



# Union Member Information for Keeyask & Keewatinohk



Welcome to the Keeyask Generating Station and Keewatinohk Converter Station Projects. Allied Hydro Council of Manitoba (AHC) is proud to be your representative during the time you work on these projects. In partnership with contractors, the Hydro Projects Management Association (HPMA) and Manitoba Hydro, we are part of an eight-year journey to complete structures that will power Manitoba for more than a century.



These projects are iconic and historic. Both project sites involve First Nations lands. At Keeyask, we represent labour that will be engaged to build a generating station on behalf of Manitoba Hydro and four First Nations; Fox Lake, War Lake, York Landing, and Split Lake collectively referred to as the

Keeyask Cree Nations (KCN).

The design stage and engineering specifications are complete. The success of these projects now depends on the skills and talents of individual workers who will come together to build a legacy that will truly stand the test of time. We take as much pride in representing our workers as you do in building excellence every single day. The successful completion of these projects is in your collective hands.

AHC represents seventeen unions that represent workers at both Keeyask and Keewatinohk. We act on behalf of all seventeen unions as their on-site representatives. Our primary responsibility is to assist and support you during the course of your employment. Additionally, we work with the contractors and HPMA to support these projects for on-time, on-budget delivery. Together, we share the responsibility to help build and create essential infrastructure that will provide benefits for many generations to come.

The legacy of this work will stand far beyond the lifetimes of the people who contributed to building these structures.

As your representatives, we work hard to deal with workplace issues proactively and to deal with issues that arise expeditiously. While at work, we want you to have a positive and comfortable environment that allows you to perform at your best, each and every day.

We understand that each project is unique, challenging and rewarding. Along with you, we take pride in building these impressive structures. We also understand that working at remote project sites can be stressful and require our members to be away from family and friends for extended periods of time, can be disruptive to work-life balance.

While at work and residing at camp, AHC representatives are available to you 7 days a week. If you experience any difficulty or need employment related support and advice, please speak to your shop steward or directly to an AHC Labour Relations representative.

AHC promotes and encourages a safe working environment where people can come to work without the threat of intimidation, harassment, or violence. More importantly, we expect that our members will have every opportunity to excel and contribute to the projects to the best of their individual abilities. We share these as common goals with our contractors, HPMa and Manitoba Hydro. The Burntwood Nelson Agreement (BNA) was negotiated by all parties to create a desirable work environment and to establish excellent working conditions. During the term of your employment on these projects, the BNA will provide the terms and conditions of employment.



As skilled tradespeople, construction professionals, and project support workers, you have chosen to work at Keeyask and Keewatinohk. The legacy of this work will stand far beyond the lifetimes of the people who contributed to building these remarkable structures. On behalf of our member unions, thank you for choosing Keeyask and Keewatinohk and thank you for joining the unionized construction industry. We look forward to working with you and supporting you on this journey.

### Employment at Keeyask

Misáw óma Keeyask atoskéwin oté ka-pé-itohtéyan kititáwinihk ohci. Ahpó étikwé ásay kinakacihtán kit-atoskéwin ahpó anohcihké ki-kí-máci-atoskán Keeyask atoskéwini-nátamákéwin aphó kotak atoskéwin.

Máka óma Keeyasko- atoskéwin kisípaniw mína ayánimisíman atoskéwinihk. Ekota ka-miskén mihcét wanasowéwina kit-atoskéwin ohci. óki natawénihtákosiwina akwa oniskipahcikéw kapésíwikamikohk.

Keeyask is a large workplace away from your community. You may be an experienced worker or just joined Keeyask as your first job in a support position or in a skilled trade classification.

In either case, Keeyask is a fast paced and demanding workplace. You will find there are many rules, policies and procedures that will apply to you in many aspects of your employment. These requirements will apply to your job and also your residency in a Manitoba Hydro owned camp.



## Your Union Representatives

óki néyánáw (4) Allied Hydro Council (AHC) otayamístamákéwak ká-atoskéstamák atosktámwak óma atoskéwin. óki atoskéwini-atayamístamákéw, AHC nákatéyihcikétacik é-yamístamwáccik atoskéwi-tipayikéwin mina é-sítohamákécik kispin é-mánipaníkot awéyák atoskéwininihk. Kwayask mína ka-minopanícocik atoskéwinákanak.

The four (4) Allied Hydro Council (AHC) Representatives serve as your Union Reps in the workplace. As a Union, the AHC is responsible for representing members who pay union dues and supporting them if they experience any difficulties in the workplace. The unions' job is to make sure workers are treated fairly.

