



INTERNATIONAL BROTHERHOOD OF BOILERMAKERS

boilermaker.ca

Arnie Stadnick, International Vice President

September 15, 2020

Amanda Hawkins
Chief Executive Officer,
Canarector Inc.
1 Sparks Avenue
North York, Ontario M2H 2W1

Dear Ms. Hawkins:

I write to you to request a meeting at your earliest convenience in order to discuss ongoing issues at two companies affiliated with Canarector Inc. — CESSCO Fabrication and Engineering Ltd. in Edmonton and TIW Western Inc. in Calgary.

As you know, members of Boilermakers Lodge 146 have been locked out at CESSCO since June 28. Negotiations between the company and my union have been ongoing for more than two and a half years, with no progress to speak of. The lockout is, to say the least, an unfortunate development.

IBB members, through their bargaining committee, have voiced their willingness to forego any wage increase in their new contract — despite having had no increases for five years — but they have so far been met with a stony silence from CESSCO. I understand my members' reluctance to compromise their seniority rights, and their concerns over proposed rollbacks to their pensions.

CESSCO is a special workplace in Boilermaker history. In 1948, IBB Lodge 146 was founded on its shop floor. The union and management have enjoyed a fruitfully cooperative relationship for many decades, with no lockouts or strikes in at least 35 years. I see no reason to muddy such clear waters now.

In a time when management and labour should be working closely together to spur the post-COVID recovery that Alberta's economy so desperately needs, I am baffled that CESSCO would choose to engage in such a protracted and costly dispute.

Despite the introduction of a mediator into our negotiations, CESSCO has been uncommonly averse to finding common ground — on which to begin constructive work towards a resolution and a new and fair contract.

I don't want CESSCO's reputation to suffer any further than it already has in the event that the lockout drags on any longer. I'm also concerned that costs — in transporting replacement workers, security, and legal expenses — may just not be worth it for CESSCO in the long run.

My members at CESSCO want to work, and to be part of Alberta's economic recovery. It is high time that we have a frank discussion of the issues at hand and take a timely step toward resolving our differences.

I would also like the opportunity to talk about the situation at TIW in Calgary.

It was unfortunate that the COVID-19 crisis reared its head in the midst of our negotiations at TIW. But, while many other shops agreed to roll over contracts while waiting out the pandemic, it saddens me that TIW was unwilling to do so. After a pledge from TIW to sign papers agreeing to a roll-over of the lapsed agreement, I was dismayed when the pledge went unfulfilled.

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I can only presume that TIW decided to pin its hopes on an extended open period in which a company-groomed employee might push for a vote to revoke the union's bargaining rights. I would expect fairer play from TIW, and you'll know that we have objected to this revocation vote at the Labour Relations Board.

We also need to air the matter of the underpayment of benefits contributions, as clearly enumerated in an agreement to which TIW is signatory.

In closing, please know that I am eager to talk openly and respectfully with you about the future of these two shops.

Surely you will agree that the time is ripe for such a discussion. I feel, at any rate, that it cannot possibly hurt us to sit down. I hope you will agree to a meeting, at a location of your choosing, at the soonest possible time. My colleagues at Lodge 146 and I would be grateful for your time and consideration of our position.

I ask that you contact me by phone or email (both noted below) upon review of this letter.

Respectfully yours,



Arnie Stadnick
International Vice President
International Brotherhood of Boilermakers

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cc: Dave Hummel, President, CESSCO Fabrication and Engineering Ltd.
Chad Goll, President, TIW Western Inc.
Cory Channon, Assistant Director of IBB Construction Sector Operations/Canada
Rick Vanderveen, Director of IBB Canadian ISO Lodge Services
Hugh MacDonald, Business Manager/Secretary-Treasurer, IBB Lodge 146
Steve Warren, Business Manager, IBB Lodge 146 (Calgary)