



## Lodge 146 Boilermakers Pride & Progress Program

The Boilermaker Pride and Progress Program, now in effect, is developed and intended to promote jobsite excellence, customer satisfaction and Union Pride for the members of Lodge 146. Through the consistent application of these uniform best practices, our members will benefit by ensuring our clients and customers have a high level of confidence in our ability to deliver the “value” proposition, day in and day out, on each and every job. With a focus on education through union sponsored initiatives and assistance, this program is not intended to be punitive. The primary goal and objective of the program is to promote and strengthen our pride in membership and to enhance our market share and secure jobs for our members today and well into the future. This will be accomplished by demonstrating our consistent ability to deliver superior workmanship and productivity.

This program respects the efforts of the significant majority of members who faithfully represent the best interests of Lodge 146 on the job every day. When necessary, and through the mutual cooperation of labour and management, we will collectively hold accountable, and take to task, the small minority of those that are unwilling to fulfill their responsibilities or that habitually demonstrate behaviours on our jobsites that are inconsistent with sound trade union expectations, principles and practices.

### The Local Union

The Local Union has the responsibility to ensure all workers, including supervision, dispatched to construction, maintenance and shop jobs uphold the high standards of workplace excellence expected of them as highly skilled professional trades persons. To this end, Lodge 146 will designate a full time dedicated representative of the Boilermaker Pride and Progress Program. The Pride Representative (PR) will report directly to the Business Manager and will continually monitor and evaluate the performance of boilermaker workers and supervision employed on all active projects. **The primary role of the PR is to assist in membership development and growth through education and learning opportunities, to address project performance issues, to assist members in accessing Employee Assistance Programs and other outside assistance when it is required, and to assist members in resolving inappropriate workplace conflicts and behaviours.** Through open communication with the members, job stewards, area business representatives and on site supervision the PR will assess and manage the various jobsite performance issues that may arise, in a proactive manner. When necessary, and in consultation with the Business Manager, the PR will make recommendations for education or upgrade training or, as a last resort, appearance of underperforming members before the Local Lodge executive board. The PR will maintain records of terminations, quits, no shows and warnings for underperformance and will ensure the necessary dispatch restrictions and recommendations of the executive board are managed in a timely and consistent manner.

Lodge 146 will make available and provide an orientation for all member supervisors and stewards on the Unions expectations in regards to the Boilermaker Pride and Progress Program. It is expected that all Boilermaker supervisors and stewards will receive this training in a timely fashion.

The program will not prevent or preclude members from pursuing grievances regarding unjust discipline or dismissals imposed on them by their employer, when properly requested through their area Business Representative. In any situation arising where a grievance is pursued for wrongful termination or other violations of the collective agreement, any potential actions will be held in abeyance until such time that the grievance has been properly resolved.

### Signatory Contractors

Contractors play an integral role in ensuring the success of the Boilermaker Pride Program. It is expected that contractors will train and educate their supervisory staff on the contractors' necessary support and expectations regarding their responsibilities in the Boilermaker Pride Program. Success of this program is dependent on the diligence of the contractor to follow and enforce the progressive discipline process through to termination, if necessary, rather than deferring to lay-offs when behavioural issues might arise.

Contractors and/or the responsible supervisor must notify the Pride Representative and Area Business Representative, (contact information attached) in writing, immediately upon the termination, quit or no show of a dispatched worker. It is expected that there will be ongoing communication between the PR and the project to encourage corrective action prior to final warnings or termination. Contractors will implement a formal and documented progressive disciplinary process that facilitates this corrective action. The PR and Area Business Representative will be provided a copy of all progressive disciplinary policies in use and will be provided with ongoing feedback and copies of any written disciplinary notices, quits, no shows, or terminations .

### Owners and Clients

Owners and Clients will need to encourage and support the implementation of all facets of the Boilermaker Pride and Progress Program. If, and where necessary, the Union may request the assistance of the owner where it is found that the contractor is not cooperating or fully assisting the union in the implementation of this program. As the training, education and upgrading components of the program are vital to our collective success, the owners and clients assistance in facilitating and accommodating the training and education initiatives is imperative.

### Travel Cards and Permits

Any travel card or permit worker, working within the jurisdiction of Local 146, will have their dispatch privileges revoked indefinitely for any of the following confirmed infractions; termination for just cause, failing to report for the job, or quitting the job. A travel card or permit worker will be afforded the opportunity to appeal, in writing to the area Business Representative, for which the infraction took place, the reinstatement of dispatch privileges. All appeals will be responded to within three days of receipt of the written statement. The Business Manager or the Lodge 146 Executive Board will serve to adjudicate any disputes arising from the appeal.

### Members in Good Standing with Lodge 146

Every effort will be made to identify and correct behavioral or performance related problems through coaching, training or education. Members unable or unwilling to meet or fulfill the responsibilities established under the collective agreements or habitually demonstrating conduct that would violate articles contained within the International Brotherhood Constitution (specifically);

*Article 17.1.5 Engaging in any activity or course of conduct contrary or detrimental to the welfare or best interest of the International Brotherhood or of a subordinate body.*

*Article 17.1.11 Engaging in or fomenting any acts or course of conduct which are inconsistent with the duties, obligations, and fealty of the members of a trade union and which violate sound trade union principles or which constitute a breach of any existing collective bargaining agreement.*

will be subject to appear before the Lodge 146 executive board. The executive board will be empowered to take any necessary action up to and including filing of charges under the IBB Constitution and/or our Local Lodge Bylaws. Consequences could include mandatory training, suspension of dispatch privileges, monetary fines, or in extreme cases suspension or expulsion from membership.

### Pride & Progress Representative

Robert Key

Phone: 780-451-5992 ext 253

e-mail: rkey@boilermakers.ca