óki AHC ayawéwak ininiw mína omayakwés otayamístamákéwak ka-wíhchikowin ka-nisitohtaman atoskéwini- nitawéyihkósiwin mína atoskéwini-wanásowéwina ka-wíhchikowin kékwán é-mánipanícoyan.

The AHC has Indigenous and non-Indigenous Site Representatives who will work with you and help you understand work requirements and the employer's policies, and to help you with any issues that you may be experiencing.

Kispin kakwcéhkémowin kitayán aphó kitawénihtén kawíhchikawiyán, ka-kispwéyamiháw AHC atoskéwini-otayamístamákéw óté Keeyask masinahikamikohk akwa KCN otayamístamákéwak.

If you have any questions or need any help, please call your AHC Site Representative. You can reach your representative at the Site Support Office at Keeyask or through your KCN Community Representatives.

## Safe Workplace and Residence

As you work and live in this complex environment you will be around various types of machinery and heavy equipment. Safety is our most important consideration. Manitoba Hydro, contractors, HPMA and each union Local take safety very seriously and we want to ensure your safety. One accident or injury to be one too many.

Above all else, your safety and promoting safe work practices is our most important goal.

Just as we expect to be treated well during our stay, our hosts expect us to respect the facilities and the camp rules of residency.

Please be aware of all safety protocols and procedure at all sites, at all times as this is a strictly enforced expectation. All parties involved with these sites will treat any safety violation as serious violation which may result in dismissal or eviction

if safety protocols are not followed. Please work safely to protect yourself and other workers who depend on you for their well-being. The Workplace Health and Safety Committee is co-chaired by AHC and HPMA. Please speak to a Site Labour



Failure to comply with camp rules may result in eviction. While eviction may not directly result in termination of employment, the practical result is that if you cannot reside at camp, you will not be able to work at these projects.

## Guest Conduct

Being away from home and residing in a remote project location can be stressful. We understand that working and living in close quarters may occasionally lead to conflicts or there may be an infraction of camp rules. The purpose of the camp rules is to create a stable, orderly and respectful environment for all project personnel to live and work.

If you do experience an unusual stress or there is a potential conflict that may arise, we ask that all issues be dealt with calmly, professionally and in problem solving manner. We are guests in Manitoba Hydro facilities and just as we expect to be treated well during our stay, our hosts expect us to respect the facilities and the camp rules of residency.

## Infractions and Appeals

Camp rules include a list of minor and major infractions. Typically, three minor infractions or one



major infraction will result in eviction. If you are cited for an infraction, please contact your Shop Steward or Site Labour Relations Representative immediately. If you believe a sanction was not reasonable, please contact your Site Labour Relations Representative immediately as we are required to file an appeal within twenty-four hours.

We hope that you will not encounter any situation that requires an appeal but should such a situation arise, we will make every reasonable effort to represent you and to help protect your best interests. However, Manitoba Hydro makes eviction decisions and we have limited recourse once an eviction decision is made. Therefore, we highly recommend that the best course of action is to follow camp rules to avoid any situation that may cause an eviction.

## Burntwood Nelson Agreement

If you have previously worked in the unionized construction industry, you will be familiar with the workings of a collective agreement and the wage and benefit provisions of these agreements.

If you are new to the unionized construction industry, we welcome you to our vibrant industry. We provide opportunities for construction, trades and support personnel to work on some of the most exciting and challenging projects in the world.

The BNA covers the terms and conditions of employment and also sets out the wages and benefits paid for each trade or support group. While the master agreement covers general terms and conditions, there are seventeen different appendices that deal with wages and benefits for each individual union.

Your Shop Steward or Site Labour Relations Representative can answer questions and provide you with more information about wages and benefits paid under your union's appendix.

## Complaints and Grievances

In our view, the best grievance is one that never has to be filed. Your Shop Stewards and Site Labour Relations Representatives are trained and work hard to take a problem solving approach to resolving issues before conflicts arise. The HPMA also has Site Representatives who work with your representatives to avoid unnecessary conflict and to take a problem solving approach to workplace issues.

We understand that a workplace conflict that results in a grievance may be upsetting but please keep a professional outlook and continue to do your best at work.

While you are at work, we want you to be able to focus on doing your job to the best of your ability as well as taking care of your health and wellness during your time

at camp. However, sometimes issues will arise that require us to file a formal grievance to address a collective agreement violation.

