



Arnie M. Stadnick

International Vice President, Canada

November 27, 2020

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

Dear Ms. Hawkins:

I write today to urge you to end the unnecessary, and cruelly prolonged, lockout at CESSCO Fabrication and Engineering Ltd. in Edmonton, which has now lasted five bitter months — and counting. At the very least, I ask that you agree to discuss the key issues of the dispute with me and Local 146 Business Manager Hugh MacDonald. Winter has descended on my picketing members, and I want your help to get them out of the cold and back to work immediately.

The sticking points are well known. CESSCO's "best offer" has called for a ten percent wage cut, a decrease in company pension contributions, and the removal of important seniority language that protects workers against favouritism and solidifies clear practices that honour seniority in the event of layoffs.

Our bargaining team has agreed to forego wage increases in this stalled round of bargaining, even though there have been no raises for years. But our members rely on the pensions they've accrued, and will not sacrifice the rates of contribution that have been built through years of faithful bargaining. Likewise, the contract language around seniority shows itself to be more vital than ever, in light of pre-lockout layoffs at CESSCO.

We are simply asking that you roll over the current lapsed contract — a fair starting point from which we can build a fair and equitable deal with which to move forward together. I fail to see why my members cannot get back to work while we do this. I fail to see why they must shiver in the cold while CESSCO stands by, tight-lipped and with obstinate arms crossed.

Canerector has grown into a vast multi-branched enterprise, thanks to the hard work of these loyal workers (and many others, who are watching events closely). Your ingratitude is showing. And this lockout has created a toxicity on the ground at CESSCO — all for the sake of your corporate greed.

As you are well aware, CESSCO is a special workplace in Boilermaker history. In 1948, IBB Lodge 146 was founded on its shop floor, just one year after Canadian Erectors itself was founded. The union and management have enjoyed a fruitfully cooperative relationship for many decades, with no lockouts or strikes in at least 35 years.

Our members there have fond memories of the cooperative spirit between employees and management that prevailed at the shop throughout the time that Stan Hawkins was CEO, and when they worked under his father before him. Veteran Boilermakers who have worked loyally at CESSCO since those days recall a long-term continuity through their periods of collective bargaining, through the thick and thin of economic realities.

Even when workers would see no increases in wages or benefits, previous management always bargained with an eye toward a future that ensured prosperity and security for both the company and the stalwart employees whose skills and drive made CESSCO profitable. And they were always able to come to an agreement on a new contract.

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You have torn this continuity apart, and damaged the respect that employees felt in years past. It is high time that you endeavour to repair that damage. These members of my union tell of respectful handshakes and engaging conversations with Mr. Hawkins at company Christmas parties. They talk of handwritten Christmas cards from Mrs. Hawkins. They felt truly a part of a team, that they mattered, and were valued.

Well, Christmas will soon be upon us, and your unwarranted lockout is about to ensure a very miserable holiday for these hard-working, skilled, and dedicated employees, their families, and their children. Your position in this dispute is an insult to those memories of far better times at CESSCO under the wiser, fairer leadership of your predecessors.

As one of our picketers asked, "What happened? It's the same family, and we're the same people." We'd like an answer to that simple question.

The Canerector website proclaims, "The business is in its third generation of Hawkins ownership, though our core tenets remain the same." After walking with my picketing brothers and listening to them, this just doesn't ring true.

Why can't you agree to our team's offer to roll over the current contract, for a mere year or so, and get these folks back to work while we together commit to continuing constructive talks to reach an agreement?

These workers' spouses and children have suffered the forced severity and gloom of COVID-19, and now are enduring the worry of seeing their locked-out breadwinners walking the picket line in sub-zero temperatures, chilled to the bone for the sake of preserving their proper bargaining rights and their livelihoods.

Stop your unfeeling indifference to these workers.

Stop your neglect of your responsibilities to them.

Stop your penny-pinching of the value they add to your success.

With all due respect, please end the lockout now.

I invite you to contact me at your earliest convenience, by phone or email (below). Mr. MacDonald and I can arrange a virtual meeting at any time that is convenient to you. We want nothing more than to sit down and talk.

Respectfully,



Arnie Stadnick
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International Brotherhood of Boilermakers

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Cc: Dave Hummel, President, CESSCO Fabrication and Engineering Ltd.
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