from diverse generational, geographical, and occupational backgrounds for the purpose of sharing ideas and experiences; and empowering union women through self-care, communication, and coaching."

Toronto professionals to join the Society?

A group of City of Toronto non-union professionals, supervisors, and managers is looking to join the Society.

"I'm very excited by the interest shown in the Society by these Toronto professionals," said EVP Member Services **Dennis Minello**. "They will be stronger for joining us and we will be stronger for having them."

With considerable Society assistance, an initiative to organize non-union Toronto workers is well underway. A strong committee of City employees has come together to lead it, supported by both Society and IFPTE staff.

In the Fall of 2008 Society Council approved a Strategic Framework that recognized that the Society is now a multi-sector union. While employers such as Inergi and Vertex service the electricity industry, they operate in and face the competitive dynamics of industries outside energy.

The Strategic Plan for the Organizing Program that flowed from the above Framework embraced the possibility of organizing deeper into the electricity sector but also of "going wide"—inviting professionals outside the industry to join and strengthen the Society.

Almost one-third of IFPTE bargaining units are made up of municipal employees, including the Winnipeg Association of Public Service Officers. Society President **Rod Sheppard** said, "This group of about 4,000 City of Toronto professionals looks a lot like us and is travelling down a similar path."

Many City of Toronto professionals feel their interests have been ignored or downplayed as recent events intensified their workloads. They have experienced wage freezes, loss of performance pay, loss of sick banking, and, for some, loss of retirement benefits. A statement released by the organizing committee says:

We believe that we need a voice in the workplace to ensure fair treatment of the non-union professionals.

We believe we need a workplace that allows us to do our jobs well and professionally—to use our expertise to the benefit of the City and the people we serve. We believe that we need to establish mechanisms for meaningful consultation with senior management. We—the professional, supervisory, and managerial employees of the City—are the only employee group without a formal relationship with the City and without enforceable terms and conditions of employment. We are trying to change this.

Minello and IFPTE Secretary-Treasurer Paul Shearon are overseeing the campaign.

The IFPTE and the Society are providing the City of Toronto Organizing Initiative with an office and several organizing staff, some from current IFPTE and Society staff and some hired on contract. The Initiative is currently building a “communications action network” that will be the foundation of a formal organizing drive.

“We are actively putting in place a strong foundation for this organization,” says Society staff lead Richard Long. “With every conversation we are having, we are building this organization and building momentum.”

Unit director elections soon underway in three locals

Elections will soon be underway in the Bruce Power, Inergi, and OPG Locals.

Nominations for unit director were opened in all units on January 25th, and closed on February 22nd. There will be a total of six elections, while 24 positions were filled by acclamation. Those acclaimed or elected will serve from April 1st, 2010 to March 31st, 2013.

In Inergi’s Unit 1, delegate **Zvi Vaxman** is challenging incumbent **Andre Ramsaroop**. In Bruce Power’s Unit 4, delegate **Faham Hanif** is challenging incumbent **Shirley Hayes**.

In the OPG Local, four elections will be held. In Unit 2,

incumbent **Victor Chetcuti**’s position is being contested by delegate **Sant Marwaha** and member **Michael Rizzo**. In Unit 6, incumbent **Shaukat Shaikh** is being challenged by delegate **Paul Choiniere**. In Unit 29, delegate **Danny Franchuk** is attempting to unseat **Ali Aghvami**.

Finally, in Unit 15, delegates **Paul Brown** and **Murray Downie** are attempting to occupy the directorship formerly held by Local VP-elect **Joseph Fierro**.

Ballots will be distributed to members of the affected units on or around March 15th. The deadline for them to be returned to the office will be April 6th.

Following are the Unit Directors who were acclaimed:

Unit 1	OPG	Andy d’Andrea
Unit 3	Bruce Power	Bob Wells
Unit 5	OPG	Bhupinder Bajwa
Unit 7	Bruce Power	Ken Martin
Unit 8	OPG	Peter Tien
Unit 9	OPG	Tony Kokus
Unit 12	Inergi	Dianne Mowat
Unit 13	Hydro One	Carolyn Coney
Unit 14	Hydro One	John Cameron
Unit 16	OPG	Alex Saba
Unit 18	Kinectrics	Elan Thomas
Unit 19	New Horizon	Gordon Higuchi
Unit 20	OPG	David Romanowicz
Unit 22	OPG	Deodatt Somaru
Unit 23	AMEC NSS	Camber Muir
Unit 26	OPG	Rick Patenaude
Unit 27	OPG	Muhammad Qureshi
Unit 28	OPG	Vladimir Glen
Unit 30	New Horizon	Andy Gills
Unit 31	New Horizon	Andrew Stock
Unit 32	Hydro One	Michelle Byck-Johnston
Unit 34	Hydro One	Jim Botari

TVA engineers join IFPTE

A group of engineers, scientists, technicians, and other white-collar professionals of the Tennessee Valley Authority has voted to join the IFPTE.

