



# Acoustical Association Ontario

Volume 5 Issue 2 February 2010

*Provincial in scope ...*

*Provincial in outlook*

## Carpenters Union Restructuring Complete



The restructuring of the United Brotherhood of Carpenters and Joiners of America (UBC) in the province of Ontario is now complete. After several years of negotiation and consultation, a

single district council, The Carpenters' District Council of Ontario (CDCO), was formally established on January 1, 2010. The new CDCO Executive Committee is as follows:

Executive Secretary	Treasurer	Ucal Powell
	President	Tony Iannuzzi
	Vice President	Donald Guilbeault
	Warden	Tom Cardinal
	Conductor	Mike Yorke
	Trustee	Joel Neville
	Trustee	Carlos Pimentel
	Trustee	Matt Creary

The District Council has been organized into four (4) geographic areas each of which are headed by a Manager and Local Union Co-ordinators. Following is a list of the areas along with their respective Managers, Locals and Local Co-ordinators:

**Area 1** Matt Creary, Manager

- Windsor, Local 494 T. Hulkonne
- Hamilton, Local 18 M. Creary
- London, Local 1496 T. D'Orazio
- Godderich, Local 2222 B. Casemore

**Area 2** Tony Iannuzzi, Manager

- Toronto, Local 27 M. Yorke
- Toronto, Local 675 T. Iannuzzi
- Oshawa, Local 397 J. Neville
- Cambridge, Local 785 S. O'Dwyer

**Area 3** Donald Guilbeault, Manager

- Ottawa, Local 93 D. Boudreau
- Kingston, Local 249 D. Fraser
- Ottawa, Local 2041 D. Guilbeault

**Area 4** Tom Cardinal, Manager

- Sault Ste. Marie, Local 446 K. Pinder
- Sudbury, Local 2486 T. Cardinal
- Thunder Bay, Local 1669 J. Johanson

Each Area Manager reports to the Executive Secretary Treasurer, Ucal Powell. Additionally, the Director of Organizing, the EPSCA Manager and the Director of Public Affairs also report directly to Mr. Powell. A full organizational chart is available for review on AAO's WEB Site at [www.aao-online.ca](http://www.aao-online.ca).

## Workplace Safety system Review

Ontario has established an Expert Advisory Panel to conduct a review of the province's occupational health and safety prevention and enforcement system. Comprised of safety experts from labour, management and academic institutions it will recommend options for structural, operational and policy improvements. The panel will research national and international jurisdictions for best-in-class approaches to improving workplace safety and will look at a range of issues including:

- Continuum of safety practices in a workplace and entry-level safety training
- Impact of the underground economy on health and safety practices
- How existing legislation serves worker safety

Part of the review will be supported by the Institute for Work & Health, a globally renowned and independent research centre for occupational health and safety.

## *The Mathews Dinsdale Minute*



This month, we continue with our saga about “Joe’s Drywall” and its problem employee, David (all names fictional). Remember, David has a history of lates and not getting along with co-workers, but no record of discipline. On his last day, David was told there was no more work for him, and was given a record of employment marked “Layoff-Lack of Work”.

David was let go after, on a single day, he was late for work, told off his working foreman and got into an abusive argument with a co-worker. Joe had finally had enough of David. Our first lesson was dealing with the problem and our second was the concept of progressive discipline. The third (and likely last) lesson from this scenario is:

### **Call It What It Is**

Joe has done two dangerous things in dealing with David. First, he has already told the Union that the “layoff” of David is not really a layoff for lack of work. Second, he has already put his own credibility in issue in any future litigation about David’s end of employment. Consider the following.

Joe did not tell David about his behaviour problems. Joe did not tell David that this has been coming for some time. Joe did not tell David the company couldn’t tolerate his behaviour. Joe told David that “there was no more work for him” and marked his ROE “Layoff-Lack of Work.” However, as soon as David was gone Joe had his office call the hall for a new employee for the same site. Maybe Joe didn’t want, or have time for, the conflict with David. Maybe Joe didn’t want to hurt David’s ability to collect Employment Insurance. One is the easy way for Joe and the other is supposed to be easier for David. Neither is a good reason.

If the Union asks why David has been sent home and a new man called, Joe is put in a position of not having told David what was wrong, not having given David a chance to answer, and having lied to David as well as falsifying government forms about the reason for the termination. Immediately, if questioned by the union through a grievance or arbitration, Joe’s Drywall is in a position of having to “explain away” those inconsistencies instead of driving forward any strength in its position on David.

If you are firing an employee because of misconduct, call it what it is. Trying to avoid the ugliness of the situation only makes your position that much harder to deal with if you are challenged. Of course, doing it the way Joe did was probably more attractive because Joe’s Drywall had not “dealt with the problem” previously and didn’t have a record of “progressive discipline”. If those pieces are in place, calling the termination “what it really is” is much easier.



## *Carpenter’ Provincial Bargaining Meetings*

February 2, 2010	EBA Bargaining Committee - review of Union Master Proposal
February 10, 2010	EBA Bargaining Committee - Master Portion Negotiations
February 25, 2010	EBA Bargaining Committee - Monetary Negotiations
February 26, 2010	EBA Bargaining Committee - Monetary Negotiations



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