



SOMETHING NEW IS HAPPENING!

The largest organizing campaign in the history of CEP's Western Region is underway and our target is the construction industry. Our goal is to become a dominant player in construction by implementing a new approach to union organizing.

WHY CONSTRUCTION?

The potential is huge, with more than 20,000 trades people working on non-union job sites across the West.

- Unlike many industrial sectors in which CEP is already established, construction promises strong growth over the next 20 to 30 years, particularly in B.C. and Alberta. It is estimated that the industry will need almost 200 thousand new skilled trades workers over the next decade.
- Construction is labour intensive and has far less potential for automation than most other industries.
- Organizing in construction will give us increasing control over contracting-out of upgrading and maintenance at pulp and paper mills where our members already work.
- A strong presence in construction will increase our ability to organize in other sectors.

WHAT'S THE PLAN?

CEP has implemented a new strategy for construction organizing:

- We will represent all trades people working on job sites. Traditionally, each trade has been represented by a different union.
- Our "all employees" approach will offer cost savings to construction employers while maintaining and improving the wages, benefits and working conditions of trades people.
- Organizing will be strategically targeted at mega-projects, pulp and paper maintenance contractors and general construction in B.C.

WHAT IS CMAW?

CMAW is the Construction, Maintenance and Allied Workers bargaining council. It is a joint council of CEP Local 470 and the B.C. Carpenters Union.

- CMAW holds more than 150 certifications with construction employers in British Columbia.
- CMAW is currently a CEP affiliate. A new affiliation agreement is being negotiated that is expected to bring CMAW into full CEP membership this fall. This means their members will pay full per capita dues and will be governed by the CEP Constitution.
- In addition to construction projects where it represents only carpenters, CMAW also holds a number of permanent, "all employee" certifications.
- CMAW has provided the B.C. Carpenters Union with the ability to transfer their certifications to a Canadian union, enabling carpenters to achieve their long-standing goal of gaining autonomy from their parent international union, based in the U.S.

CAN WE UNIONIZE MEGAPROJECTS?

Our efforts are underway and have already produced results. CEP has a major role in the construction of the Horizon oil sands project in Alberta.

- Horizon is an \$11 billion dollar development being constructed by Canadian Natural Resources Limited in the tar sands region near Fort McMurray.
- CEP has signed a contract covering up to 700 workers in all trades who will build the extractor component at the megaproject.
- CEP has recently brokered a deal with Horizon and the Quebec labour federation's construction wing (FTQ) that will see hundreds of Quebec tradespeople hired on for the project.
- By organizing workers during the project's construction phase, CEP is better positioned to organize plant workers when Horizon goes into operation. We currently represent about two thousand workers at the Suncor oil sands plant north of Fort McMurray.
- In addition, Edmonton-based CEP Local 777 has organized upgrading and maintenance workers with JVD Mill Services and other oil sands project work.

WHAT DOES THIS MEAN FOR OUR MEMBERS IN PULP AND PAPER?

Rather than leaving upgrading and maintenance construction to non-union workers, we have aggressively pursued a strategy that brings the work into CEP.

- CEP Local 470 is now representing trades people employed by JVD Mill Services, a firm that specializes in upgrading and maintenance construction at mills owned by Catalyst Paper Corporation, where thousands of CEP members are operating the mills.
- This gives us "wall-to-wall" jurisdiction over workers at mills in Powell River, Port Alberni, Campbell River and Crofton. Over time, it will reduce contracting-out.
- A new, five year contract guarantees more work and employment stability for our members. It provides better wages and working conditions for tradespeople compared to their previous non-union situation.
- Because of our efforts, more tradespeople will be able to remain in or near their home communities, rather than having to travel to Alberta or other locations to earn a decent living.

WILL WE BE FIGHTING OTHER UNIONS?

Just as other unions are free to organize in the paper, energy and communications sectors, CEP has the right to expand in construction. We have targeted non-union workers only and it is not our intent to take members away from any other CLC affiliated union.

A BIGGER, STRONGER CEP!

Construction organizing represents a bold new step for CEP. New members with strong collective agreements will bolster our numbers, previously decimated by plant closures and downsizing in our traditional sectors. It will ensure that CEP continues to provide excellent services to its members in the coming decades. Organizing is the life blood of any union and in CEP, our future is bright!