Photo: Chris Langford, IFPTE



Engineering Association President Gay Henson and IFPTE Secretary-Treasurer Paul Shearon sign the affiliation agreement.

In a vote held among its members, 91 per cent of the Engineering Association (EA) voted to affiliate with the Society's parent international organization.

EA President Gay Henson was ecstatic over the vote. "The excitement is building! Together with the IFPTE, the EA will demonstrate a much stronger position in regards to legislative issues that EA and TVA face."

The TVA was created by the Franklin Roosevelt administration in 1933 as a economic development measure for one of the areas of the US hardest hit by the Great Depression. The federally owned agency owns and operates 29 hydroelectric dams, 11 coal-fired stations, three nuclear power plants, five gas-fired plants, and several small-scale renewable-generation facilities in seven states in the southeastern US. Both a power supplier and regulator, the TVA is the US's largest power company.

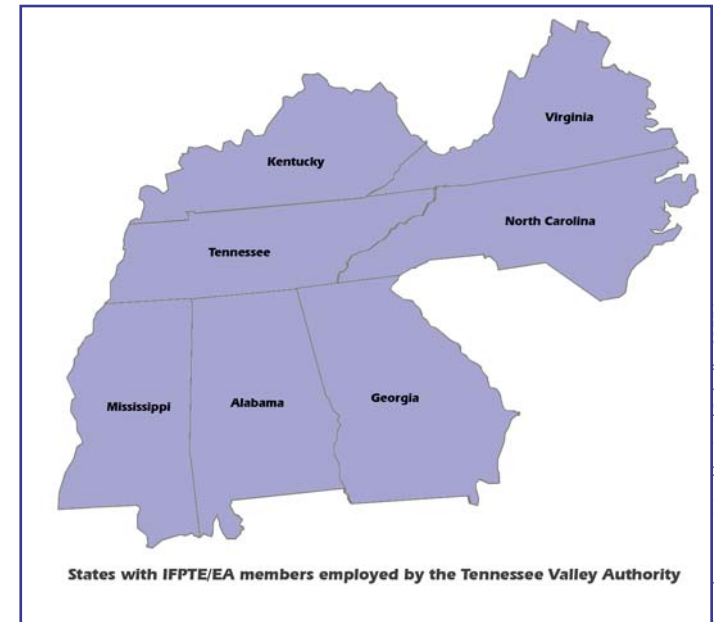
"These new members do what we do and speak our language," said Society President **Rod Sheppard**. "That they've affiliated with the IFPTE can only be great news for the Society."

For three days last October, the IFPTE and the EA conducted an 'affiliation tour' that included IFPTE officials, local union officers and staff, and EA representatives from all seven states in the TVA region. The group met with hundreds of members of the EA at hotel ballrooms, restaurants, conference rooms, auditoriums, and plant sites.

Formed in 1937, the EA saw itself as strongly and proudly independent. Given their current challenges, they decided to join a larger organization to help increase their power and influence. EA leaders looked at five international unions, and settled on the IFPTE. Credit for the EA's decision has been given to the IFPTE's "legislative activities and successes, professionalism, low dues, [the IFPTE's] governing structure, and philosophy that Locals have autonomy and control over their assets."

The EA exists in a curious labour-relations void. As the TVA is excluded from the two major federal US labour acts, the EA and its employer operate entirely on their own. One of the EA's major goals is to lobby the US Congress to include them in federal legislation.

Says EA Senior Labor Relations Specialist Sue Rollins, "We have ... been able to experience firsthand some of the



Based on an original by April Rebollo, SPEEA

influence and respect the IFPTE has in Washington, D.C. I look forward to many years of working together.”

Idris new IFPTE General Counsel

Teresa J. Idris has been hired as the IFPTE’s new General Counsel.

Ms. Idris previously worked for the American Federation of Teachers (AFT), where she worked as a senior associate in the AFT legal department.

As one of their in-house lawyers, she counselled the AFT on organizing Issues; represented the AFT in federal and state courts; assisted Locals with their legal issues; and trained Local leaders.

Teresa received a BA in history and political science *magna cum laude* from George Washington University in 1999. In 2003 she received a juris doctorate from Georgetown University.

Prior to her work with the AFT, Teresa clerked and interned for the Washington, D.C. Employment Justice Center, People for the American Way, law firm Bernabei & Katz, and the Legal Aid Society of Washington, D.C.

She has been admitted to the Bar in New York, the District of Columbia, the U.S. Court of Appeals for the D.C. Circuit, the U.S. District Court of the District of Columbia, and the U.S. Supreme Court.

A member of the AFL-CIO Lawyers Coordinating Committee and the American Bar Association, Teresa and her husband Faris reside in Washington, D.C.



IFPTE General Counsel Teresa Idris

Teresa replaces long-serving former General Counsel Julie Clark, who was appointed in August, 2009 by President Obama to the position of General Counsel of the Federal Labor Relations Authority.

Society Newscast 2009:05

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