Grievances are not about being angry or creating conflict. They are an effective way to address issues in a professional and structured environment. If we are not able to resolve an issue through dialogue and open communication, your Site Labour Relations Representative will consult your union Local and determine if a grievance should be filed.

To help us make these decisions, please provide clear and timely information to your Shop Steward or Site Labour Relations Representative. As with appeals, there are strict timelines for filing grievances and it is very important that you contact us as soon as you become aware of an issue affecting your employment. We understand that your complaint may be upsetting but please remain calm and provide clear and concise information so we can work together to resolve issues as quickly as possible.

The grievance process has three steps followed by arbitration if necessary. Each step involves a meeting between AHC and HPMA representatives. The contractor whom you work for will likely



be involved as well. Step one and step two meetings are typically held at the project sites and step three discussions typically occur in Winnipeg and includes your union Local and AHC personnel in Winnipeg.

If the grievance is not resolved at this stage, your union Local and AHC management will carefully review the circumstances and make decisions about arbitration. Your union Local and Site Labour Relations Representatives will keep you informed throughout the process.

### **Maintaining Professionalism**

Unless your grievance is about a suspension or a termination, you will remain at work. You were hired because of the skills and abilities you bring to the job. We understand that a workplace conflict that results in a grievance may be upsetting but as a professional, please maintain your work ethic and professionalism at the same high standard while we work to resolve the grievance. We will keep you informed and support you through the process and make every effort to resolve the grievance as quickly as possible.

### **Manitoba Hydro Policies and Standards**

During the course of these projects, Manitoba Hydro may introduce various workplace policies and procedures applicable while at work or while in camp. We are always hopeful that any policies and standards are only implemented following consultation with AHC.

However, that may not always be the case. Whenever a new or revised policy, procedure or standard is introduced, the contractor is responsible to provide you with timely information. Please monitor the bulletin boards around both camps for any notices about new policies or changes to policies.

### **Allied Hydro Council Dues**

The AHC provides a number of services and supports to unionized project personnel. These services are funded through a small dues levy paid by members of all affiliated unions. With two project sites, Keeyask and Keewatinohk, at peak, with some two thousand workers on site, there are significant costs of staffing and service delivery.

Since 2006, the levy has been fixed at twenty-five cents per hour. Each contractor deducts this levy for each hour worked by unionized workers. The AHC Board approved an increase in the levy and this was the first increase in nearly ten years. On May 3, 2015, the hourly levy increased to thirty cents per hour. Effective May 1, 2016, the levy increased to thirty-five cents per hour.

A significant portion of the additional dues will be used to increase the complement of Site Labour Relations Representatives. The AHC has carefully managed its member-funded resources to provide the best possible services. Due to the high number of indigenous peoples employed at these two projects AHC has two Labour Relations Representatives Indigenous Focus to enhance the needs of Keyyask and Keewatinohk Indigenous workforce.

Please note that the AHC office is located at Keyyask in the site services trailer. The AHC Labour Relations Representative schedule is posted at the site services trailer. You are welcome to drop by to visit any Labour Relations Representative for any questions or information you may need.

## Member Benefit Coverage

	Dental	Vision	Health Care	Health Spending Account	Prescription	Pension	Life Insurance	STD	LTD	EAP	Who is the provider?
LU 555 - Boiler Makers	Yes	Yes	No	No	Yes	Yes	Yes	Yes	Yes	Yes	Green Shield/Manulife
LU 1 - Bricklayers	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Coughlin
LU 2085 - IBEW	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Coughlin
LU 99 - Insulators	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Coughlin
LU 728 - Iron Workers	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Coughlin
LU 1258 - Labourers	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Coughlin
LU 1443 - Millwrights	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Coughlin
LU 987 – Operating Engineers	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Coughlin
DC 17 - Painters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Coughlin
LU 222 - Plasterers	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No	Coughlin
LU 254 - Plumbers & Pipefitters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Coughlin
LU 511 - Sheet Metals	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Coughlin
LU 979 - Teamsters	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	Yes	Blue Cross/Manulife
LU 342 - COPE	Yes	Yes	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Coughlin
LU 343 - Carpenters	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	Yes	Coughlin
LU 206 - Workers United	Yes	Yes	Yes	No	Yes	Yes	Yes	No	No	No	PBAS
LU 102 - Elevators	Yes	Yes	Yes	No	Yes	Yes	Yes	Yes	Yes	No	Manion Wilkins

**Note:** Each local may have a probationary period before benefits are provided to members.

## AHC Staff and Contact Information

### Dwayne Friesen

Senior Labour Relations Representative

Email: [siterep3@ahcmanitoba.com](mailto:siterep3@ahcmanitoba.com)

Phone: (204) 679-6029

### Ron Castel

Labour Relations Representative – Indigenous Focus

Email: [siterep4@ahcmanitoba.com](mailto:siterep4@ahcmanitoba.com)

Phone: (204) 679-1340

### Edna Beardy

Labour Relations Representative – Indigenous Focus

Email: [siterep2@ahcmanitoba.com](mailto:siterep2@ahcmanitoba.com)

Phone: (204) 679-1226

### Al Szmerski

Labour Relations Representative

Email: [siterep1@ahcmanitoba.com](mailto:siterep1@ahcmanitoba.com)

Phone: (204) 679-0851

### Allied Hydro Council of Manitoba

Marshall Wells Warehouse Building

510 - 136 Market Avenue

Winnipeg, Manitoba

R3B 0P4

(204) 956-7425

Email: [office@ahcmanitoba.com](mailto:office@ahcmanitoba.com)

## Keeyask Project Site Information

### Main Camp Reception Desk

(204) 778-3980

### Start Up Camp Office

(204) 778-3916

### Security & Emergencies

Main Gate Security: (204) 778-3934

Main Camp Security: (204) 778-3938

## Keewatinohk Project Site Information

### Camp Office

(204) 652-4834

### Camp Security

(204) 939-0189

## Allied Hydro Council Affiliated Unions

### International Brotherhood of Boilermakers, Iron Shipbuilders and Helpers of America

Local 555

110 Haarsma Road

East St. Paul, Manitoba

R3E 0M8

(204) 987-9200

### International Union of Bricklayers and Allied Craft Workers

Local 1

Unit 68 - 1313 Border Street

Winnipeg, Manitoba

R3H 0X4

(204) 694-0135

### Prairie Artic Regional Council of Carpenters

Local 343

87 Cole Avenue

Winnipeg, Manitoba

R2L 1J3

(204) 774-1609

### Canadian Office and Professional Employees

Local 342

403D-275 Broadway Avenue

Winnipeg, Manitoba

R3C 4M6

(204) 942-0899

### [IBEW International Brotherhood of Electrical Workers](#)

Local 2085  
556 Notre Dame Avenue  
Winnipeg, Manitoba  
R3B 1S4  
(204) 982-2085

### [International Association of Heat and Frost Insulators and Allied Workers](#)

Local 99  
946 Elgin Avenue  
Winnipeg, Manitoba  
R3E 1B4  
(204) 694-0726

### [International Association of Bridge, Structural, Ornamental and Iron Workers](#)

Local 728  
895 Century Street  
Winnipeg, Manitoba  
R3H 0G1  
(204) 783-7853

### [LiUNA Laborers International Union of North America](#)

Local 1258  
541 Waterfront Drive  
Winnipeg, Manitoba  
R3B 0H1  
(204) 942-7193

### [International Union of Operating Engineers](#)

Local 987  
244 Cree Crescent  
Winnipeg, Manitoba  
R3J 3W1  
(204) 786-8658

### [International Union of Painters and Allied Trades](#)

Local 739  
168 Higgins Avenue  
Winnipeg, Manitoba  
R3B 0C1  
(204) 943-2497

### [Prairie Artic Regional Council of Millwrights](#)

Local 1443  
95 Cole Avenue  
Winnipeg, Manitoba  
R2L 1J3  
(204) 774-1609

### [OPCMIA Operative Plasterers & Cement Masons International Association](#)

Local 222  
#42, 4004 – 97 Street  
Edmonton, Alberta  
T6E 6N1  
1-877-423-4296

### [United Association of Plumbers and Pipefitters](#)

Local 254  
34 Higgins Avenue  
Winnipeg, Manitoba  
R3B 0A5  
(204) 947-0497

### [SMART the International Association of Sheet Metal, Air, Rail, Transportation Workers](#)

Local 511  
438 Higgins Avenue  
Winnipeg, Manitoba  
R3A 1S5  
(204) 774-4447

### Teamsters International

Local 979  
B1 – 1680 Dublin Avenue  
Winnipeg, Manitoba  
R3H 1A8  
(204) 694-9798

### Workers United Canada Council

Local 206  
1000 Notre Dame Ave, 2nd Floor Unit 4  
Winnipeg, MB R3E 0N3  
(204) 772-8555

### International Union of Elevator Constructors

Local 102  
1794 St. Matthews Avenue  
Winnipeg, Manitoba  
R3H 0A5  
(204) 774-5641

